



ST. THOMAS
EPISCOPAL CHURCH

**LEAD
WITH
LOVE**

**ANNUAL REPORT
FOR THE YEAR ENDED 2024**

Agenda For Annual Meeting

March 2, 2025

Opening Prayer

The Rev. Terri Hobart

Welcome and Opening Remarks

Karmen Carter and Angela Pleasants, Senior Wardens

Presentation of Annual Report

Brian Casey, Treasurer

Rector's Report

The Rev. Terri Hobart

Questions and Answers

Business

Approval of Minutes from Feb. 25, 2024 Annual Meeting

Election of Vestry Members, Convention Delegates

Vestry

Marshall Worsham

Liz Sunderland

Laurie Zant

Convention Delegates

Angela Pleasants

Liz Sunderland

Erica Hein-Pomerenk

Adjourn

Report from Vestry

Dear Parishioners of St. Thomas,

We are happy to report that St. Thomas Episcopal Church is healthy and continues to grow. In the following pages you will find the highlights of our past year and our vision and goals for the coming year. We are deeply grateful for your involvement, excitement, financial contributions and support of our ministries and vision to Lead With Love. All of this is possible because of you.

The Rector, Wardens, and Vestry of St. Thomas Episcopal Church
March 2, 2025

Saint Thomas Episcopal Church, Denver, CO
Minutes from Annual Meeting
February 25, 2024
Minutes

The meeting was called to order by the Rev. Terri Hobart. About 45 congregants were in attendance in person and on Zoom.

Rev. Terri opened the meeting with a prayer.

Angela McClam spoke about the pastoral care ministry. We are looking for this ministry to grow in 3 ways: 1) a card writing ministry open to the congregation after services once a month, 2) reaching out by phone once per quarter, 3) visiting congregates at their homes. Reach out to Angela through Realm or at church if you would like to support with this ministry.

Elsie Haley spoke on behalf of the Micah Council, a social justice group of members in the church. They are planning to put together forums in anticipation of the November 2024 election. She invited anyone interested in helping or presenting to reach out to the council. The Micah Council meets monthly on Zoom.

Co-Senior Warden Angela Pleasants gave a talk about the state of the church and plans for the coming year. 2023 was an amazing year for the church, as we led with love. She reviewed the goals met by St. Thomas including, but not limited to, leading with love, cultivating a culture of abundance, engaging our community, developing sustainable income streams and increasing our volunteer support of operation and events of the church. Our children's ministry is fully staffed! Our office spaces are all fully leased and more special events are being booked at St. Thomas. Much applause ensued.

Co-Senior Warden Karmen Carter spoke about the change in our treasurer role in this past year and realized that best practices include having the Treasurer not be a member of the Vestry as well. She introduced Brian Casey as Treasurer to present the 2024 budget.

Brian Casey presented that St. Thomas is in a good financial position and presented the budget packet that was available as a handout at the meeting. Among the goals in 2024 are to move to making St. Thomas carbon neutral— Xcel Energy will be replacing all lights with LEDs at no cost to us and are supporting the replacement of the boiler that needs to happen as well. There are many resources available to replace the boiler that Rev. Terri is exploring. The energy savings from replacing the boiler could considerably offset the cost of replacing it as well. Tyler Gonzalez has worked tirelessly to put licensing in place for this year's Summer Day Camps and for children's programs moving forward. Last year we budgeted for fundraising and we did not meet that goal, so that has been scaled back in 2024— we want to continue community events like the Spaghetti Dinner without the pressure of fundraising. Pledge and plate contributions have been strong and we will work to continue to grow there with the pledge campaign beginning in April.

Rev. Terri named that St. Thomas has the best vestry in the world and thanked Burns, Georgina Lucas, Angela Pleasants, Karmen Carter, Morgan Harrower and Amy Boatright (as clerk) for their service in the past year. We are a growing and healthy parish and are excited to look towards what is next, building community, our relationships with God, with each other and the world. Rev. Terri reviewed

the Racial Justice survey which showed that we are moving in the right direction as a congregation. A couple of anonymous respondents who do not feel represented in our church are invited to come forward to connect with Terri or a vestry member to share how we can do this better. Rev. Terri shared some stories about young people coming into the church recently and how the Holy Spirit is stirring in young people. We have a sacred responsibility that we have a thriving community that is here to support our next generation. Three families in our congregation are housing refugees and everyone has contributed to this crisis in our community. She expressed her deep gratitude for our church and the honor to serve the people in our community.

