

St. Hilda St. Patrick Episcopal Church

A Mission Church in the Diocese of Olympia



Hello!

Let us introduce ourselves...

The people of St. Hilda St. Patrick are a small but energetic group, passionately interested in community, both our own and that around us. Just like our buildings, we have a mix of old and new people, practices, and points of view. Like our grounds, we have areas that are well developed, beautiful and refined, and areas that are running a little wild. However, even with our own contradictions and varying interests – perhaps because of them – we have a strong mission of inclusion, a ministry to make room for all of God's children in our own house and in the world.

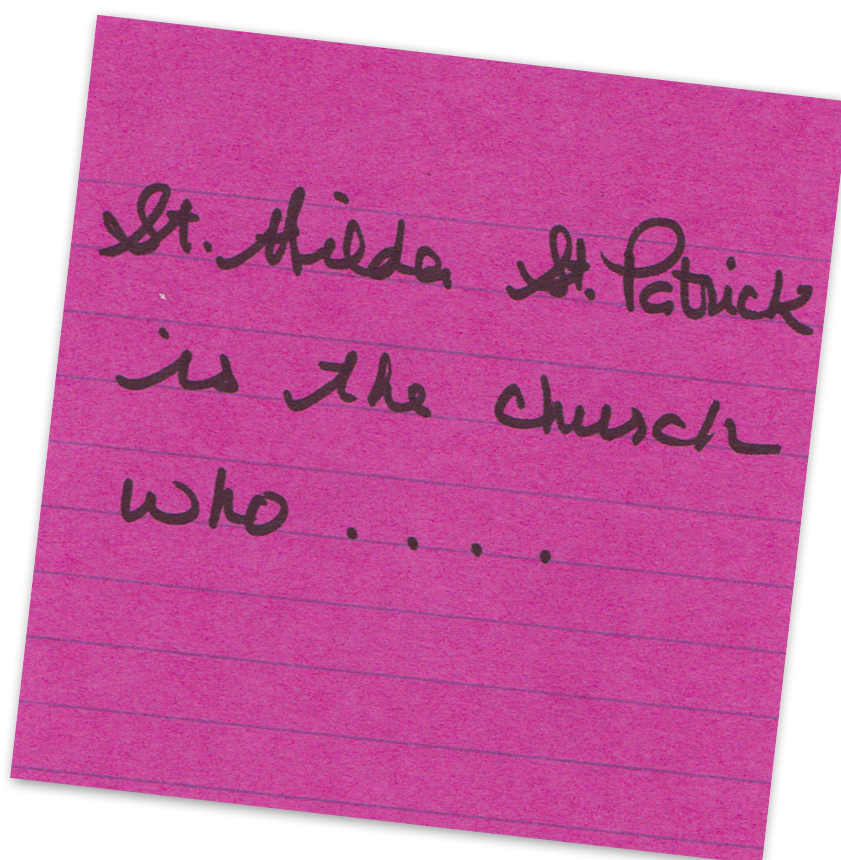
At this point in our collective lives, we are a church who values...



However, we feel like we can be so much more. We need a vicar who is joyful, excited, and empathetic, and able to work with a wide variety of people; a vicar who is a dynamic and strategic leader, not afraid of innovation, and can help bring greater meaning and purpose into our worship life and our personal connections with God; a vicar who can help us focus our varied gifts and interests. And, oh heavens yes! – a vicar with a sense of humor!

It's a tall order, especially for a part-time position, but we have faith. We have faith in our strong lay leadership to work together with our new vicar in a realistic and respectful way. We have faith in a new spiritual leader joining our community because they hear God's call to our mission. And we have faith in God to match us with the person we need to help us fulfill God's mission of love and service in the world.

After a few years with our new vicar, we want to be able to describe ourselves – proudly and in unison – with a strong affirmation of who we are and what we mean to the community around us.



Our Mission Statement

We are a people of God whose identity is rooted in our relationship with God and with each other, and who understand that our mission is to live out God's love in the world.

