



ST.
BARNABAS
EPISCOPAL CHURCH

2024
ANNUAL REPORT

We are a community of faith that welcomes and values all people.
We commit to follow Christ, serve others, grow in faith,
and transform the world by sharing God's love.



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AGENDA

Opening Prayer..... The Reverend Karen Haig, Rector
Call to Order & Welcome..... The Reverend Karen Haig
Vestry Elections..... The Reverend Karen Haig
Appointment of Rector's Warden..... The Reverend Karen Haig
Approval of 2024 Minutes..... Rector's Warden
Approval of Resolution 2025-01..... Rector's Warden
Convention Delegate Elections..... Rector's Warden
Finance Report & Budget..... Finance Chair, Borgan Anderson
Bylaws Revision..... Katherine Bolles
Rector's Remarks..... The Reverend Karen Haig
Transitions..... Mary Anne Smith
Looking Back, Looking Ahead..... Rector's Warden
In Memoriam/Slideshow..... The Reverend Jim Friedrich
Benediction & Dismissal..... The Reverend Karen Haig
Adjourn



RECTOR'S MESSAGE

Dear Ones,

In my first year as the rector of St. Barnabas, when everything was new, I joined a wonderful group of clergy colleagues who offered, and continue to offer, support, wisdom, spiritual sustenance, and deep connection. December 1, 2017 was my first “day in the life of a rector,” and our Annual Meeting was soon upon us! There seemed to be a lot of fretting about the meeting! So I asked my clergy colleagues, “What are the truly important things about the Annual Meeting?” Of course, there are the canonical (church law) requirements—elect vestry members and convention delegates, conduct other business as is necessary, and do it all at some point between Diocesan Convention and the end of February. While all those things are important and essential, what my colleagues said that stays with me to this day, is that the real point of the Annual Meeting is to say “Thank you.” I couldn’t agree more. This year I’m feeling the bittersweetness of saying thank you at my last Annual Meeting with you—and still, I couldn’t be more grateful. So before I get to the thank yous, I’d like to share some of what I believe we all have to be grateful for!

It’s been an amazing year at St. Barnabas, a year that has flown by! Each year, your vestry and rector discuss, discern and set three “mutual ministry goals,” goals we hope will significantly contribute to the mission and ministry of St. Barnabas. In 2024, those goals were:

1. In conjunction with the strategic planning team, guide the implementation of 2024 strategies and tactics. Complete one progress review.
2. Create and implement a team to support the Family Ministries Coordinator.
3. Identify all church groups both formal and informal and invite leaders to speak to the vestry.

Our first goal was a smashing success! By the time of our first formal review (8/24), we had completed several of the (three-year!) plan goals and had begun work in every goal area. Work on our second goal is not complete. While there are several people supporting our Family Ministries Coordinator, a formal team has not been convened. The vestry discussed this at our recent meeting and, with the concurrence of incoming vestry members, will include an enhanced version of this goal in 2025.

Our third goal was also a success. The vestry heard from many ministry leaders in 2024, learning about their work at St. Barnabas, and about how the vestry can best support them. Our hope is that in 2025 as ministry leaders share their stories with the vestry, they will also share those stories with the wider congregation.

While the Holy Spirit is always at work at St. Barnabas, one of the most evident places is in our staffing. Etienna worked from Louisiana for a time, and in 2024 she joined then new-ish Music Director and Organist Sheila Bristow, Sexton George Cole, and not-so-newish Commercial Kitchen Manager, Tim Shelly. As Parish Administrator and Family Ministries Coordinator, Etienna is a dream—the whole staff is a dream!. I cannot imagine a more wonderful group of people to serve alongside. Each of them is a treasure, and for me they are colleagues, friends and the best of the best at what they do. Their commitment to God, to you, and to St. Barnabas, is stunning. Along with your vestry and other ministry leads, they too will be your shepherds and guides through the transition to a new rector.

2024 was a year of growth for St. Barnabas! We welcomed more than thirty new folks into our community and saw a significant increase in Sunday church attendance. A very warm welcome to all of you who have joined us—we are so glad you are with us! We look forward to the many ways you will change us and help us to grow into the fullness of who we are as the Body of Christ in this place. There was financial growth as well! As you'll hear from the finance folks, we proposed a 2024 balanced budget for the first time in many years and surpassed our financial expectations. 2025 looks even better! Newcomer Incorporation leads, Trip and Lynn Duncan, have been working behind the scenes preparing to launch the Invite, Welcome, Connect (IWC) program, which will bring all of our ministries of welcome under one umbrella. Team leaders will attend a workshop given by the IWC founder next month, and those folks will share in the leadership of this program. IWC is a program developed to turn us outward and toward the future by helping us to cultivate intentional practices of evangelism (be not afraid!), hospitality, and belonging. My sense is that this is going to have a significant impact on our congregation's ministry with the wider world!

And while numbers tell an important story, the more important story is one of transformation, of living deeper and deeper into discipleship as individuals and as a community. The Adult Faith Formation Team (Michael Fitzpatrick, Linda Heller, Linda Maxson, Rev. Patricia Robertson, and I) offered monthly coffee hour formation opportunities, formation series, and special formation events for the congregation and wider community.

A book study and Women's Silent Retreat happen next month, followed by the Lenten Soup Supper series. This group has been instrumental in helping us grow and deepen our faith, transforming us as individuals and as a community. The Stewards of Creation, led by Sue Ellen Case, offered various opportunities for learning, teaching us ways we can care for creation in our homes and in our various communities. Campus Stewards, led by Mary Anne Smith, did an exhaustive review of our buildings and grounds and is nearly finished codifying that information, creating a ten-year plan for stewarding our campus and developing a series of options for moving forward with buildings and grounds. This last year, we've blessed houses, opened our facilities to many community members, taken labyrinth walks, spent a wonderful women's retreat weekend at St. Andrew's house, made sack lunches for immigrants, supported many worthy non-profits from Bainbridge Island to Guatemala, married and buried people, delighted in Supper Clubs, baptized Stephanie, Coby, Graysen and Ruby, participated in Bainbridge Pride, hosted a peace vigil with other island clergy, blessed the Island's pets on Winslow Green, hosted a Community Christmas Caroling party, and so much more! What a year it has been... I'm so grateful to have spent it with you.

There are many more things I could say about this last year, but as always, the most important thing to say is "thank you." Thank you to you, the beloved community that is St. Barnabas, for continuing to nourish and nurture each other and to do God's good work in the world. I am grateful for our wonderful staff, past and present, for their care for you, for St. B, for each other and for their devotion to their work. Please thank them often—Etienna, Sheila, George, Tim, and Day School staff Julia, Debra, and Karey, you are treasures—we are all grateful to and for you. Thank you to our Compline team—Kirk, Peggy, Brian, and Laura—for so faithfully offering these community prayer services. Thanks to the Ushers, Greeters, Eucharistic Ministers, Lectors, and Altar Guild for doing all you do so that together, we can worship God in the beauty of holiness. Thanks to the Choir, cantors, and all the guest singers and musicians for gracing our liturgies. Thank you to the Outreach team, led by Sue Thompkins, for caring for the vulnerable people in our community and beyond. Thanks to Barbara Bolles, our Community Liaison who keeps us connected to the wider community, to the Stewardship Team who keeps care of creation and each other in front of us all year long. To the Finance Team, Borgan Anderson (Chair), Mike Killion, Tom Beierle, and Treasurer Kirk Eichenberger for stewarding our financial resources so well. To Annual Campaign Chair Kathy Anderson who faithfully and fearlessly led us through an even more fruitful annual campaign! Thank you to Sue Ellen Case for faithfully leading the Stewards of Creation, and to Mary Anne Smith for convening the Campus Stewards, ensuring the best possible care of our buildings & grounds. Thank you to Deacon Dan who leads the Caring Community Network, to Lisa-Marie MacKenzie who leads our Community Life (let's have a party!) team and to Babe Kehres and all the Coffee Hour Teams who nourish us with food and love each Sunday.

Thanks to Mo Godman and all those who prepare meals, write cards, send texts, make phone calls, and take communion to keep us connected, and to Drucy Burnett Hodge for holding our communal prayer life so gracefully. To Joe Salter who quietly cares for our beautiful interior, ensuring that it is a place of solace and welcome to all who enter. Thank you to Michael, Linda, Linda, and Rev. Patricia for faithfully guiding our faith formation; to Trip and Lynn Duncan for helping us learn to be even more welcoming and helping new folks find their way into the life of this community. Thank you to our wardens Gigi Norwine, Michael Ditmore, and Steve Schmitz, and to vestry members, Tom Beierle, Phil Fergusson, Claire Hicks, Mike Killion, Melanie Roth, Mary Anne Smith, to Chancellor Kathy Bolles and Clerk Rebecca Ditmore who faithfully and wholeheartedly do the work of ensuring the well-being and ongoing life of the parish. Thank you to our beloved Deacon Dan and the priests among us Nancy Tiederman, Judith McDaniel, Patricia Robertson, Jan Heller, Jim Friedrich, Dennis Tierney and Steve Best who are all wonderful sources of wisdom and friendship. Thanks also to Rev. Jim, Michael Ditmore, and Charlie Helming for their technical expertise and artistry, ensuring that the many people who worship with us online are fully welcomed into worship. If I've forgotten anyone, please forgive me. I thank you all, the beloved community of St. Barnabas, for your faithfulness throughout this year. You bless us all. And of course, I am especially grateful to God, and to my beloved Jim who is my companion on the Way.