Q & A:

How many members do we have this year as compared to last year?

Our Average Sunday Attendance was higher last year than the year before— 66 without Christmas and Easter, in the 70s including the holidays. Late 2019— ASA was less than 30. Our membership gained and lost an even number this year, breaking even.

The business of the meeting followed.

- Election of new Vestry members
Bernard Rowlett has been a member since 2002, taught youth group and his daughter grew up in this parish and is excited to serve on the vestry
Bernard Rowlett was elected unanimously.
- Election of Diocesan Convention Delegates in Fort Collins in November 2024
Angela Pleasants and Liz Sunderland (alternates)
Burns Davison
Kathi Atkins
Laurel Sparks
All were elected unanimously.

The meeting concluded with the singing of Amen led by Angela Pleasants.

Submitted by Amy Boatright, Clerk for the Vestry



OUR WHY: To Lead With Love

We lead with love by:

- Being an inclusive, welcoming space for all.
- Seeking the holy in ourselves, each other, and the world
- Making a difference in our community

Vestry Goals For 2024

- Lead With Love.
- Embody our core values.
- Cultivate a culture of abundance and blessing.
- Further develop our children and family programs.
- Nurture our community and connections.
- Reduce our carbon footprint.
 - Converting lighting to LED.
 - Replacing Boiler
 - Exploring renewables and additional electrification projects.
- Develop sustainable income streams.
- Expand Wonder Camp to an accredited STEM Day Camp.

2024 Highlights

This year we chose to sort our accomplishments by the core values they embodied to demonstrate how we live out the values throughout the year.

• ATTEND TO OUR SPIRITUAL LIVES

Through prayer, spiritual practices and formation, we weave our relationship with the Holy into the fabric of our daily lives. Prayer and discernment guide our ministries and worship.

(Foundational)

- **Sermon Series: Journeying Through Lent With The Mystics**
- **Bible Study on the Gospel of John**
- **Vibrant Worship**

• CHOOSE LOVE

We act from love not fear; build bridges not walls. (Foundational)

- **Standing with and supporting immigrants through food and clothing drives, relationships and Know Your Rights Campaigns**
- **Voicing Concerns about the Threat of White Christian Nationalism in Editorial**

- **CREATE AND SUSTAIN COMMUNITY**

We gather and care for each other. We cultivate deep relationships. We will prioritize our relationships with each other over the differences that separate us. (Foundational)

- **Invited The Rev. Amy Newell-Large to facilitate The Developing a Culture of Hospitality and Building Community Initiative**
- **Developed and Implemented a new approach to coffee hour and recruited fantastic coffee hour teams.**
- **Instituted a new Daughters of the King Chapter**
- **Offered St. Thomas in the World Forum Series**

- **WELCOME ALL**

All means all and all are welcome. We promote an inclusive culture by 1) fostering the skills to shift our cultural perspectives and appropriately adapt our behavior to bridge cultural differences; 2) cultivating the self-awareness and empathy needed to value difference in working toward equity. (Missional)

- **The diversity of our congregation continues to grow as we welcome people of all ages, ethnicities, sexual orientations, and abilities.**
- **We welcome many community and neighborhoods groups that use our facilities.**

- **HONOR DIVERSITY**

All are welcome. Our leadership, worship, music and ministry initiatives will reflect our diversity. (Missional)

- **We continue to evaluate our liturgy to ensure that it is representative of the congregation's diversity.**
- **We offered a bi-lingual Pentecost service when we baptized to of our Spanish speaking members.**
- **We completed and published the results of our racial justice audit.**
- **Shared Worship Services with Holy Redeemer.**

- **PROMOTE THE DIGNITY OF ALL**

Through formation, lobbying and other initiatives we prayerfully engage in social justice activities that promote and protect the dignity of all people. (Missional)

- **Parishioners continue to work on a variety of initiatives that support immigrants, create affordable housing options, seek to dismantle systemic racism and provide food and clothing for those on the margins.**
- **We led the Episcopal Presence at the Pride Parade and Festival this year.**
- **We convened The Coalition of Faith Communities Against White Christian Nationalism, a group of congregations, faith organizations and denominations that sponsored three forums educating people about the Threat of White Christian Nationalism. Each forum reached between 500-600 people.**
- **Sermon Series on Faith and Democracy**

- **CARE FOR CREATION**

We value our interdependence with creation and recognize our role as stewards. We incorporate practices that protect, sustain, and nourish our fragile earth and her inhabitants.