To that purpose, we strongly value:

Inclusivity: Becoming a place for everyone to be in communion with God and making room for all at God's table, regardless of disagreements or differences, or where we find ourselves on our personal spiritual journeys.

Service: Answering the call to help those in spiritual or physical need, as Jesus Christ bids us to do. Leading within the church and in the greater community by the example of faith and the Holy Spirit.

Learning: Challenging ourselves to grow into our faith; to create within ourselves and each other a spiritual vitality that helps us to discover our gifts and our calls to ministry. Fostering within us an openness to change and the movement of the Holy Spirit.

Sharing: Sharing our resources, our faith, and the love of God with each other and the community at large with a grateful heart. "All things come of Thee, O God, and of Thine own we have given Thee."



A Brief History of Our Congregation

St. Hilda St. Patrick was founded as a mission church on October 16, 1974, the product of the “arranged marriage” of two congregations – one of which had a small piece of land, and the other which had a small amount of money to use toward constructing a building.

Fifteen years ago we were a congregation in turmoil. A large new worship space had just been completed, which fractured the community into opposing camps. This dissonance played out in hostilities and conflict, and eventually led to the ouster of the vicar thirteen years ago. The time following was spent in rebuilding trust within the congregation. Those members who felt threatened by the change brought on by the construction and new leadership moved on to other churches. Those who remain are committed to the faith and growth of St. Hilda St. Patrick.

Life with our most recent permanent vicar, with us for nine years, strengthened that trust and turned us into a self-reliant group with an energetic lay leadership willing to take on various functions and projects. With the right guidance and leadership, we hope to continue to develop into a transformational church, acting as a positive force in the community through worship, outreach, and service.



Our Buildings and Grounds

The original facility, constructed in the mid-70s, included a rotunda-style narthex, a small nave and sanctuary, a tiny kitchen, an office wing, a classroom/nursery wing, and a lot of property. In the late 1990s, a capital campaign and a loan from the Diocese

allowed for significant expansion of the worship facilities with a new narthex, nave, sanctuary, and sacristy – as well as a full pipe organ. The “new” church, which accommodates about 180 people for worship, was consecrated in 2002, at which time the older nave was converted into our parish hall, including a remodeled, larger kitchen.



Our worship space is light and open, with a traditional yet flexible design. We have rearranged the layout with a variety of seating configurations and choir and altar placements since the space was built – sometimes changing the seating seasonally. Several years ago, one of our parishioners, an avid woodworker, built our beautiful wooden altar and movable wooden platform to serve as the center of our worship space. He