There is so much to be grateful for and so much to look forward to in 2025 as this beloved community lives into the call to be a community of faith that welcomes and values all people, committed to following Jesus of Nazareth, serving the world, growing, and nurturing our own faith and transforming the world by sharing God's boundless love! Our community is growing and thriving, and you inspire me as you continue to love God, God's people, and creation. Your ongoing commitment to a deeper knowledge and experience of God through worship, prayer, and study, your service to God and neighbors near and far, your acts of justice and mercy—all these things are changing the world. The ministry of St. Barnabas includes every single thing each one of you does every day, from recycling, to stocking shelves at Helpline House, to smiling at the people who cross your path. We are God's love in the world, and I am so grateful to be living and loving alongside you. You bless me more than I can say.

Faithfully,

A handwritten signature in blue ink that reads "Karen" followed by a small cross symbol.

Rev. Karen Haig
Rector



RECTOR'S WARDEN

Being confident of this very thing, that he which hath begun a good work in you will perform it until the day of Jesus Christ.

—Philippians 1:6

Our dear St. Barnabas has been, is and will be a catalyst for God's good work in our community both near and far. What a privilege to be able to be a part of such a venture. Upon entering a role on the vestry, I was amazed by the scope and range of service done by the St. Barnabas Community.

My first visit to St. Barnabas 18 years ago found what continues today—an active and welcoming body which kept me coming back. The camaraderie, breaking of bread, storytelling and masterful music are at the heart of this most sacred space. Love lives at St. Barnabas through its many volunteers, prayers and ministries.

The good work has begun, but for sure is not complete. It is my honor to continue to be a part of a community of faith that touches hearts of those who listen.

With love and gratitude,

Gigi Norwine
Rector's Warden



FINANCE SUMMARY

St. Barnabas Finance Committee:

Borgan Anderson, Chair

Rev. Karen Haig, Rector

Kirk Eichenberger, Treasurer

Emmalyn DeNardi, CPA & St. Barnabas Member

Mike Killion, Past Treasurer

Tom Beierle, Vestry Representative

In our report you will find several documents:

- **2024 Operating Budget vs. Actual***, displaying our budgeted vs. actual income and expenses by category.
- **2024 Balance Sheet***, showing the 2023 and 2024 year-end balances for all our assets and funds.
- **2025 Budget Summary Chart**, which displays the 2025 vestry approved budget along with the 2024 numbers for comparison.
- **2025 Budget Narrative**, which provides additional explanation for the budget.

Borgan Anderson, our Finance Chair, has also prepared an excellent St Barnabas Financial Update PowerPoint presentation for the annual meeting (a link to which will be provided following the Annual Meeting).

Financial Overview: 2024 was a good year for St. Barnabas, financially. You may recall that we started 2024 with balanced budget and we stuck to it; amazingly close actually! Thanks to our generous parishioners, we hit our projected net pledge and total income numbers right on the nose. Total operating income received was \$674,723, 99.7% of the budgeted \$676,000. On the expense side we were close too, coming in 4% under the budget, spending \$649,359. We finished the year with a net operating income of over \$25,000.

Our Diocesan Investment funds (Hodges and Outreach Endowments and the Legacy Giving Fund) did well. We opened an account with Edward Jones that we use to handle any gifts of securities. We also use this account to invest extra cash on hand in higher yielding money market funds and CDs. Some Day School and Interrium funds were invested in CDs, adding income to those funds.

In addition to our normal operating expenses, the vestry approved a \$100,000 draw from the Hodges Endowment which was used for the following capital improvements, repairs, and upgrades:

- Paved the drive and resealed the upper parking lot.
- Replaced the old telephone system
- Painted the office and parlor area
- Rekeyed the building and put in keypads
- Replaced a failed HVAC system
- A structural analysis of parts of our building
- Repaired some drainage problems on our grounds

Overall, we did quite well. The Day School accounts remain stable; the Interrium fund increased; the church contributed over \$27,000 to outreach projects, covered all our operating expenses, and tackled the above listed capital improvements. Even with all that spending, some of it quite unexpected, our total cash assets increased by about \$47,000 to over \$2,346,000 by year end.

For 2025, we again had a very successful Annual Campaign which allows the Finance Committee and vestry to present a balanced budget to the Parish for this upcoming year. The 2025 budget is explained in more detail in the following pages.

And finally...thank you, St Barnabas! Your generous giving has enabled us to present a healthy financial picture.

Respectfully Submitted,

Kirk Eichenberger
Treasurer

*The 2024 financial books have not yet been closed, so the numbers presented here will change slightly.

2024 BUDGET VS. ACTUAL

STBBI - 2024 Operating Budget vs Actual

STBBI - 2024 Operating Budget vs Actual					
	Account Name	2024 Actual	2024 Budget	Difference	Annual Budget %
<u>Income</u>					
	Pledge Income	520,816	521,300	(484)	100%
	Plate Offerings	19,695	16,000	3,695	123%
	Investment Income	13,011	8,000	5,011	163%
	Hodges Endowment/Legacy Fund Distribution	59,620	59,600	20	100%
	Other Income	37,581	48,000	(10,419)	78%
	Transfers from Other Funds	24,000	24,000	-	100%
	Total	674,723	676,900	(2,177)	100%
<u>Expense</u>					
	Newcomers	195	1,500	(1,305)	13%
	Worship	26,298	27,000	(702)	97%
	Formation	495	3,000	(2,505)	17%
	Caring Community Network	105	1,000	(895)	10%
	Community Life	846	2,000	(1,154)	42%
	Stewardship	443	600	(157)	74%
	Vestry Expense	470	3,000	(2,530)	16%
	Administration	59,999	61,300	(1,301)	98%
	Commercial Kitchen	2,521	4,500	(1,979)	56%
	Salaries & Benefits	376,624	378,600	(1,976)	99%
	Buildings	77,635	79,000	(1,365)	98%
	Grounds	18,120	22,000	(3,880)	82%
	Diocesan Assessment	85,608	93,400	(7,792)	92%
	Total	649,359	676,900	(27,541)	96%
	Net Income (Loss)	25,364	-	25,364	4%

FUND SUMMARY

STBBI - Balance Sheet - 12-31-24				
Projected				
Account Number	Account Name	One Year Ago 12/31/23	Current 12/31/24	Change
Assets				
Bank				
10050	HomeStreet GenOper Chkg	67,002	49,258	(17,744)
10150	HomeStreet Rector's DiscrFund	12,747	17,171	4,424
10250	HomeStreet Day School Chkg	65,843	37,764	(28,080)
10350	HomeStreet- IMM Savings	90,600	20,783	(69,817)
10500	Edward Jones IMM Savings		3	3
Total Bank		236,191	124,979	(111,212)
Certificates of Deposit				
	STBBI CDs	93,465	72,623	(20,842)
11008	HSB Day School CD		31,458.11	31,458
11013	EJ Interium CD		31,000.00	31,000
Total Certificates of Deposit		93,465	135,081	41,616
Endowment / Investment Assets				
17100	EJ DWS MM Fund		113,904	113,904
17200	Legacy Giving Fund	236,122	258,690	22,567
17400	Hodges Endowment	1,297,495	1,266,369	(31,125)
17500	Outreach Endowment	413,622	446,043	32,421
Total Endowment / Investment Assets		1,947,239	2,085,006	137,767
Other Current Assets				
Total Other Current Assets		22,438	1,115	(21,323)
Total Assets		2,299,333	2,346,180	46,847
Liabilities				
20700	Prepaid Pledges	42,710	64,060	21,350
	Other Current Liability	11,088	5,532	(5,556)
	Total Payroll Liabilities	11,757	(982)	(12,739)
Total Liabilities		65,555	68,610	3,055
Equity				
Unrestricted Funds				
30000	General Fund	82,746	103,473	20,727
Total Unrestricted Funds		82,746	103,473	20,727
Restricted Funds				
31060	Close Fund	6,145	6,119	(26)
31080	Interium Fund	55,829	57,178	1,349
31110	Organ Fund	11,584	11,584	0
31120	Contemplative Ministry Fund	2,192	2,192	0
31140	Memorial Reception Fund	2,212	2,013	(199)
31160	Music Department Fund	0	1,582	1,582
31170	Outreach Committee Fund	6,735	3,051	(3,684)
31180	Outreach Donations/Vestry Fund	8,459	2,874	(5,585)
31190	Reiki Reserves Fund	792	892	100
31221	2021 Congregational Development Grant Fd	1,678	0	(1,678)
31222	2022 Congregational Development Grant Fd	8,750	8,750	0
31223	Family Ministry Fund	20,000	14,000	(6,000)
31100	Elijah Fund (moved to LGF in 2024)	8,547	0	(8,547)
31100	Capital Projects - Improvements Fund		6,857	6,857
Total Restricted Funds		132,923	117,092	(15,831)
Diocesan Investment Funds (DIF)				
31240	Legacy Giving Fund	236,122	268,690	32,567
31250	Hodges Endowment Fund	1,297,495	1,266,369	(31,125)
31270	Outreach Endowment Fund	413,622	446,043	32,421
Total Endowment / Investment Funds		1,947,239	1,981,101	33,862
Day School				
Total Day School		58,123	59,024	901
Rector's Discretionary Fund				
31230	Rector's Discretionary Fund	12,747	16,879	4,132
Total Rector's Discretionary Fund		12,747	16,879	4,132
Total Equity		2,233,778	2,277,570	43,792
Total Liabilities + Total Equity		2,299,333	2,346,180	46,847