- **We replaced all the lightbulbs in the church with LED lights reducing our electricity usage and our monthly utility bill by an average of \$300/ month.**
- **Screened Common Ground and offered a discussion forum afterwards.**

- **ENGAGE OUR NEIGHBORHOOD**

We open our hearts and doors to our individual and church neighbors, strive to understand their needs and support them.

(Missional)

- **Easter Egg Hunt**
- **Spaghetti Dinner**
- **Vigil for Hope**
- **Church Open for Prayer and Meditation**
- **Hosted a variety of musical concerts**
- **Community Garden**
- **Social Justice Stations of the Cross**

- **NURTURE THE NEXT GENERATION**

We offer, support and staff worship and formation opportunities for families and children.

(Missional)

- **Instituted monthly Family Services where children serve in all the significant roles.**
- **Christmas Family Service was attended by over 120 people.**
- **Continue to strengthen our Godly Play Program.**
- **Welcomed new families.**

- **CULTIVATE BEAUTY**

We tend to the beauty of our space, worship and music that evokes a sacred sense of awe, stillness and joy. (Missional)

- **Easter Flowering of the Church**
- **Christmas Greening of the Church**
- **Choir offered a series of Spirituals and Freedom Songs drawing from The African American Tradition and the Civil Rights Movement.**
- **Choir and Musicians offered The Christmas Concert**
- **Hired an accomplished organist.**



2025 Vestry Goals

- Lead With Love.
- Embody our core values.
- Be a sanctuary of respite, strength, courage and hope for the community.
- Reduce our carbon footprint.
 - Replacing Boiler with Heat Pumps through the Denver Electrification Initiative
 - Exploring renewables and additional electrification projects.
- Continue to nurture and support our ministry to families and children.
- Ensure long-term financial sustainability by strengthening our pledge base.
- Continue to cultivate a relationship with The Church of the Holy Redeemer

Welcoming Statement

St Thomas Episcopal Church offers sanctuary and spiritual renewal to everyone regardless of age, ethnicity, sexual orientation, gender identity, religious background, social or economic circumstance, political affiliation or where you are on your spiritual journey. We welcome all who desire deep relationships and value our relationships with others over the differences that separate us.

Our Commitment

We believe all people are beloved of God and we strive to live and proclaim God's love through all our actions and words. As a community and as individuals, we choose to **Lead With Love**, shine light in the darkness, create safe spaces and offer hope, courage, peace and strength for the journey. We are here for each other and for those in need of any kind. St. Thomas is a place of refuge for those who are wearied by the world and desire nourishment for the spirit and the soul. We welcome you to come as you are and to join us in the sacred task of loving a new world into being.



2025 ANNUAL GIVING CAMPAIGN

March 3 – April 9, 2025

LEADING WITH LOVE ~ SHINING CHRIST'S LIGHT ~ OFFERING HOPE

At St. Thomas we believe all people are beloved of God and we strive to live and proclaim God's love through our relationships, actions and words. As a community and as individuals, we are committed to **Leading With Love**, shining Christ's light in the darkness, creating safe spaces and offering hope, courage, peace and strength for the journey each and every Sunday and throughout the week. We are here for each other and for those in need. St. Thomas is a place of refuge for those who are wearied by the world and desire nourishment for the spirit and the soul. We welcome all to come as you are and to join us in the sacred task of loving a new world into being.