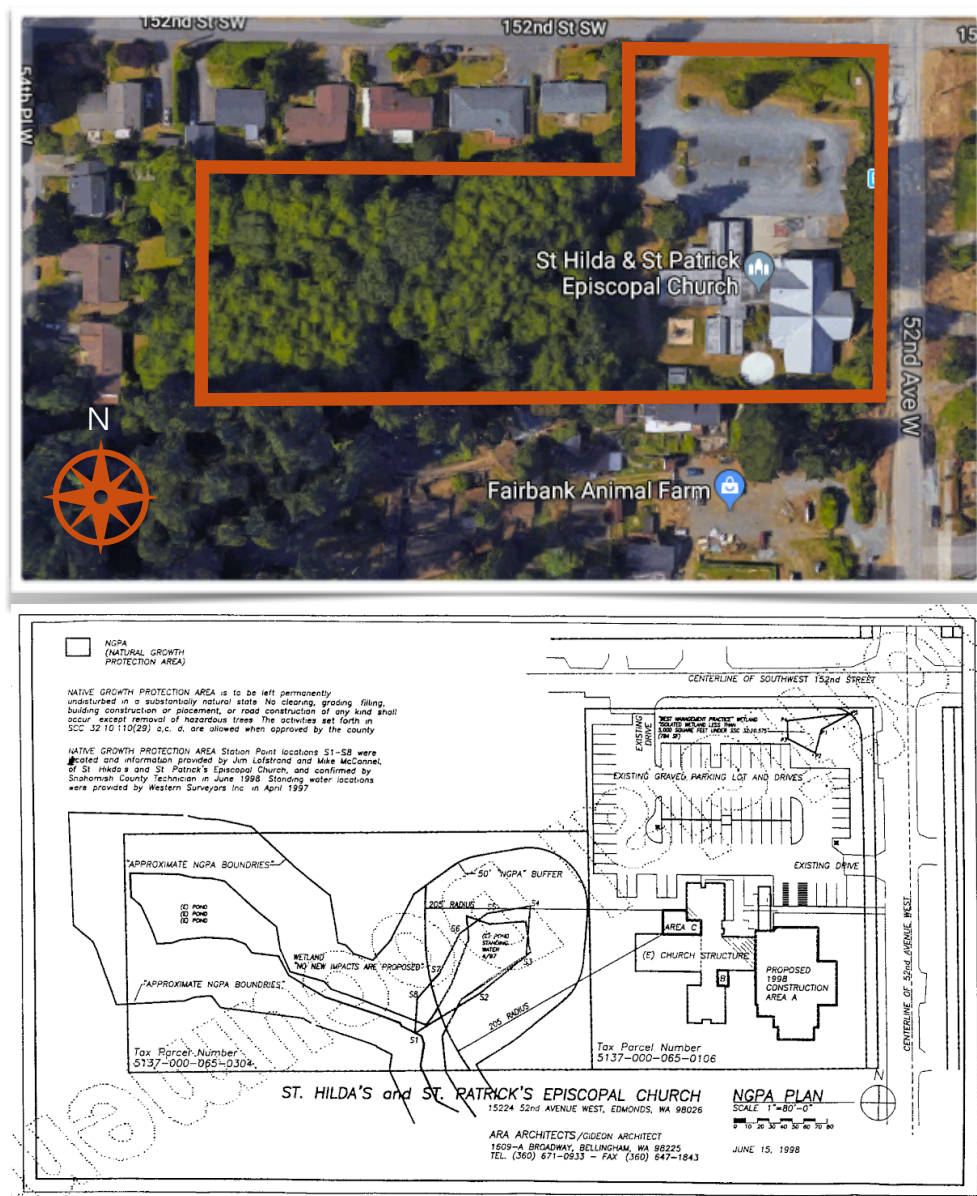
also constructed a second altar for the back of the church for smaller gatherings. Presently, we are using wooden pews that were gifted to the church in its early days, although many congregants hope someday to shift to chairs to allow for more flexibility.

The gardens and grounds of the church are substantial. There is a large, gravel parking lot, and a variety of planted beds and lawn areas alongside the church and the parking lot. In the mid-1990s, a permanent labyrinth was installed behind the nave along with a small peace garden. There is also a modest play structure for children outside the classroom wing. On the northeast corner of the property there is a bioswale (drainage area) that the county requires we maintain for water quality purposes. The landscaped grounds are a wonderful amenity, but require a fair amount of upkeep and maintenance. Volunteers do all of the mowing, weeding, and other work.

During permitting for the church expansion, the western portion of the property was designated as a “Native Growth Protection Area,” intended to be left in a natural state.

St. Hilda St. Patrick Episcopal Church

A later Eagle Scout project created a trail through the area, and a local Camp Fire troop helped to maintain the nature trail as a service project for many years. The elements and persistent encroaching vegetation make upkeep a challenge and in the last few years, we've seen the overgrown property become a temporary camp site for a few local homeless people. We have tried to help those we meet – offering food from our pantry and to contact services – but often we are left only with trash and dangerous waste to remove. There is some belief that as the surrounding community has developed and grown in population, the protection area has outlived its original function. Many of us hope that with the right support and community partnerships, we could possibly have it rezoned and repurposed to better service.