2025 BUDGET

BUDGET SUMMARY

STBBI Operating Budget 2025 Vestry Approved Budget	2024 Budget Vestry Approved	2024 Year-End Projected	2025 Budget Vestry Approved	2024 vs 2025 Budget Comparison
INCOME				
Total 40100 · NET Pledge Income	521,300	520,816	540,100	18,800
40200 · Plate Offerings	16,000	19,695	18,000	2,000
40300 · Investment Income	8,000	13,011	10,000	2,000
40400 · Hodges Endowment / LG Fund Distributions	59,600	59,620	58,400	(1,200)
Total 40600 · Other Income	48,000	37,581	44,900	(3,100)
Total 40900 · Contributions from Restricted Funds	24,000	24,000	25,000	1,000
Total Operating Income	676,900	674,723	696,400	19,500
EXPENSES				
50100 · Newcomers	1,500	195	1,000	(500)
Total 50200 · Worship	27,000	26,298	31,500	4,500
Total 50300 · Formation	3,000	495	2,000	(1,000)
50400 · Caring Community Network	1,000	105	1,000	-
50500 · Community Life	2,000	846	1,500	(500)
50600 · Stewardship	600	443	600	-
50700 · Vestry Expense	3,000	470	2,000	(1,000)
50800 · Search Process			4,000	4,000
Total 50900 · Administration	61,300	59,999	53,400	(7,900)
Total 52000 · Commercial Kitchen	4,500	2,521	3,900	(600)
Total 53000 · Salaries & Benefits	378,600	376,624	400,000	21,400
Total 54000 · Buildings	79,000	77,635	81,500	2,500
Total 55000 · Grounds	22,000	18,120	22,000	-
56000 · Diocesan Assessment	93,400	85,608	92,000	(1,400)
Total Operating Expense	676,900	649,359	696,400	19,500
Net Operating Income	-	25,364	\$0 - Balanced	-

BUDGET NARRATIVE

We are happy to present a balanced budget to the Parish. Included in the annual meeting packet is a summary display of the 2025 budget, which also shows the 2024 budget and 2024's projected income and expenditures.

COMMENTS ON BUDGETED 2025 INCOME:

2025 Pledges: St. Barnabas parishioners have pledged over \$543,000 for 2025. This is an increase from 2024, and some new pledges are still coming in. This has allowed us to again balance our budget as we were able to do in 2024. We should be able to cover our projected expenses and fund our programs. Thank you. Thank you, Thank you!!!!

Projected Net Pledge Income: \$540,100. This is the total of the 2025 pledges less a 4% allowance for unfulfilled pledges. It also includes additions for some past year pledge payments, new pledges and for people exceeding their pledges. In total, this line item increased \$18,800 from the 2024 budget. In 2024 St Barnabas received 99.9% of the anticipated net pledge Income and we have every reason to expect we will do the same in 2025.

Offering Plate: \$18,000. These are the undesignated offerings we receive in the offering plates on Sundays and at other services. St Barnabas received almost \$20,000 of plate income in 2024. We are using a slightly lower number because some of those who gave plate offerings have pledged for 2025.

Investment Income: \$10,000. Primarily interest earned from our CDs, money market funds and savings accounts. We earned over \$13,000 in 2024, but interest rates have dropped.

Hodges Endowment and Legacy Giving Fund Annual Distributions: \$58,400. The annual distribution to the operating budget is 4% of a 12-quarter average balance for both the Hodges Endowment and the Legacy Giving Fund. St Barnabas is fortunate to have these funds available and we are thankful for those who had the foresight and generosity to create our endowment funds.

Other Income: \$44,900. This includes several subcategories: such as parish hall rental and building use fees, commercial kitchen income, a contribution from the Day School for support provided by the church, and other undesignated gifts we receive.

Contributions from Restricted Funds toward Operating Expenses: \$25,000. Every year we receive contributions that go to restricted funds (Flowers / Altar Guild, Music Program) and we have estimated \$5,000 of this will be used to cover operating expenses in these areas. We also plan to use \$20,000 of the Family Ministry Fund as we did in 2024. This money comes from a Diocesan Congregational Development Grant plus special gifts to support this ministry.

12 Income Total: \$696,400. This is an increase of \$19,500 from 2024's budget and we anticipate this will cover 2025's projected operating expenses.

COMMENTS ON 2025 BUDGET EXPENSES

We have approximately 50 budgeted expense accounts. The summary budget that we provided has many of these grouped into larger categories. Major expense categories are listed below.

Salaries and Benefits: \$400,000. This category accounts for about 57% of our total expenses. It includes salaries for our Rector, Parish Administrator, Music Director, Sexton, Kitchen Manager, and, new for 2025, a part-time in-house Bookkeeper. Health insurance, pension and social security payments are also included per legal requirements and diocesan standards. We provide diocesan set COLA's as appropriate for our employees. This category also has funding for an Interim Rector at St. B after Rev. Karen retires.

Worship: \$31,500. The Worship category includes our Music Program, Altar Guild expenses, Supply Clergy, and other expenses necessary to support worship at St B. We have increased the budgeted amount for this category for 2025 to provide additional support to the music ministry. We also bumped up our supply clergy allowance for 2024.

Administration: \$53,400. All the costs of running the office are included here; office supplies, copier, telephone and internet, and a host of other things.

Buildings and Grounds: \$103,500. This includes utilities, housekeeping, insurance, maintenance and repair, grounds, and property tax. In 2024 we budgeted \$79,000 for our building costs and we spent most of it. We have increased the budgeted amount to \$81,500 for 2025, primarily to cover rising utility costs. We budgeted \$22,000 for grounds in 2025, as was budgeted in 2024. Additional landscaping work is planned for 2025, which will be covered with funds outside the Operating Budget.

Diocesan Assessment: \$92,000. Our Diocesan Assessment is 14.5% of our "Net Disposable Income", which is essentially operating income less some allowable deductions for outreach and capital expenses. Commercial Kitchen and Day School expenses are classed as outreach and are deductible.

Other Categories: This covers many other things, such as Children, Youth and Adult Formation, the Caring Community Network, Community Life, Commercial Kitchen and Stewardship. Some funds have been allocated for beginning the search process for a new rector. \$16,000 is budgeted in these other categories.

Total Expense: Estimated \$696,400, up \$19,500 from 2024's budget. It's what we feel we need to run St Barnabas for 2025, and we are grateful to have the projected income to cover it. **THANK YOU, ST BARNABAS!!!**



PEOPLE'S WARDEN

The People's Warden has the following role:

- Listening to questions, compliments and concerns of parishioners then directing them to persons who can provide assistance.
- Getting to know the congregation by attending both the 8:00 and 10:00 services and as many fellowship activities at the church as schedules allow.
- Act as a liaison connecting parishioners with persons, committees, Vestry, or Rector that best address their questions/concerns.
- The People's Warden also relies on the Vestry and Rector to help address questions and concerns by parishioners.

The year 2024 saw most of the congregation attending the 10:00 service either in person or virtually, with a core of 25-30 parishioners attending the 8:00 service. In the last year as People's Warden, attendance at the 8:00 service was more frequent than the 10:00 service. In reflection I believe the reason points to my participation with (Altar Guild, eight o'clock coffee hour, Eucharistic Minister and ushering) that was needed to support the 8:00 service. I did make an effort following the 8:00 coffee hour in the parlor to make an appearance in the sanctuary before the 10:00 service to informally greet parishioners.

In 2024, the Friday e-news was very comprehensive in addressing many potential questions by parishioners. However the following questions did arise throughout the year.

1. How can I get involved in the evening Compline services?
2. How do I become a member of the Outreach Committee?
3. Is the church still participating with the Super Supper at Eagle Harbor Congregational church?
4. A few questions were received having to do with church schedules and times/content of various events sponsored by the church.

Steven Schmitz

People's Warden & Vestry Member



WORSHIP COMMISSION

Membership in the Worship Commission (WC) consisted of Brian Andvik, Su Beecham, Joan Collins, Peggy Eichenberger, Laurie Fergusson, Beth Gudmundson, Claire Hicks (vestry liaison), Etienna Wright, Sheila Bristow and Rev. Karen Haig.

In 2024 meetings were held in the library, with Zoom connections offered as needed. The first business of each meeting is to schedule the upcoming liturgical services. In addition there are always immediate concerns that are addressed. Sheila announced in January that Schola would now be under the auspices of St. Barnabas with plans to hold regular Vespers services throughout the program year.

In June, Rev. Karen announced that mandatory training sessions for all lay Eucharistic Ministers, lay readers, and Altar Guild members would be held. Once the training is completed all licenses will be renewed. Su reported that support for returning use of the Sanctus bells was positive, and so the bells will be rung at the 8 a.m. Sunday services.

In August, Joan reported that current membership in the Altar Guild had grown to 20 members. Beth commented that greeters were often hugged and parishioners are once again open to shaking hands, a change from COVID restrictions. Etienna was invited to join the WC since calendar events are an integral part of our discussions.

In November, all our green cinctures mysteriously disappeared, never to be seen again. Instead of replacing them, WC agreed that using white ones during Ordinary Time would be preferred.