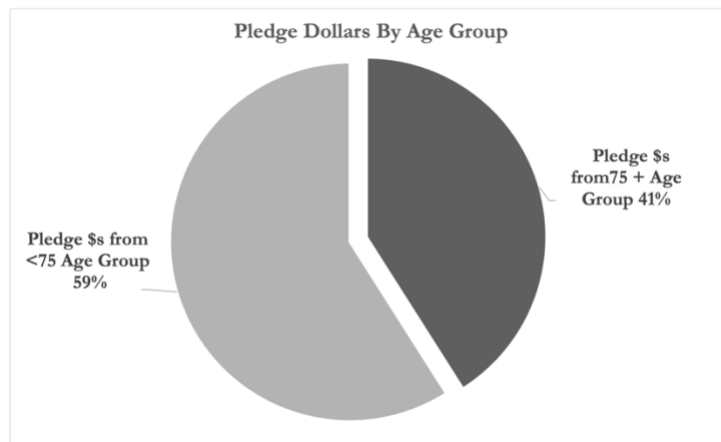
We are convinced the hope, love and good news that we have to offer our congregation and broader community are exactly what people need to navigate these challenging times in which we live. If you share our conviction and values, we invite you to make a financial commitment to St. Thomas to help us to continue make a difference in our community and the lives of people that we serve.

While St. Thomas continues to be a healthy, growing, vibrant community with a strong balance sheet and well managed operations, our pledge revenue, like other churches and non-profits throughout the country, reflects significant differences in generational giving patterns. Studies indicate that younger generations tend to place more value on volunteering and advocacy than on monetary commitments. Their smaller donations are often smaller amounts spread amongst numerous causes rather than significant commitments to a few organizations. Our pledge base reflects these trends. As such, forty-one percent of our pledge dollars come from individuals who are 75 years of age or older. In 2024, we lost \$16,000 in pledges revenue from parishioners who either died or were moved into memory care units. If we want to strengthen and sustain the legacy of St. Thomas for years to come, now is the time to address this trend. Our pledges reflect our commitment to the mission and future of St. Thomas.

Over the past five years the leadership of St. Thomas has significantly reduced operational expenses by renegotiating contracts, implementing energy conservation measures and reducing administrative staffing. We have also created an additional revenue stream by leasing available spaces and promoting our facility as an event venue. In 2024, we generated \$68,000 in building use revenue and expect that to continue to increase by 5-10% over the next three years. The only other significant source of income that we have comes from your pledges.

This year we are asking all members to commit to St. Thomas and the values and hope that it represents through a **proportional pledge** (refer to the next page). For those who already make a proportional pledge, we ask you to increase your proportional giving by 5%, if it is financially feasible. We understand that some people are on fixed or limited incomes. Please know that gifts of all sizes are appreciated and valued. Our campaign goal of \$205,000 will allow us to replace the pledges we lost last year from aging members. Our challenge goal of \$220,000 would provide a buffer against the pledges that we expect to lose as members continue to age. These goals are not unrealistic. If ten families could increase their giving by \$150-\$300/month, we would see an increase in pledge revenue of \$18,000 - \$36,000!

Your financial support is both significant and impactful in the life of our community. We ask that you return your pledge form by **April 9, 2025**. This allows us to project our revenue and more effectively manage our resources. Together, we can continue to make a difference in people's lives by **Leading With Love, Shining Christ's Light and Offering Hope**.



What Is Proportional Giving?

Proportional giving means that your gift is in proportion to your income. You give a certain percentage of your annual gross income as a gift. It is a biblical concept that encourages people to give according to their means. This Biblical notion of proportionality is the ultimately fair way of giving. You pledge and give in proportion to what you have or make.

Proportional giving puts our faith in God first. It shifts our thinking from scarcity to abundance. We give back to God out of the abundance of what God has given us. This simple act can shift our entire relationship with money from one of fear to one of hope.