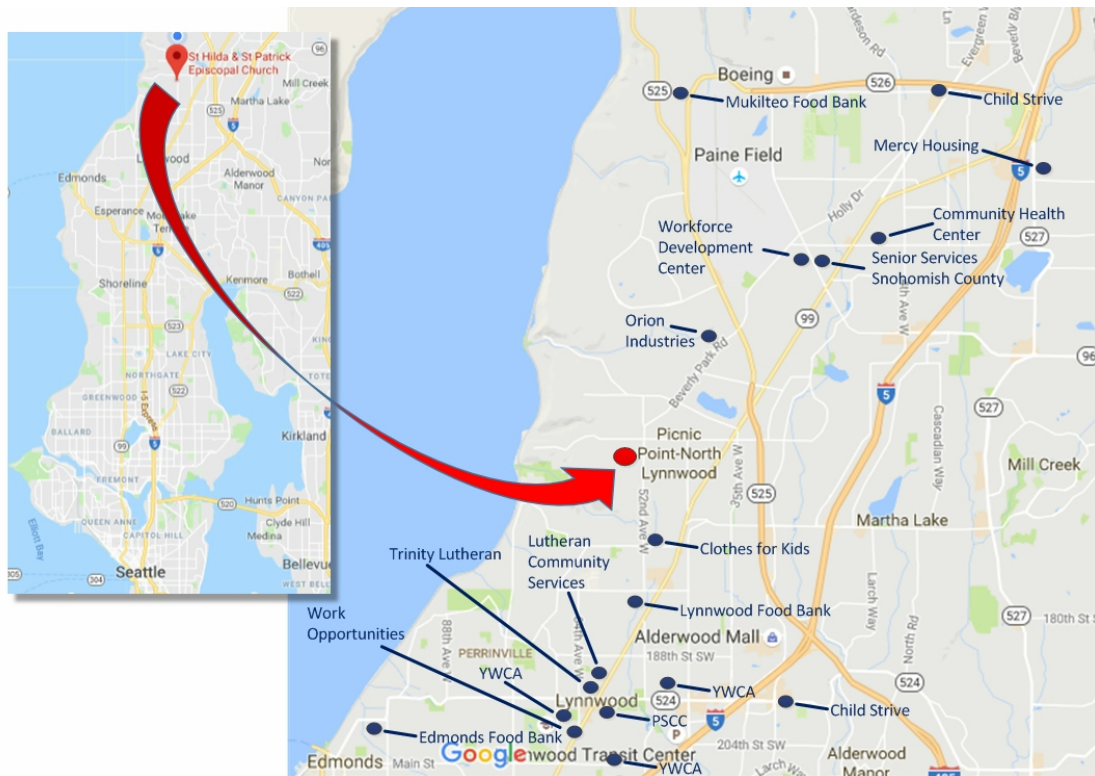


Our Neighbors and Community

Located about 20 miles north of the city of Seattle, St. Hilda St. Patrick is in a suburban neighborhood in unincorporated Snohomish County, on the border between the cities of Edmonds and Lynnwood. We have a small working farm as an immediate neighbor, but the rest of the nearby area is modest single- and multi-family housing. There is a bus stop in front of the church, and para-transit bus service is available.

One of the ways we serve our neighbors is offering our facility as meeting space for community groups. We host several 12-Step Groups, such as AA and Al-Anon, and also offer our space to groups with whom our parishioners are involved for events and meetings. There is more to be done, though.

The immediate neighborhood surrounding the church is below average income. While the median income of the county is about \$72,000 per year, incomes in the census tracts east of the church range from about \$34,000-\$60,000 per year. There is a significant population of youth and seniors in these areas.



Despite the demographics, there are few services for lower income families in the immediate area of the church. Social services in Everett end roughly at the south end of Paine Field, several miles north. South of the church, the social services network ends in South Lynnwood, near the Snohomish County-King County line. With our facility located in between these two social services areas, our previous deacon brought together a number of service providers to form a group called Connected Communities, to facilitate communication and support among the providers. Although the deacon was called to another church several years ago, Connected Communities continues to meet in our parish hall monthly. It would be ideal if our church could fill a gap in social services in our immediate area well beyond hosting this group, but we need a focused effort to transform St. Hilda St. Patrick into facility that can serve.

Our Worship Life

St. Hilda St. Patrick is very much a “come as you are” congregation, typically Northwest casual. On any given Sunday, you may see sport coats and Seahawks football jerseys side-by-side. We try hard to be welcoming to parishioners and visitors, meeting them wherever they are in their spiritual journey.