Taking the time to write an annual report gives me the opportunity to reflect on the part that so many volunteers play in assuring that each time we meet to break bread and share our stories everything will be new, renewing, and holy.

So I thank you on behalf of the entire St. Barnabas congregation:

Bread bakers, Altar Guild members, Choir members, Eucharistic Ministers, Greeters, Lectors, Ushers, Vestments minders.

Respectfully submitted,
Joan Collins



MUSIC MINISTRY

2024 was a year of growth in the music program!

- Schola Nova was welcomed as an official part of St. Barnabas, with myself as director and some staff singer support. This beautiful group of sopranos & altos sing a contemplative evening service on second Sundays at 6 p.m. They are both a community and a ministry which reach beyonds the bounds of the parish.
- I'm now a member of the diocesan Commission for Liturgy and the Arts, and we had a big event last fall: the consecration of Bishop Philip LaBelle! I was honored to be on the music team for that liturgy and am grateful that members of the Parish Choir were able to join the massed choir. I also helped out with music for the diocesan convention and am currently working on a presentation for a joint Lutheran/Episcopal conference, "A Year of Creation" (Saturday, February 8, at Pacific Lutheran University).
- Another significant event this fall was an organ recital, in which I performed solo repertoire and accompanied Rae Hyra and Emily Neer in some beautiful vocal duets. Organ recitals are not always well-attended, but the turnout and response were excellent enough to turn it into an inaugural affair! I hope to expand to two concerts per year, one with organ and one with piano. Mark your calendars for a "downstairs" concert in the Parish Hall on Saturday, May 17 at 2 p.m.
- The year closed with the return of instrumentalists at the later Christmas Eve services, and I enjoyed making new musical friends.
- Speaking of musical friends—the music program would not be what it is without substantial volunteer support! I am very grateful for those who sing (and play), and I am particularly reliant on Pat Speidel's efforts to keep the choir library in order. I am also blessed with very supportive staff colleagues; particular thanks to Etienna for her work on bulletins, PR, and general sanity support.

Sheila Bristow

Music Director & Organist



FAMILY MINISTRY

Upon moving to Washington from Louisiana in March of 2024, I was grateful to find a congregation who not only supported children, youth, and family ministries, but a body of people who were patient with me as I got my footing in a new place and figured out where to start. I was also blessed to encounter people who asked how they could be helpful and support the staff's efforts to begin consistent programming for children and youth here at St. Barnabas—not only from within our own congregation, but at the Diocesan level and from other local churches. All of that led to a resurgence of activity and movement of the Holy Spirit in family ministries here at our little gem of a church on Bainbridge Island.

CHILDREN'S MINISTRY

In 2024, for the first time, post-Covid, we began consistently holding children's Christian formation during the 10 a.m. service on Sundays. We had a “soft launch” of Godly Play beginning in May and June and moved into our Summer Sunday Storytellers series (created by Bainbridge Island's own Valerie Reinke, who works for the Diocese of Olympia!) during July and August. We kicked off the school year in September, going full-tilt with Godly Play. Attendance varies weekly, from having weeks without kids present to weeks with eleven kids! The St. B kiddos are building relationships with Christ, with one another, and having a lot of fun on the journey. Oh, and charades and foosball. Lots of that!

YOUTH MINISTRY

Tweens and teens now have a place at St. Barnabas in the Youth Room! We've rearranged the room to have a comfy meeting area for older youth, including our aforementioned foosball table. While attendance at Youth Group on Sundays is minimal with a max of three kids in attendance on our “best” weeks (two of which are my own kids), our monthly Movie Nights seem to be a hit with more youth in attendance. We held five movie nights in 2024, which provided a great opportunity for kids to connect with one another and hang out with peers in their faith community. Last year also saw connections with other churches and youth leaders on the island with the planning of Youth Cafe Nights, which kicked off in January of 2025. We had fifteen youth in attendance at our first cafe night, and I can't wait to see how that monthly event grows during the coming year!

INTERGENERATIONAL MINISTRY

We held two Intergenerational Ministry events during Coffee Hour last year, one on Pentecost Sunday and one on the Second Sunday of Advent. On Pentecost, we explored the fruits of the Spirit, what they are and what they mean for our faith life and our community. On the Second Sunday of Advent, we talked about the Circle of the Church Year, exploring the different times, seasons, and colors of our liturgical calendar. I aim to have more Intergenerational Ministry events during 2025 to foster connections across generation gaps within our congregation.

Building family ministries within a church is a “long-game” of sorts, especially where youth ministry is concerned. While attendance for older youth is sporadic now, I pray that as the children in Godly Play grow, they will feel like St. Barnabas is an extension of their home and family. I pray that in time, these kids know that church belongs to them, that church is here for them, and that they feel called to attend worship to be in community with one another and all of you at St. Barnabas.

It has truly been a pleasure to get to know the families of St. B over the past year. While there are many changes on the horizon for our church moving into 2025 and beyond, know that children and youth ministries will keep happening on Sundays, and that there is a place for the younger EpiscoPals among us. Please keep our children and youth in your prayers, always.

God’s peace,

Etienna Wright

Family Ministries Coordinator



BUILDINGS & GROUNDS

2024 was a time for your new Sexton to become familiar with the church buildings and grounds. Many thanks to the former Sexton, Tom Clark, and many others for making this process easier. During the year there was continued maintenance for the buildings and grounds as well as a few upgrades and repairs.

1. The road to the lower parking area was replaced and the other areas of asphalt received a sealcoat.
2. A work party from the church pressure washed the sloping pathways around the property. In addition, they pressure washed the structures in the playground, replaced the non-slip material where needed and replaced the cover to the sandbox.
3. A work party cleaned the windows and doors in the Parish Hall.
4. A new keypad system was installed
5. A new canopy was installed at the kitchen door
6. The heat pump for the Parish Hall was replaced

2025 will see additional anticipated improvements and changes.

1. The lower parking lot will likely receive a tune-up with fresh gravel
2. The city has plans to upgrade the road in front of the church that involves adding retaining walls and relocating power poles on the church side. To do this there will be a minor impact to the plantings along the road but I don't believe it will impact the footprint of the upper parking lot or children's playground.

George Cole
Sexton

Michael Ditmore
Property Warden



CAMPUS STEWARDS

The Campus Stewards committee was formed last year and has been tasked with generating a ten-year plan to care for the major maintenance and upgrades needed to St. Barnabas facilities and grounds. Our multistep process began with discovery and investigation to identify issues that need to be addressed. The next steps include brainstorming ideas and researching solutions to identified issues, analyzing solutions for feasibility and to prioritize solutions.

Through the course of the last year, we have completed our investigations and have identified possible solutions to a number of issues. We are continuing to develop solutions and to review the feasibility and prioritize the solutions.

Our investigations have included; review of existing documentation and inspections of systems and facilities, interviews of staff and heads of committees regarding their use of facilities, future needs and current deficiencies, hire a structural engineer to review the seismic stability of our masonry sanctuary and discuss known deficiencies in our parlor building, and review of our existing landscaping and irrigation system with a landscaper and designer. The upshot of our work to date is that there is good news on many fronts and we are in a position to take care of some issues through the use of the Legacy Giving Fund. Some of the highlights of what we have discovered involve the sanctuary, the parlour/admin/sacristy building, and our landscaping.

The masonry sanctuary structure has more integrity than originally hoped. We have assumed that the walls have not been reinforced with steel and yet the building has survived three earthquakes at magnitude 6.7 or 6.8 with no signs of damage. There are some visually unobtrusive things we can do to improve the integrity of the structure so that it will survive a magnitude 8 earthquake (the maximum earthquake expected in our area is a magnitude 8). The underfloor heating system in the sanctuary is also more robust than originally thought. Hands on experience repairing a couple of leaks over the last 15 years revealed a standard of copper piping that has an expected life of up to 100 years. We are about 80 years into that life span, so we don't believe we need to replace the system within the next ten years.

The landscaping around the church is in serious need of pruning and removal/replacement of dead or dying plants. Fortunately, we think we have caught this before it has become a major problem. We have also identified areas to expand or repair our irrigation system.

The existing spaces in the Parish Hall, kitchen, Day School, Youth Room, and parlor building generally serve our needs well with some minor tweaks to furniture and equipment. There are a couple of notable exceptions though. The sacristy area, with the addition of the recording equipment for our online services, is quite overcrowded to the point of being nonfunctional. Many of you are also keenly aware of our lack of accessibility between the parlor and the parish hall. There are also some deficiencies in the parlor and office structure and thermal performance that need to be corrected. We are still studying solutions to these issues, including either a major remodel and addition or a total replacement of the structure. Solutions to these issues will likely need a capital campaign at some point in our future.

The timeline of tackling these issues will depend on a lot of issues, but our highest priorities will involve situations where delay has the potential to cause bigger problems for us in the future. We will continue to update the parish as we firm up priorities and proposed solutions. These efforts will continue over the course of the coming year and hopefully be complete before Rev. Karen retires.

Respectfully submitted,

Mary Anne Smith
Campus Stewards Leader & Vestry Member



OUTREACH COMMITTEE

“To serve and empower individuals, families, and communities in need.”