St. Thomas Episcopal Church
Statement of Financial Position

As of: Dec 31st 2024

Assets

Current Assets

Cash & Cash Equivalents

UMB Bank Accounts

Church General Checking

10110 Operating Checking 17,692

Total Church General Checking 17,692

Discretionary Checking

10160 Rector's Discretionary 1,717

Total Discretionary Checking 1,717

Savings Account

10150 UMB Savings Account 113,441

Total Savings Account 113,441

Total UMB Bank Accounts 132,850

Total Cash & Cash Equivalents 132,850

Accounts Receivable

12030 Vendor Receivable 3,550

Total Accounts Receivable 3,550

Total Current Assets 136,400

Long Term Assets

Investments

14200 Reserves LMIF 49,149

Legacy Society

14000 CEF Investment Fund 23,977

Total Legacy Society 23,977

Total Investments 73,125

Total Long Term Assets 73,125

Fixed Assets

16000 Land 195,193

16010 Buildings 2,033,316

16020 Furniture & Equipment 137,405

16030 Accumulated Depreciation - Buildings (2,033,316)

16040 Accumulated Depreciation - Furn & Equip (137,405)

Total Fixed Assets 195,193

Total Assets \$ 404,719

Liabilities & Net Assets

Liabilities

Current Liabilities

20150 Accrued Expenses 1,483

Payroll Withholdings

20255 FAMILI Benefit Payable 148

20280 403(b)Plan Payable 3,750

Total Payroll Withholdings 3,898

Pre-Paid Revenues

20410 Pre-Paid Building Use 3,749

Total Pre-Paid Revenues 3,749

Total Current Liabilities 9,130

Deposit Accounts	
20500 RT Scholarship	200
Total Deposit Accounts	200
Total Liabilities	9,330
Net Assets	
Fund Principal1	
30000 Church Fund Principal	210,068
Total Fund Principal1	210,068
Church Accounts	
80300 Operating Reserves	64,149
Funds Restricted by Donor	
80000 Flowers	1,678
80030 Sacramental Worship Fund	1,815
80210 Fund for Programs	4
82000 Undesignated Memorials	3,396
84000 Rector's Discretionary	1,580
84010 Outreach Funds	332
Total Funds Restricted by Donor	8,806
Funds Designated by Vestry	
80040 Garden Project	714
80220 Music Program	4,096
80230 Shelter Ministry Designated	5,754
80240 Vestry Designated	1,475
80250 Sabbatical Reserve	10,500
Total Funds Designated by Vestry	22,539
Total Church Accounts	95,493
Permanent Restricted1	
90010 Legacy Society	89,827
Total Permanent Restricted1	89,827
Total Net Assets	395,389
Total Liabilities & Net Assets	\$ 404,719

Accounts	Budget Jan 01, 2024 - Dec 31, 2024	Actual Jan 01, 2024 - Dec 31, 2024
52210 Cleaning Supplies & Disposables	1,000	1,081
52220 Filing Fees	314	260
52230 Realm/ACS	1,525	1,548
54120 Phone/Internet	4,100	4,911
54400 Comprehensive Liability Ins.	18,000	22,124
59000 Miscellaneous Expenses	500	1,532
Total Administrative	38,879	46,530
Clergy Expenses		
50024 Clergy Continuing Ed.	1,900	1,791
50030 Professional Expenses	1,000	900
50040 Clergy Phone/Internet Reimb	1,764	1,764
50050 Mileage Reimbursement	500	97
Total Clergy Expenses	5,164	4,552
Congregational Vitality		
51510 Congregational Vitality	2,500	3,719
51520 Hospitality	500	1,057
Total Congregational Vitality	3,000	4,776
Formation		
51020 Adult Education	250	308
51030 Family, Children & Youth	500	418
51040 Summer Camp Expense	0	1,825
Total Formation	750	2,551
Diocesan Commitment		
51200 Diocesan Pledge	20,000	20,004
51210 Regional Pledge	0	100
Total Diocesan Commitment	20,000	20,104
Outreach		
51220 Outreach Initiatives	1,000	626
Total Outreach	1,000	626
Worship		
51350 Music Program	1,200	1,764
51410 Worship Supplies	1,600	983
Total Worship	2,800	2,747
Building & Grounds		
54010 Sexton	2,400	2,400
54100 Gas & Electricity	16,000	9,860
54110 Water	2,500	3,062
54112 Wastewater Fee	2,500	2,817
54130 Security Light	444	419
54200 Waste Management	2,300	2,505
54220 Boiler Maintenance	2,000	0
54230 Fire Alarm System	3,500	795
54240 Custodial Services	6,000	5,775
54300 Repairs	4,500	7,427
54330 Snow Removal	1,500	750
54350 Landscaping Services	2,500	2,169
54360 Maintenance	4,000	671
54370 Sidewalk assessment	1,000	0
54380 Facility Rental Expense	350	1,688
Total Building & Grounds	51,494	40,337
Total Expenses	\$ 332,687	\$ 315,608