We are passionately interested in meaningful worship – our liturgy and worship are the glue that holds us together. Liturgy and worship have the means to empower, excite, and galvanize us, as they should.

Our scheduled worship services are Sunday at 9:30 AM, and midweek Eucharist on Wednesday afternoon. We routinely worship using the Rite II services in the 1979 Episcopal Book of Common Prayer and music from the Gather hymnal. It is our habit to pray the liturgy slowly and intentionally. We also use other resources like the 1982 Hymnal and the Book of Occasional Services. Sunday services include a presider, lay eucharistic ministers, lay readers (typically adults, occasionally youth), and the choir.

Along with the LEMs, lay people are very involved in our principal service. Roughly once a quarter the vicar calls together the Worship Committee, a group of lay ministry and program leaders (see below), to plan out any special occasions in the coming months (e.g. Advent, Christmas, Lent, Easter, and other special events). The Prayers of the People are usually written by one of a group (see below). The choir sings an offertory anthem while the table is prepared, and at least one other lay person reads from scripture each Sunday. Additionally, we have a small group of lay preachers who preach at the principal service about once a quarter.

Youth members are incorporated into the service about once a month, reading a lesson and helping with other duties. At this service, the preacher may also deliver a children's sermon.

Kenneth Walker, music director, plays piano and leads the choir (see below). We also have a retired Lutheran pastor, Tim Hillerman, who plays organ on occasion, helping when Kenneth is unavailable. The choir is available for special occasions, though they do take the summer off.

Aside from Sunday mornings, we gather at many other times through the year to worship. We typically have two services on Christmas Eve (early evening and later in the night), one on Christmas Day, and services for Thanksgiving Day, New Year's Day, and Epiphany. The early Christmas Eve service is designated for families, and often includes some variety of pageant with the involvement of children and youth, ending with a candle-lit singing of Silent Night. The later Christmas Eve service generally begins with a carol sing-along, also ending with Silent Night by candle light.

The season of Lent starts with the imposition of ashes on Ash Wednesday at midday and in the evening. We keep a holy Lent through regular Sunday worship as well as formational programs, such a book study or following the "Lent Madness" bracket.

We traditionally observe Holy Week starting with Palm Sunday and then Maundy Thursday, Good Friday, and the Great Vigil of Easter on Saturday evening, followed by the principal Easter service on Sunday morning. Many of our parishioners have said that preparing and participating in an Agape feast on Maundy Thursday is one of the most memorable experiences they have had in church. For the past few years, we have moved the reading of the Passion to the Good Friday service, instead of Palm Sunday. Good Friday services have also at times included Adoration of the Cross or Stations of the Cross. At the Great Vigil, we have been known to celebrate Eucharist with champagne in place of the usual communion wine.

Other occasions for gathering include:

- Commemoration of our principal saints, Hilda, in November, and Patrick, in March. These are typically transferred to the closest Sunday, when we worship with a Celtic liturgy approved by the Bishop for use on these days. St. Hilda's day is often our stewardship in-gathering Sunday as well. If St. Patrick's Day falls on a Sunday, we have been known to celebrate with a corned-beef lunch with all the trimmings.
- Transgender Day of Remembrance - The LGBTQ+ Community observes November 20 as Transgender Day of Remembrance. The past few years, we have recognized this important day with a service on the third Sunday of November, organized and led by Christine Cummings, an openly transgender member of our congregation. Both the SHSP and LGBTQ+ community are invited to join together at an evening service and remember those in the transgender community who were killed in the previous year.





- A Blessing of Animals, in October, commemorates the feast of St. Francis. In years past, we have welcomed a variety of pets, including dogs, cats, chickens, guinea pigs, reptiles, and fish.
- Morning Prayer Rite II – If the vicar is absent and a supply priest unavailable, we will observe Morning Prayer in lieu of Holy Eucharist.

Our Present Staff

The paid staff of St. Hilda St. Patrick comprises three positions, the vicar, the music director, and the nursery caregiver.