2024 brought a year of transition to the St. Barnabas Outreach Committee. Bill Galvani, the chair of the Outreach Committee, resigned after many years of dedicated leadership. Thank you, Bill, for your leadership. Sue Thompkins became the new Chair of the Outreach Committee. As a part of this transition, the committee began to look for ways to help the members of the parish use their skills in service to community organizations that could benefit from their help. Although many members of the parish have donated their time in the past, we wanted to provide other parish members with information that they could use if they desired to do so. We were blessed to develop a team of nine people from St. Barnabas who are now volunteering in the “Fresh Start Mondays” program that provides showers and laundry services to homeless members of our region at Faith Episcopal Church in Poulsbo. We are grateful for the support you, the members of the parish, show those who are less fortunate by your participation in our food drives and Giving Tree program. Our Giving Tree program provided gifts for 60 people who use the services of Chaplains on the Harbor and 80 gift cards to those individuals who use the services of Helpline House. Your Outreach Committee continues to take seriously the trust you have bestowed on us to use our funds wisely in helping people in need locally, nationally, and internationally. The Outreach Committee is composed of George Robertson, Heidi O’Brien, Joan Collins, Kathleen Jennings, Laurie Fergusson, Lynn Whipple, Pat Todd, Ric Cederwall, Steve Schmitz, and Trip Duncan. I would like to thank the members of the Outreach Committee for their service.

DETAILS OF THE OUTREACH COMMITTEE’S WORK

Chaplains on the Harbor (COH): Steve Schmitz continues to be the liaison from St. Barnabas to Chaplains on the Harbor and to serve on its Board of Directors. COH has a mission of helping the marginalized and poor in the communities of Westport, Aberdeen, and Hoquiam, WA. The mission of COH focuses on street ministry which includes a shelter/church, feeding and addiction programs, and growing and distributing food at the Harbor Roots Farm in Montesano. COH has contracts with Grays Harbor County to provide assistance to the marginalized and poor. As with any non-profit organization, COH seeks to achieve sustainability. St. Barnabas Outreach and congregation have been the “heartbeat” of COH in combining monetary donations and generous giving with over 60 gifts during the Christmas season. The Outreach Committee donated \$2,500 to Chaplains on the Harbor during 2024. The total monetary support from St. Barnabas was much greater thanks to individual donations sent directly to COH and matching support by the rector from her discretionary fund.

Helpline House: Laurie Fergusson continues to provide leadership in the Outreach Committee's support of Helpline House. Some of the services that Helpline House provides are food assistance, social services, counseling, housing and utilities assistance, and homeless assistance. Their focus is primarily Bainbridge Island. The Outreach Committee donated \$2,500 to Helpline House during 2024. In addition, members of the parish donated \$2,000 through the 80 gift cards they took from the Giving Tree. Members of the parish also donate directly to Helpline House as part of their own charitable giving and the rector donated from her discretionary fund.

Kitsap Immigrant Assistance Center (KIAC): Lynn Whipple is the liaison to KIAC. KIAC's mission is to support the well-being and enhance the empowerment of immigrants in Kitsap County with family services programs such as translation help, clothing and baby items, and a free medical clinic three days a month. KIAC also acts as a referral coordinator to existing specific resources for rent assistance, English language classes, and dental care. KIAC's immigration assistance includes assistance with green card applications and renewals, visas, DACA renewals, and obtaining work authorization. The Outreach Committee donated \$750 to KIAC during 2024.

Bainbridge Youth Services: Bainbridge Youth Services provides counseling and tutoring primarily to the youth of Bainbridge Island. They also provide parent counseling and peer support. BYS has a jobs board for youth and a program where youth help senior citizens with computer issues. The important fact about BYS is that all services are provided free of charge to youth. Your Outreach Committee donated \$1,000 to BYS during 2024.

Kitsap Homes of Compassion: Kitsap Homes of Compassion works with the Housing First model in providing housing and support services to residents of Kitsap County. Kitsap Homes of Compassion provides housing by operating shared housing with shared and private bedrooms and shared common areas of the house. They currently operate 26 homes under their Permanent Supportive Housing model and two transitional Recovery Homes. They provide housing for people with disabilities and/or mental health issues, young adults, mothers with young children, seniors, and veterans. This model essentially is a sublet of rooms in a rented house that provide a house, wifi, and utilities as well as case services. The Outreach Committee donated \$1000 to Kitsap Homes of Compassion during 2024.

Disaster Relief: Once again in 2024, disaster relief was an area of focus for the Outreach Committee. We responded to the devastation that resulted from Hurricane Helene in the southeastern US by allocating \$2,500 to Episcopal Relief and Development and with the help of the congregation and Vestry were able to send a total of \$3,500 to ERD. Our total donations to ERD for 2024 were \$3,250.

Restoration Laos: St. Barnabas has been contributing to Restoration Laos for the last two years. We have been funding a bomb disposal team which has cleared hundreds of unexploded bombs that still litter the countryside of Laos fifty years after they were dropped during the Vietnam War. Our contributions have helped people in rural villages near the Vietnam border to safely use their farmland, rice paddies, school yards, and church yards. We donated \$1,000 in 2024.

American Friends of the Episcopal Diocese of Jerusalem: The Outreach Committee donated \$2,600 to the American Friends of the Episcopal Diocese of Jerusalem to support the schools, hospitals, and centers for children with disabilities in the Diocese of Jerusalem. One of the current focuses is on humanitarian aid for Gaza especially the Al Ali Arab Hospital in Gaza City. We donated a total of \$2,600 during 2024.

Super Suppers: The Outreach Committee maintains funds (and volunteers) to provide meals six times a year for the Super Supper program. Super Supper is a cooperative group from many of the churches on Bainbridge that supplies dinner to 40-50 community members during the last week of the month at the Eagle Harbor Congregational Church. The Super Suppers team is always looking for new members!

Reiki Healing Ministry: Reiki offers healing sessions to those in the parish and in the broader community. A trained and dedicated group of healing ministers, many from outside the parish, work in pairs to conduct one-hour sessions in the nursery at St. Barnabas. The Reiki team uses traditional Reiki techniques and the team leaders offer 3 levels of Reiki training. In 2024, the team provided 132 sessions representing about 250 hours of dedicated service by an active team of 8 ministers. This healing ministry continues to be a blessing to those within and beyond our parish. Reiki Master Ric Cederwall and Pat Speidel lead this ministry.

Bainbridge Island-North Kitsap Interfaith Council: The BINK Interfaith Council enhances spiritual connections and community bonds by gathering representatives of local faith and allied organizations regularly for neighborly conversation, education, prayer, and shared service to the greater community. BINK sponsors a Baccalaureate Service for graduating high school seniors, a Thanksgiving Service and celebration, and several music events each year. The Outreach Committee pays dues of \$200 for the parish. Trip Duncan is our representative to BINK.

Submitted on behalf of the Outreach Committee,
Sue Thompkins



MEAL TRAIN



We use “Meal Train,” an online calendar, to organize meals for fellow congregants who need a little help with meals in difficult times such as post-surgery, long-term illness, after a death in the family, or when someone just needs a “little help from their friends”! We have a core group of “foodies” who respond to meal requests, often joined by close friends of those needing help. Rev. Karen lets us know what’s needed, the appeal goes out via email and we jump to it, happy to help. In 2024, our congregation served five families who were in need of support through the Meal Train ministry.



SUPPER CLUB



Whether you’re a long-time member of St Barnabas or new to the congregation, this is a wonderful way to meet others in a pleasant and relaxed way. Groups of six to eight people get together to share a meal, taking it in turns to host and/or plan an outing to a restaurant. New groups are formed in September; some meet monthly, others less frequently, but most meet at least four times during the year. This year we have nine groups and about 70 people getting together! If you would like to be included, don’t wait until September; you can join our “subs” list until the new groups start.



COMMUNITY LIFE

Community Life events in 2024 received great participation by the STBBI community. Shrove Tuesday Pancake Supper, Mother's Day Mimosa's, Father's Day Beer and Pizza, The Feast of St. Barnabas Locally Grown Strawberry Shortcake, Church on the Beach, and Carols and Cocoa—a great caroling party with hot chocolate bar and a visit from the Bainbridge Island Christmas Fire Truck. These parish and beyond-the-parish community events offer opportunities to connect and socialize outside of Sunday services. In 2025 we will continue very similarly to 2024.

Respectfully submitted,
Lisa-Marie MacKenzie



SENIOR MINISTRY

We continue to provide weekly devotions at The Madison House, Fieldstone Memory Care, and Fieldstone Assisted Living. Regular participants from St. Barnabas are Peggy Vitale, Catherine Hayner, and occasional visitors. Presbyterian minister Erin Grayson joins me regularly and provide backup. Guitarist Dave Webb plays music at both locations. Paul Roy will substitute when available.

We meet every Thursday at 1:45 p.m. at the Madison House. We currently have 10-15 regular attendees. We meet every other Wednesday at 1:30 p.m. at Fieldstone Memory Care and 2 p.m. at Fieldstone Assisted Living. We started with about 6-8 attendees, and it has grown to 18+!

Bainbridge Senior Living will now transport residents to St. Barnabas for services, when requested.

Deacon Dan Fowler



SECRET PRAYER PARTNERS

Secret Prayer Partners is a group of women in the parish who commit to praying for a partner secretly for one year (i.e. your partner does not know who is holding her up in prayer). You are encouraged to remember your Secret Prayer Partner with cards, gifts, other remembrances on her special occasions or when you are motivated during the year. Most importantly you have the responsibility to find out the concerns and needs of your Secret Prayer Partner and lift her up in prayer. Secret Prayer Partners are given the unique opportunity to become closer as a friend and spiritual companion to another woman at St. Barnabas. It is amazing that we can form bonds in secret, but it does happen.