St. Thomas Episcopal Church
Statement of Activities

Date Range: Jan 1st 2024 - Dec 31st 2024

Accounts	Budget Jan 01, 2024 - Dec 31, 2024	Actual Jan 01, 2024 - Dec 31, 2024
Revenues		
Operating Income		
41100 Pledge Contributions	220,000	205,959
41110 Plate and Other Income	20,000	27,923
41150 Columbarium Gifts	1,500	995
41170 Annual Appeal Gifts	750	300
41225 Summer Camp Income	6,000	1,820
41240 Building Use Income	58,500	67,873
41300 Miscellaneous Income	2,000	2,423
41400 Designated Funds Transfer	4,150	4,150
Total Operating Income	312,900	311,443
Total Revenues	\$ 312,900	\$ 311,443
Expenses		
Compensation		
Clergy		
50010 Clergy Salary	111,810	111,810
50020 Clergy Pensions	20,126	20,126
50022 Clergy Benefits	350	345
50400 Clergy Sabbatical Expense	1,500	0
Total Clergy	133,786	132,280
Other Program Staff		
50012 Supply Clergy	2,040	2,308
51005 Program Director	28,000	14,000
51010 Children & Youth Staff	5,706	7,916
51122 Program Director Benefits	5,120	2,070
51310 Choir Director Salary	18,000	18,950
51312 Accompanist Wages	750	450
Total Other Program Staff	59,616	45,694
Administration Staff		
52010 Administrator Salary	11,898	12,145
Total Administration Staff	11,898	12,145
Other Compensation Expenses		
50300 Payroll Taxes	3,800	2,626
54410 Workers Comp Insurance	500	640
Total Other Compensation Expenses	4,300	3,266
Total Compensation	209,600	193,386
Administrative		
52100 Office Expenses	1,200	679
52110 Postage	200	199
52120 Copier	3,480	4,654
52130 Payroll Costs	1,100	1,168
52140 Web Site Expense	300	264
52150 Diocesan Convention Expenses	1,200	1,441
52170 Subscriptions/Dues	2,000	2,065
52180 IT Support	2,760	2,760
52200 Bank Fees	1,200	1,844

Accounts	Budget Jan 01, 2024 - Dec 31, 2024	Actual Jan 01, 2024 - Dec 31, 2024
Net Total	(\$ 19,787)	(\$ 4,165)

2025 Budget

Operating Income

41100 Pledge Contributions	191,959
41110 Plate and Other Income	28,000
41150 Columbarium Gifts	1,500
41170 Annual Appeal Gifts	500
41210 Fundraising Income	-
41225 Summer Camp Income	-
41240 Building Use Income	72,000
41300 Miscellaneous Income	2,500
41400 Designated Funds Transfer	
Draw from Endowment	
Total Operating Income	<u>296,459</u>

Compensation

Clergy	
50010 Clergy Salary	114,605
50020 Clergy Pensions	20,629
50022 Clergy Benefits	350
50026 SECA	
50400 Clergy Sabbatical Expense	
Total Clergy	<u>135,584</u>
Other Program Staff	
50012 Supply Clergy	1,785
51010 Children & Youth Staff	6,968
51310 Musicians and Song Leader	26,320
AV, Web	1,482
Total Other Program Staff	<u>36,555</u>
Administration Staff	
52010 Administrator Salary	13,000
Total Administration Staff	<u>13,000</u>
Other Compensation Expenses	
50300 Payroll Taxes	1,641
54410 Workers Comp Insurance	500
Total Other Compensation Expenses	<u>2,141</u>
Total Compensation	<u>187,280</u>

Administrative	
52100 Office Expenses	750
52110 Postage	200
52120 Copier	3,500
52130 Payroll Costs	1,000
52140 Web Site Expense	300
52150 Diocesan Convention Expenses	1,200
52170 Subscriptions/Dues	1,600
52180 IT Support	2,760
52200 Bank Fees	1,800
52210 Cleaning Supplies & Disposables	1,000
52220 Filing Fees	260
52230 Realm/ACS	1,500
54120 Phone/Internet	4,300
54400 Comprehensive Liability Ins.	21,000
59000 Miscellaneous Expenses	1,000
Total Administrative	<u>42,170</u>
Clergy Expenses	
50024 Clergy Continuing Ed.	1,500
50028 Clergy Conference	-
50030 Professional Expenses	1,000
50040 Clergy Phone/Internet Reimb	1,764
50050 Mileage Reimbursement	500
Total Clergy Expenses	<u>4,764</u>
Congregational Vitality	
51510 Congregational Vitality	2,500
51520 Hospitality	1,200
Total Congregational Vitality	<u>3,700</u>
Formation	
51020 Adult Education	250
51030 Family, Children & Youth	500
Total Formation	<u>750</u>
Diocesan Commitment	
51200 Diocesan Pledge	18,000
51210 Regional Pledge	-
Total Diocesan Commitment	<u>18,000</u>
Outreach	