The **music director** selects our weekly worship music, and, during the program year, rehearses with the choir to raise a joyful noise during our Sunday worship. The music director also provides prelude and postlude music for the service. The current music director, Kenneth Walker, is contracted for 15 hours/week, which includes music selection and preparation, weekly choir practice (during the program year), and accompaniment at our regular Sunday services, Holy Week services, and Christmas services. Additional needs (funerals, etc.) are arranged as required.

The **nursery caregiver** provides loving care each Sunday for our youngest community members, infants to pre-K. Nursery care is offered all year and at no cost. Our current nursery caregiver, Jenn Jewett, is contracted for approximately 2 hours each Sunday, year round.

Our Current Programs and Ministries

The mission of St. Hilda St. Patrick depends heavily on volunteers to lead and staff our programs and ministries, both those serving our parishioners and those serving the larger community. Service in many of these ministries is organized and assigned

using the online tool, Sign Up Genius. We are an energetic group, willing to take on the tasks that are needed to keep the church running and to minister to one another and to our neighbors. However, without an influx of new volunteers, we risk burn out.

Altar Guild – This ministry manages the traditional guild work of preparing the Sunday table, maintaining the Sacristy and related supplies, etc. Altar Guild also organizes periodic events to prepare the church for holidays. Several members of the altar guild bake the bread loaves for Holy Communion as well. Not “your grandma's altar guild”, this group has room for all who are willing.



Bishop's Committee – As a mission church, St. Hilda St. Patrick's leadership takes the form of a Bishop's Committee. The vicar is the presiding officer of the Bishop's Committee. The committee meets monthly to manage the “temporal affairs” of the congregation. Our by-laws allow for 6-9 elected members serving for staggered three-year terms. Elections occur annually. Currently we have six elected members, plus the appointed positions of clerk and treasurer.

Brewers Guild – A loosely organized group of enthusiasts who enjoy being in communion with millions of micro-organisms, the Brewers Guild meets periodically to cook up a batch of beer or honey mead. In the past, the guild has offered their wares for a free-will donation on St. Patrick's Day. We've also used the honey mead in place of the usual communion wine during the past several Easter seasons.

Buildings & Grounds – This ministry manages maintenance and improvements on the physical property, including the bioswale and native growth protection area. Recent projects include heat pumps in the parish hall, weatherproofing exterior doors, carpeting in the office wing, and a Dutch door between the parish hall and class wing.



Bulletins – The bulletin designer works closely with the priest and the music director to prepare and photocopy our bulletins for weekly worship, as well as for events such as funeral services. Bulletins include the lectionary and service music, and may include other special inserts as required. Announcements for the bulletin are gathered via email and shared with the What's Happening e-newsletter (see below).

Choir – Led by our music director, the choir meets on Wednesday evenings to learn and rehearse the musical selections for each Sunday, and for holiday services such as Christmas Eve. The choir has 8-12 voices each Sunday. As is usual in many churches, the choir takes the summer off for a well deserved rest.



Flower Guild – This team procures and arranges altar flowers. Flowers may come from parishioners or the church gardens, or from a florist, as need dictates. We accept donations for flowers, but noting them in the bulletin is not a routine practice except at Christmas and Easter.

Food Pantry – This ministry stocks a small pantry of non-perishable food and hygiene items that can be accessed by anyone in need. In recent months, we have had an increase in homeless presence on our grounds and in our immediate area, so we are adding more items that are helpful to those without means to store or prepare food.

God's Garden – Primarily during the spring and summer months, volunteers handle routine garden tasks, such as weeding, watering, and lawn maintenance. Much of this is accomplished at periodic "Gardening Parties" over the growing season, which may include potluck meals. Other tasks are taken on by those with an hour here or there to serve. This group also maintains our peace garden and labyrinth.

Godly Play (Sunday School) – Taught by adult volunteers, our Godly Play ministry serves the elementary school age members of our church, providing them with a foundation in our faith. We have about 3-6 children in regular attendance. Children are in the Godly Play group at the beginning of our Sunday service, then rejoin the

congregation for Holy Communion. Godly Play is offered during the program year, with summers off. An important additional aspect of our children's ministry is the "quiet table", a child-sized table and chairs in the nave with books, art materials, blocks, and quiet toys that provides children somewhere to direct their energy while in the service.