Registration for Secret Prayer Partners is in January and we begin a new year in February. We celebrate our year with a revealing of our partners at Epiphany with a party filled with fun and fellowship. During 2024, 27 women of St. Barnabas participated in this program. We, as Secret Prayer Partners, have the unique opportunity to unite the women of St. Barnabas into closer fellowship and genuine Christian love as we form a community.

Sue Thompkins
Secret Prayer Partners Leader



CONTEMPLATIVE MINISTRIES

CENTERING PRAYER

Our Centering Prayer gathering, which began during Lent in 2014, continued, uninterrupted, in person at 9 am on Tuesdays in the St. Barnabas chapel, under the able leadership of Danelle Whitmore, supported by Pat Speidel and Patricia Robertson. Our time together includes body movement, chant, 20 minutes of silence for Centering Prayer and a reading with commentary and questions for reflection. There are currently 39 people who receive the weekly email notification for Centering Prayer. Participants number 7–12 each week with occasionally more present.

In 2024 we continued to read the logion of The Gospel of Thomas at each gathering. Some different readings and practices were provided in the Holy Week/Easter season.

WISDOM GROUP STUDY

Our Wisdom study of “The Cloud of Unknowing” involved a committed practicing group that meets monthly, with a break during summer, in the Parish Hall, to practice meditation and body movement, and share in reflections on the text. We develop our own ongoing practice to become human beings who are open to becoming and sharing the creative love of the universe. In 2024, 25 were enrolled and active in this in-depth program

LABYRINTH

The Labyrinth was completed in 2021 and Holly Gray has continued to attend to its maintenance. There is a plan to improve the wooden sign that is mostly worn away with a pointer to the Labyrinth. In the fall, new plantings were planted between the Labyrinth and the small brick wall that was put in on the parking lot side. The parish received a Diocesan grant in 2022 to do this work but the signage has been delayed due to overall planning of replacing all signage on the property. Special labyrinth walks were held on 12th night after Christmas and during the summer.

Overall, the fostering of Contemplative work has continued to thrive as more people have looked for ways to deepen their life in God. We are truly grateful.



ST. BARNABAS DAY SCHOOL

The mission of St. Barnabas Day School is to provide a loving, inclusive community where every child is important, and where children learn about kindness, friendship, and self.

The Day School, which has been an outreach program of the church since 1969, provides preschool classes for children ages 2-1/2 to 5. We currently offer two different classes:

- Preschool for 2 1/2 to 4 year-olds; and
- Pre-Kindergarten for 4- to 5-year-olds.

St. Barnabas Day School provides a high-quality, affordable preschool program that prepares children for success in Kindergarten and beyond. We offer small class sizes taught by highly qualified teachers. Our curriculum is play-based while intentionally following the Washington State Kindergarten readiness standards and nationally recognized early learning best-practices. Children in our Preschool and Pre-Kindergarten classes attend monthly chapel sessions with Reverend Karen. Parents in the Day School community continue to be extremely supportive of the school.

ENROLLMENT

Currently, the school serves 23 children through 21 families. Our Preschool class is now full with 12 out of 12 spots enrolled. Our Pre-K class has 11 out of 14 spaces enrolled. The enrollment process for the 2025-26 school year is just beginning. With projected re-enrollment from current families, we have a long waitlist for the Preschool class and anticipate starting the school year with both the Pre-K and Preschool classes at full capacity. Much of our new enrollment and inquiries are from word-of-mouth by current and former parents, as well as community partners.

STAFFING

The Day School staff currently includes a Director, Julia, who also serves as a Pre-K teacher, and two additional teachers, both of whom work part time. Debra has been with St. Barnabas for nine years, and is teaching both Preschool and Pre-K this year, lending her wealth of experience and expertise to both classrooms. This is Karey's second year with us, as an Assistant in the Preschool classroom. We also have one dedicated and regular Substitute Teacher, Deanna. We are extremely proud of our cohesive teaching team, and the love, research, expertise and care they put into their work.

We have been fortunate to have been able to have coverage in the classroom, due to dedicated teachers, creative programming, a substitute teacher, and a church volunteer. We continue to look to hire substitute teachers for both this school year and next, and we also seek to hire another regular part-time teacher with projected full classrooms next school year.

FINANCES & SCHOLARSHIPS

The Day School operates as a financially self-sustaining outreach program of the church; and the school pays the church a flat fee to help compensate for costs associated with running the school.

We are finding that there is an increased need for financial assistance within our community; and a few of our families are receiving partial scholarships this year. At least two of our families will need substantial scholarships to continue enrollment with us for the 2025-2026 school year, and one of those families has three children. The scholarship application process has opened for the 2025-26 school year, and we will carefully consider all requests as the need continues to be greater than our raised funds.

The annual Wreath & Garland Fundraiser in 2024 raised approximately the same amount of money as it did the previous year (approximately \$3,000). We sell wreaths and garland to Day School families, church members, community families and local businesses. We plan to also explore additional fundraising opportunities to help increase our capacity to offer scholarships.

2025 DAY SCHOOL GOALS:

- Hire one or two part-time Co-Teachers or Classroom Assistants prior to September 2025.
- Hire Substitute Teachers to increase our staffing pool, particularly for emergency/as-needed scenarios.
- Maintain all currently contracted staff for the 2025-26 school year.
- Enroll both classrooms for the 2025-2026 school year to full capacity, by June 2025.
- Continue to grow our public outreach through community events and offerings such as; morning movie events, community play dates, and more. This goal serves a dual purpose of growing awareness of our school, as well as serving our community.
- Provide training and support staff, so that our team is cohesive, operating with independent and qualified staff in all co-teaching positions, on a continuing basis.
- Add days and hours to our class schedules, to match the current needs of our community, by September 2025, to be implemented in January 2026 for the 2026-27 school year.

Respectfully submitted,

Julia Lampa
Day School Director



PARISH ADMIN.

I felt prepared to step into the role of Parish Administrator at St. Barnabas, having come here from another Episcopal church by the same name where I did the same job! What I wasn't prepared for was how much encouragement and support I would get from the congregation. The spirit of volunteerism at this church is so refreshing, not to mention most welcome! The last several months have been spent learning a lot about this vibrant community and finding out how I can best support the ministries found therein.

TECHNOLOGY AND FACILITY MANAGEMENT

This year saw many technological challenges and updates for St. Barnabas. We changed fire alarm monitoring systems, making communication and disaster preparedness more reliable and secure for our buildings and grounds. We changed phone service providers and got a much-needed update to our phone system, which was 20+ years old. Now you can reliably reach the church office when you call! We got a new copy machine, which took several months of coaxing, countless hours on the phone with customer support, and many prayers before it finally began to work at its full functionality. We also updated our building access system, installing digital keypads to eliminate issuing of keys and lockbox codes to volunteers and tenants. Our building is safer and more secure thanks to these updates.

Our commercial kitchen provides affordable space to local caterers and small-business owners, with the kitchen and its schedule expertly managed by Tim Shelly. The kitchen and Parish Hall are also available to local civic organizations and clubs, being used by folks from the Eagle Harbor Yacht Club to 4-H, BISD teacher receptions to the Bainbridge Island Modern Quilt Guild, AA groups to birthday parties. Tim and I coordinate to ensure that the hall and kitchen operate effectively and don't get double-booked.

Additionally, our facility is consistently used *by us*! St. Barnabas ministry groups use our sanctuary, library, and Parish Hall for meetings, parties, and ministry gatherings throughout the year. We are so blessed to have such a beautiful facility in which to tend to our spiritual health and well-being. From our Outreach Committee to Stewards of Creation, Centering Prayer to the Knitting Circle, Family Ministries to labyrinth walks—

COMMUNICATIONS

2024 saw some great strides for the communication efforts of St. Barnabas. I worked with Rev. Karen toward consistency in our bulletin production, settling on formatting across the board for all service bulletins. I reintroduced announcement flyers in our bulletins and began utilizing our bulletin boards more regularly to promote church and community events. We have begun to have community members stop by to add their flyers to our bulletin boards, which is a cool thing! Rev. Karen and I contracted a graphic designer for the creation of a St. Barnabas logo. This will give us the opportunity to brand ourselves more identifiably when we're out being the hands and feet of Christ in our community. I'm crossing my fingers for hoodies and sweatshirts in the future!

I focused on digital evangelism by increasing our presence on social media, sharing short videos and sermon clips on various platforms. Deacon Dan let me know that he sometimes shares these videos in his work with Senior Ministry! The thought of groups of folks at Fieldstone and Madison House watching our Facebook reels thrills my heart to no end. We've gotten some great feedback from folks across the Diocese about the work we're doing in this area. Thanks to everyone for your tolerance of my stalking around at our church events with my phone camera out! You are participating in digital evangelism, and that's a cool thing!

ADMINISTRATION & CONGREGATIONAL SUPPORT

As the Parish Administrator, I have the joyful task of managing the church office. This includes tasks like running staff meetings, assisting with record keeping and filing, answering calls, sweet-talking the aforementioned copy machine, managing online contacts and questions, and greeting visitors in the office and those who have visited us for services. But the very best part is all of you. Getting to be present for the congregation, both new folks and people who have been here for decades, is a daily pleasure for me.