51220 Outreach Initiatives	1,000
Total Outreach	<u>1,000</u>
Worship	
51350 Music Program	2,400
51410 Worship Supplies	1,000
Total Worship	<u>3,400</u>
Building & Grounds	
54010 Sexton	2,400
54100 Gas & Electricity	9,000
54110 Water	3,000
54112 Wastewater Fee	2,600
54130 Security Light	419
54200 Waste Management	2,505
54220 Boiler Maintenance	-
54230 Fire Alarm System	2,550
54240 Custodial Services	6,000
54300 Repairs	4,000
54330 Snow Removal	1,200
54350 Landscaping Services	2,200
54360 Maintenance	4,000
54370 Sidewalk assessment	750
54380 Facility Rental Expense	350
Total Building & Grounds	<u>40,974</u>
Total Expenses	<u>302,038</u>
Net Operating Loss	<u>(5,579)</u>
Draw from Operating Cash Reserves	5,579
	(0)

Communication Covenant

1. If we have a concern or issue that involves someone, we will discuss it with that person privately.
2. If someone has a concern or issue with another person and comes to us, we will send them to that person.
3. If someone is reluctant to come to the person with whom they have a concern, we will offer to accompany him or her to see that person.
4. We will not interpret what others say or mean. (We will ask them to interpret for us if we are unclear of their intentions.)
5. If something is confidential, we will not share it with anyone. Exception: If you are aware that a) someone is going to physically harm someone else; b) someone is going to harm herself/himself; c) a child has been physically or sexually abused, please consult with the clergy.
6. We will not read or react to unsigned letters or notes.
7. We will not act on anonymous complaints brought by others.
8. We will not manipulate. We will not be manipulated. We will not let others try to manipulate others through us.
9. When in doubt, we will just say what is on our minds. The only dumb questions are the ones that are not asked.
10. When in disagreement, we will say it. We cannot resolve issues that are left unspoken. We cannot work together without mutual understanding and trust.
11. Our relationships with each other are the most important asset in our community. So, if we have a concern, we will pray and then, if led, speak up.



OUR WHY: To Lead With Love

- Offering an inclusive, welcoming space for all.
- Seeking the holy in ourselves, each other, and the world.
- Making a difference in our community.

CORE VALUES

- **ATTEND TO OUR SPIRITUAL LIVES**
Through prayer, spiritual practices and formation, we weave our relationship with the Holy into the fabric of our daily lives. Prayer and discernment guide ministries and worship. (Foundational)
- **CHOOSE LOVE**
We act from love not fear; build bridges not walls. (Foundational)
- **CREATE AND SUSTAIN COMMUNITY**
We gather and care for each other. We cultivate deep relationships. We will prioritize our relationships with each other over the differences that separate us. (Foundational)
- **WELCOME ALL**
All means all and all are welcome. We promote an inclusive culture by 1) fostering the skills to shift our cultural perspectives and appropriately adapt our behavior to bridge cultural differences; 2) cultivating the self-awareness and empathy needed to value difference in working toward equity. (Missional)
- **HONOR DIVERSITY**
All are welcome. Our leadership, worship, music and ministry initiatives will reflect our diversity. (Missional)
- **PROMOTE THE DIGNITY OF ALL**
Through formation, lobbying and other initiatives we prayerfully engage in social justice activities that promote and protect the dignity of all people. (Missional)
- **CARE FOR CREATION**
We value our interdependence with creation and recognize our role as stewards. We incorporate practices that protect, sustain, and nourish our fragile earth and her inhabitants.
- **ENGAGE OUR NEIGHBORHOOD**
We open our hearts and doors to our individual and church neighbors, strive to understand their needs and support them. (Missional)
- **NURTURE THE NEXT GENERATION**
We offer, support and staff worship and formation opportunities for families and children. (Missional)
- **CULTIVATE BEAUTY**
We tend to the beauty of our space, worship and music that evokes a sacred sense of awe, stillness and joy. (Missional)