Hospitality – This rotating group of teams prepares the "Eighth Sacrament", AKA coffee hour. Teams are organized and assigned to set up, serve, and clean up each Sunday. Sometimes the refreshments are more substantial, other times, more simple, but there is always coffee and tea available!



LEMs & Lectors – These lay ministers read the lessons, lead the Prayers of the People, and serve at Holy Communion. We typically assign two Diocesan licensed LEMS per Sunday in rotation. Additionally, we have several trained lay Eucharistic Visitors who take communion to those who are unable to attend in person.

Outreach – This ministry purposefully seeks to serve those in the greater community. St. Hilda St. Patrick (SHSP) outreach participates in two feeding programs hosted at Maplewood Presbyterian Church in Edmonds and Trinity Lutheran Church in Lynnwood.



Additionally we support the needs of Camp Unity, a homeless tent city. We prepare food and hygiene baskets for families in need for Thanksgiving, Christmas, and Easter. We support the students at Scriber Lake Alternative High School with backpacks and school supplies, clothing and socks, snack items, and similar donations. Through the Spiritual Stitchers (below), we provide "Knitted Knockers," breast prostheses for those who

have had to undergo mastectomy. Individuals in the SHSP community are also generous when asked to support the fundraising efforts of our youth and others for

school programs and outside charity involvement, and always fill the “begging bowl” when asked to contribute for special programs such as the Transgender Day of Remembrance.

Plate Counters – This rotating group of volunteers counts the plate income and prepares the deposits each week. On each Sunday, a pair of counters consists of one “counter” volunteer and one Bishop’s Committee member.

Prayer Circle –The Prayer Circle is formed by a group of parishioners who receive prayer requests and pray regularly for those intentions. Anyone can send an email request to share a petition with the group.

Prayers of the People – Inspired by the Book of Common Prayer (BCP), but unique every Sunday, our Prayers of the People are drafted weekly by a group of volunteers. The ministry volunteers read the lectionary passages for the assigned Sunday, then pray, breathe, and write prayers for the week. Following the BCP outline, we pray with intention for the world, our nation, the state, the church, our communities, our families, and our friends.

Pledge Secretary & Membership Directory – Our pledge secretary uses Church Windows software to record donations and track pledged and occasional giving, generating pledge reports semi-annually. The pledge secretary also tracks our membership and creates our annual church directory.

Spiritual Stitchers – This group puts their talented fingers to work knitting or crocheting full- and pocket-sized prayer shawls and Knitted Knockers breast prostheses. Shawls are gifted to parishioners and others at times when they might need extra comfort. We also traditionally give a shawl to graduating high school seniors to take with them on the next part of their life journey. All items are typically blessed in our worship service prior to being given to recipients.

Ushers & Greeters – This ministry organizes greeters to hand out bulletins, and meet newcomers and established members alike at the door each Sunday. Greeters also bring newcomers to the priest’s attention and orient them to our facility and worship. The greeters also serve as ushers during worship, completing the attendance count,

passing the plates during offertory, and bringing the elements to the altar for Holy Communion.

Website – With the help of other parishioners who provide content, our webmaster keeps our site up and running. On the to-do list; reprogramming it to be mobile device compatible. Visit us online at StHildaStPatrick.org.

What's Happening e-news – Our weekly e-newsletter summarizes announcements and ministry team schedules for the upcoming Sunday. SHSP uses the web-based program, MailChimp, to design the newsletters and manage the email list. What's Happening and the bulletin ministries work closely together.

Youth Gathering – Our youth program, serving older students, has two components. After the Sunday sermon, the youth retreat with an adult leader to discuss the readings, Gospel, and sermon of the day, then return for Holy Communion. About once a month, during the program year, the group meets on a Sunday evening for dinner and fellowship. These meetings may be conversations at the church or may include an activity, such as bowling, a trip to a corn maze, Christmas shopping for youth in need, or serving at one of our outreach meals. The vicar often attends the Sunday evening meetings. Youth Gatherings are routinely attended by 4-7 students. Friends are always welcome.