On a personal note...there aren't enough words to effectively thank you all for welcoming me and my family so warmly over the past year. You have provided a soft and comfortable place for us to land in a rather tumultuous time. I certainly hope to make this our home for the foreseeable future!

God's peace,
Etienna Wright
Parish Administrator



ST.
BARNABAS
EPISCOPAL CHURCH

1187 WYATT WAY NW
BAINBRIDGE ISLAND, WA 98110
206/842-5601
STBBI.ORG



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Appendix A

2024 Minutes

St. Barnabas Episcopal Church • Bainbridge Island, WA
February 4, 2024 Minutes of the Annual Meeting

- 1. Opening Prayer 12:08 p.m.** *Rev. Karen Haig*
Rev. Karen gave an opening prayer to begin our time together.
- 2. Welcome and Call to Order 12:09 p.m.** *Barbara Bolles, Rector's Warden*
Barbara welcomed all and called the meeting to order and thanked all for attending.
- 3. Parish Resolution Related to Today's Meeting (2024-01)** *Katherine Bolles*
The chancellor explained the reason for the Annual Meeting as required by Washington state statutes, diocesan canon, and St. Barnabas bylaws, to address all business that comes before members, and presented the resolution. Members must agree to hold the meeting in person and virtually and to electronically receive materials associated with the meeting at the email address they have on file with St. Barnabas. Attendees were encouraged to send in their email contact information to info@stbbi.org
➤ Motion: To approve the resolution. **MSP**.
- 4. Rector's Remarks & Thank Yous** *Rev. Karen*
Rev. Karen thanked all for attending the meeting. She reminds us that our annual theme for this year is, "Be the mission." The mission statement was read: "We are a community of faith that welcomes and values all people. We commit to follow Christ, serve others, grow in faith, and transform the world by sharing God's love." A parish administrator and family ministry coordinator, Etienna Wright, has been hired and will arrive on March 19, 2024. There will be a Shrove Tuesday Pancake supper on Tuesday, February 13, 2024. There will be Soup Suppers Wednesday evenings during Lent and there will be other opportunities to participate. Schola Nova will be starting again beginning February 18. Staff members for 2023 were thanked, Tom Clark and Lisa-Marie MacKenzie were thanked as employees who have retired and/or moved on, and Sexton George Cole was introduced. 2023 Off-going vestry members were thanked, as were continuing members. The front desk volunteers, clerk, chancellor, treasurer, finance chair, and annual campaign chair, outreach team, compline, welcome table team, choir, Paul Roy and Sheila Bristow, worship commission, LEMs, lectors, acolytes, ushers, altar guild, Deacon Dan, meal delivery, home communion deliverers, prayer life, Rev. Nancy and Kathleen Jennings supporting those who have experienced losses, Trip and Lynn Duncan, the information team, contemplative community, and coffee hour team. Peggy Eichenberger, Barbara Bolles, and Rebecca Ditmore, Chris Davis, Elaine Percival, and Sue Bunn were thanked for their office work help; and Kathy Anderson was thanked for her leadership of the annual campaign. Rev. Karen was thanked for her Spiritual care and love for the congregation.
- 5. Words of Gratitude** *Steve Schmitz, People's Warden*
Steve thanked Rector's Warden Barbara Bolles for her work as senior warden for the last two years. He described Barbara as kind, gentle, and faithful. She was presented

with a well-deserved plaque that recognized her meaningful presence, including during the rector's sabbatical, as an icon of servant leadership during her two year-tenure as senior warden.

6. Outreach Chair Remarks

Bill Galvani

Rev. Karen recognized Robin Cook for her many years of commitment to the committee, and asked the congregation to thank her and remember her with thoughts of gratitude for her service.

7. Strategic Plan Presentation

Barbara

A survey and canvas of the parish as a whole was completed and analyzed for categories and commonalities, then organized those into goals, some new and ongoing. The mission, vision, and purpose, and action items of the plan were relayed to attendees. Strategies and actions attached to goals were explained, with the plan to incorporate these into our church, church life, and wider community. Attendees were encouraged to think about how they can participate to bring the plan to greater success. Accountability is to be accomplished through discernment, recruiting support, and check-ins on how things are going.

8. Approval of 2023 Annual Meeting Minutes

Barbara

- Motion: To approve by the minutes of the 2023 annual meeting. **MSP.**

9. Treasurer's Remarks

Kirk Eichenberger

Kirk reminded all that at the meeting last year, that we were ~\$90K in the red. We ended the year with the deficit cut in half, and we came out of the year in better shape than we started. We have a balanced budget to present to you for this coming year. Outreach donations reached over \$40K, including the rector's discretionary fund. The Legacy Giving Fund has over \$230K in it (renamed from the emergency fund) and is where gifts to St. Barnabas for the use of St. Barnabas are placed. Interest rates have moved up and a lot of our available cash has been moved into short term savings accounts. Our bookkeeper, Jessica Edmonds, was thanked, as were Finance Committee members and the rector.

10. Financial Status Update

Borgan Anderson, Finance Chair

We were able to cut the deficit in half by improving upon our performance, but we funded the deficit with our savings. Our pledge revenue budget target was attained, and plate revenue was high. Our expenses were up in housekeeping, building and grounds, and utilities. Fund balances are invested with the diocese and are approximately \$2.3M. 2024 revenues were brought up through pledges and were raised to meet the budget expectations. Pledging households increased 23%. Pledge revenue is up 38%, with fifty-three increased pledges, and thirty were new pledges. Pledges provide 77% of the church budget. Quarterly reports will be given to parishioners to keep them informed of the status throughout the year. The parish was thanked for their financial commitment.

11. Vestry Elections

Barbara

Barbara reviewed the history of voting for candidates and reminded the congregation that they have received all the information for the new candidates for nomination. Candidates are members in good standing, prayerfully selected by the vestry and clergy, reflecting the skills that are needed over the next two or three years. There were no motions from the floor.

- Motion: The current vestry as nominating committee presents the following slate of three qualified candidates to be elected new members of the vestry of St. Barnabas for a term of three years: Amanda Davies, Phil Fergusson, and Gigi Norwine. **MSP.**
- Motion: The current vestry as nominating committee presents the following slate of one qualified candidate to be elected a new member of the vestry of St. Barnabas for a term of two years, Melanie Roth. **MSP.**

12. Convention Delegate Elections

Barbara

- Brian Andvik and Laura Carroll most recently served as convention alternates and were nominated to become convention delegates. **MPS.**
- Sue Ellen Case and Beth Gudmundson were nominated as convention alternate delegates. **MSP.**

13. Concluding Remarks

Rev. Karen

Attendees were thanked for coming. Chancellor Kathy Bolles was reappointed. Gigi Norwine will be the rector's warden.

14. In Memorium & Slide Show

Rev. Jim Friedrich

A reflection of the year in the life of St. Barnabas; pilgrims and seekers, you are welcome here, we will keep the light on for you.

15. Benediction & Dismissal

Rev. Karen

A blessing to attendees was given by Rev. Karen. Attendees were thanked for their participation, and were encouraged to go and be the church in the world.

16. Adjournment

The meeting was adjourned at 1:50 p.m.

Respectfully submitted,

Rebecca Ditmore

Rebecca Ditmore

Appendix B
Resolution 2025-01

RESOLUTION NO. 2025-01

A RESOLUTION OF THE PARISHIONERS OF ST BARNABAS EPISCOPAL CHURCH OF BAINBRIDGE ISLAND, WASHINGTON ATTENDING THE 2025 ANNUAL MEETING AUTHORIZING THE ELECTRONIC TRANSMISSION OF MATERIALS FOR THE ANNUAL MEETING TO THOSE PARISHIONERS; AND ESTABLISHING THE SOURCE OF ELECTRONIC MAILING ADDRESSES FOR PARISHIONERS AT WHICH THEY WILL RECEIVE SUCH MATERIALS

WHEREAS, the Canons of the Diocese of Olympia and the Bylaws of St Barnabas Episcopal Church of Bainbridge Island, Washington require that an annual meeting of the parish be held for election of Vestry members and for the transaction of such other business as may properly come before the parishioners attending the meeting; and

WHEREAS, the Revised Code of Washington Section 24.03.009 requires that members (parishioners) consent in the form of a record to receive electronically-transmitted notices and associated materials for the annual meeting, which consent they may withdraw at any time, and requires that those parishioners who have so consented to receipt of electronically transmitted notices and meeting materials designate in the consent the message format accessible to the parishioner, and the address, location or system to which such notice and meeting materials may be electronically transmitted;

NOW, THEREFORE, IT IS HEREBY RESOLVED by the parishioners attending the annual meeting of St Barnabas Episcopal Church of Bainbridge Island, Washington held on Sunday, January 26, 2025, that each parishioner that votes in favor of adopting, passing and approving this resolution thereby consents to receive electronically-transmitted notice and associated materials for the annual meeting in either Word or PDF format, which consent may be withdrawn at any time, and those parishioners who have so consented to receipt of electronically-transmitted notices and meeting materials designate that all such electronically transmitted notices and meeting materials shall be sent to their e-mail address on most recent file with the parish administrator.

ADOPTED, PASSED AND APPROVED by the parishioners in attendance at the annual meeting of St Barnabas Episcopal Church of Bainbridge Island, Washington on the 26th day of January, 2025.

PARISHIONERS OF ST BARNABAS EPISCOPAL CHURCH OF BAINBRIDGE ISLAND,
WASHINGTON



M. KAREN HAIG, Rector, on behalf of the Parishioners

ATTEST:



REBECCA DITMORE, Vestry Clerk

Appendix C
St. Barnabas Bylaws

BYLAWS OF ST BARNABAS EPISCOPAL CHURCH OF BAINBRIDGE ISLAND, WASHINGTON

ARTICLE I Parish Meetings

Section 1. At all parish meetings the rector (if there is one; if not, a warden) shall preside, unless the rector delegates this responsibility to a warden, and the clerk of the Vestry shall act as the clerk of the meeting.

Section 2. There shall be an annual meeting of the parish for the election of the Vestry and for the transaction of such other business as may properly come before the parish. It shall be held at an hour and on a date at any time between the Annual Meeting of Diocesan Convention and the last day of February following as determined by the rector and the Vestry, and of which due notice shall be publicly given at regular services of the parish on the two Sundays next preceding the day appointed for the annual meeting.

Section 3. Special meetings of the parish may be called by the rector (or by the Vestry if there is no rector) and shall be called by the rector upon a written notice signed by a majority of the Vestry members. Due notice of any special meeting of the parish shall be publicly given at regular services of the parish on the two Sundays next preceding the day appointed for the special meeting. The notice shall state the purpose of the special meeting.

Section 4. All parish meetings shall be held at St Barnabas or at such place within the geographical limits of the parish as shall be designated in the notice of the meeting.

Section 5. Fifty (50) members of the parish shall constitute a quorum at any meeting of the parish.

Section 6. Qualified electors of the parish shall be Communicants in Good Standing (as defined in the Canons of The Episcopal Church) aged 16 or older who have been in attendance for at least one month preceding the parish meeting or who have supported the parish for at least six months prior to the date of the parish meeting.

Section 7. Voting by proxy shall not be permitted.

ARTICLE II The Vestry

Section 1. Members of the Vestry shall be adult Communicants in Good Standing (as defined in the Canons of The Episcopal Church) of the parish and shall be elected by the parish at its annual meeting or at a special meeting called for that purpose. Members of the parish may nominate Vestry candidates, with the candidates' permission, from the floor at the parish

meeting. The number of Vestry members shall be at least nine (9) in addition to the rector. The parish, by a majority vote, may fix or change the total number elected annually, so long as the number remains no fewer than nine (9) and no more than allowed by the Constitution and Canons of the Diocese of Olympia.

Section 2. The rector shall be an ex officio member of the Vestry, voting only in the event of a tie, but shall not be counted in determining the presence of a quorum or in determining how many votes are required to pass any measure. The members of the Vestry, except the rector, shall serve for terms of three (3) years each, at least one-third (1/3) of whom shall be elected at each annual meeting. Vestry members can also be elected at a special meeting called for that purpose. No member of the Vestry who is elected to a full three-year term shall be eligible for re-election to the Vestry until one (1) year after the expiration of the term for which s/he was elected.

Section 3. The Vestry's duties are:

1. To aid and support the rector in all efforts for the spiritual welfare and growth of the parish and to elect a replacement rector when that office becomes vacant;
2. To transact the temporal affairs of the parish;
3. To have charge of the church and other buildings of the parish including, but not limited to, ensuring that they are repaired and improved as they may require, and that they are kept insured against loss; and
4. To care for the contents of the church as becomes the House of God; to see that it is always clean; to care for the grounds and other property of the parish; and to preserve order and decorum during all services.

Section 4. At the first Vestry meeting after the election of Vestry members, if there is no rector, a senior and one or more junior wardens shall be elected by the Vestry. If there is a rector, the rector shall appoint the senior warden and the Vestry shall elect the junior warden(s). The Vestry members shall also elect a clerk and a treasurer. The clerk and treasurer need not be members of the Vestry to serve in those offices.

Section 5. Any vacancy on the Vestry leaving an unexpired term may be filled by the Vestry until the next annual parish meeting, at which time a member shall be elected for the remaining portion of the unexpired term. Any member of the Vestry who shall miss three (3) consecutive meetings of the Vestry may be considered to have resigned. The rector may choose to excuse absences for good cause.

Section 6. All Vestry members shall serve until their successors have been elected and the terms for which the Vestry members were elected have expired.

ARTICLE III

Vestry Meetings

Section 1. Regular meetings of the Vestry shall be held each month on the day, and at the time and location as may from time to time be fixed by the Vestry and memorialized by

resolution. The rector or, if there is no rector, the senior warden may call special meetings of the Vestry at any time and shall call a special meeting on the written request of a majority of the members of the Vestry. Except in circumstances requiring emergency action or upon consent of all Vestry members, notice of all meetings shall be given by the clerk through the mail, by telephone or electronically to all members of the Vestry no less than three (3) days prior to the meeting; provided, however, that a special meeting of the Vestry may lawfully be held without such notice being given if all of the members of the Vestry are present at the meeting or, if any be absent, those Vestry members waive the notice requirement.

Section 2. It shall be at the rector's discretion whether s/he or the senior warden presides at any meeting. In the absence of both the rector and the senior warden, the rector shall appoint a junior warden to preside at the meeting.

Section 3. There shall be no Vestry meeting held without the rector, if there be one, and a quorum of the Vestry; provided that, a majority of the Vestry, which includes at least one warden, may nonetheless hold a valid meeting if the rector is absent from the parish or fails to attend despite proper notice of the meeting.

Section 4. A majority of the members of the Vestry shall constitute a quorum at any regular or special meeting of the Vestry. Voting by proxy shall not be permitted; however, electronic attendance at meetings shall be.

ARTICLE IV

The Rector of the Parish

Section 1. A rector shall be elected upon the conclusion of a process established by the Vestry at the beginning of the search for a new rector. Such process shall conform in all manner with the Constitution and Canons of The Episcopal Church and the Diocese of Olympia.

Section 2. The rector shall be elected by the affirmative vote of at least two-thirds (2/3) of the entire Vestry given by written ballot. S/he shall have been nominated at a meeting of the Vestry held not less than two (2) weeks prior to the meeting at which the rector's election takes place. Each nomination must be accompanied by a statement signed by the Bishop of the Diocese that confirms the nominated candidate as a fit and qualified priest of this church and approves such nomination. The call of the rector-elect shall be in writing and shall distinctly and specifically express any special conditions, together with the stipulation as to salary and allowances. When the call has been accepted, the contract shall be completed.

Section 3. The rector shall have exclusive charge of all rites, ceremonies and ordinances of the parish, and of the worship with its accompanying music and ritual accessories, subject and answerable only to the Bishop. S/he shall be entitled at all times to have access to the church buildings and to open them, as s/he may deem proper, for public worship, for celebration of Holy Communion, baptisms, marriages, burials, religious instruction, and for all other rites and ceremonies authorized by the Bishop of the Diocese. The rector shall have charge of hiring any associate rector, assisting clergy, music director, sexton and other staff within the budget as set by the Vestry.

Section 4. The rector shall appoint a chancellor as appropriate to advise the Vestry and the parish in legal matters.

Section 5. The rector shall appoint such committees as are needed or appropriate for fulfillment of the mission of the parish.

Section 6. When the parish has no rector, the senior warden shall assume and perform all of the rector's corporate and administrative duties and responsibilities.

ARTICLE V

Officers

Section 1. The officers of this corporation shall consist of a president, a senior warden, one or more junior wardens, the clerk and the treasurer. The rector shall be president of this corporation and presiding member of the Vestry. When the parish has no rector, the senior warden shall serve as the president of this corporation and serve as the presiding member of the Vestry.

Section 2. The officers of this corporation shall have the usual duties incident to their respective offices, such other duties as may be required by the rector and such other duties as are provided in the Constitution and Canons of The Episcopal Church and the Diocese of Olympia.

ARTICLE VI

Duties of Clerk and Treasurer

Section 1. The clerk shall keep the minutes of the Vestry and parish meetings; record them in a book provided for that purpose; perform all duties usually or naturally incident to the office; and perform such other duties as may be specially imposed by the rector.

Section 2. The treasurer shall receive, hold and disburse all monies of the parish as the Vestry shall direct and in accordance with sound and proper financial and accounting practices. The treasurer shall prepare a full written report for presentation at the annual meeting of the parish, and shall make a written report of receipts and disbursements for each regular meeting of the Vestry and other reports requested by the Vestry.

Section 3. The books and records of the clerk and the treasurer shall be open to inspection by the rector, any member of the Vestry and the Bishop.

ARTICLE VII

Fiscal Year

The fiscal year of the parish shall begin on January 1st of each year and shall end on December 31st of each year. Annual reports shall cover the fiscal year.

ARTICLE VIII

Amendments

These bylaws may be amended at any regular meeting of the Vestry by a two-thirds (2/3) vote of those members present or at any special meeting of the Vestry by a three-fourth (3/4) vote of those members present. Prior to going into effect, any amendments to these bylaws must be approved by a majority of the members of the parish present at an annual meeting or special meeting called for that purpose.

APPROVED BY THE VESTRY on the _____ day of _____, 2025 and by a majority of the members of the parish present at the annual meeting on the 26th day of January, 2025.

**ST BARNABAS EPISCOPAL CHURCH OF
BAINBRIDGE ISLAND, WASHINGTON**

Rebecca Ditmore, Clerk of the Vestry