Membership by the Numbers and More

The following table reflects the membership portion of our parochial reports for the past five years. Our previous vicar left in June 2017, which might explain the slight dip in attendance from 2016.

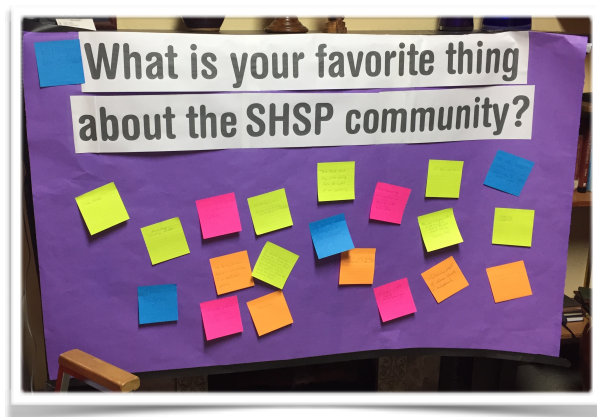
	2017	2016	2015	2014	2013
Baptized Members	169	166	174	157	147
Average Sunday Attendance	67	76	77	74	72
Number of Pledges	54	58	52	48	55
Pledged Income	\$141,770	\$143,200	\$123,844	\$116,600	\$121,110

As identified in our online parish survey data from HolyCow! (see below), we are an older (45+) and well-educated congregation. The majority of our households are 1-2 people, and the majority of us identify as female and white. Over a quarter of our members have joined in the last four years, and about half worship 2-3 times a month. We also pledge at a rate of about 2.25% of income, slightly more than Holy Cow!'s clientele average of 2%.

About 14% of our members live within half a mile of the church, and another 36% within 3 miles. Another 38% or so live in Harbour Pointe (Mukilteo), Edmonds bowl and Mill Creek communities – all about 4-7 miles from church. The remaining 12% are more dispersed and live in north King County and Everett. It is clear from these data that St. Hilda St. Patrick is a destination church, not neighborhood one.

Obviously, the above describes our congregation in terms of our numbers and participation, but like all churches, we are so much more than the sum of our parts.

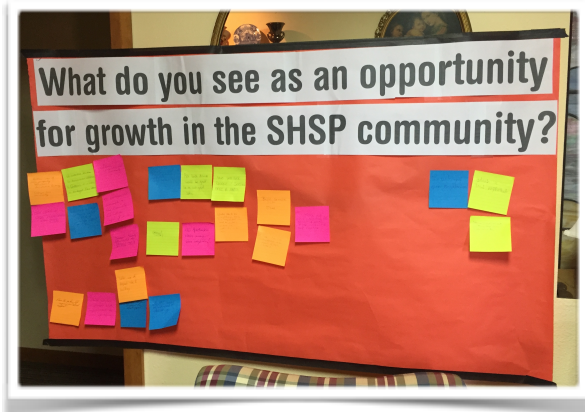
As part of our discovery journey, we took an informal Post-It Poll asking for descriptions of our favorite things about the St. Hilda St. Patrick community.



A few themes emerged: We like food. We enjoy the contributions of the music program and choir. We are welcoming and our church feels like a safe place for people to explore who they are. We are willing to help one another and our

neighbors. We are giving and generous. We also value community, supporting each other, fellowship, and inclusion. We have different backgrounds and politics, yet this word – *inclusion* – comes up over and over.

We also asked for Post-It feedback on opportunities for growth as a community.



Again, a few themes emerged. While vibrant and meaningful worship brings us together, our commitment to being Christ's hands and feet in the world is how we can make a difference. We feel our mission should include better use of our facility for outreach, and more effective outreach in both our immediate neighborhood and in the larger community.

So, what sets the people of St. Hilda St. Patrick apart from other similar congregations? We share the love of Christ, generously and energetically, amongst ourselves and our neighbors. We care. We listen. Sometimes we question, but most of all, we want to make a difference.

Oh...did we say we like food?

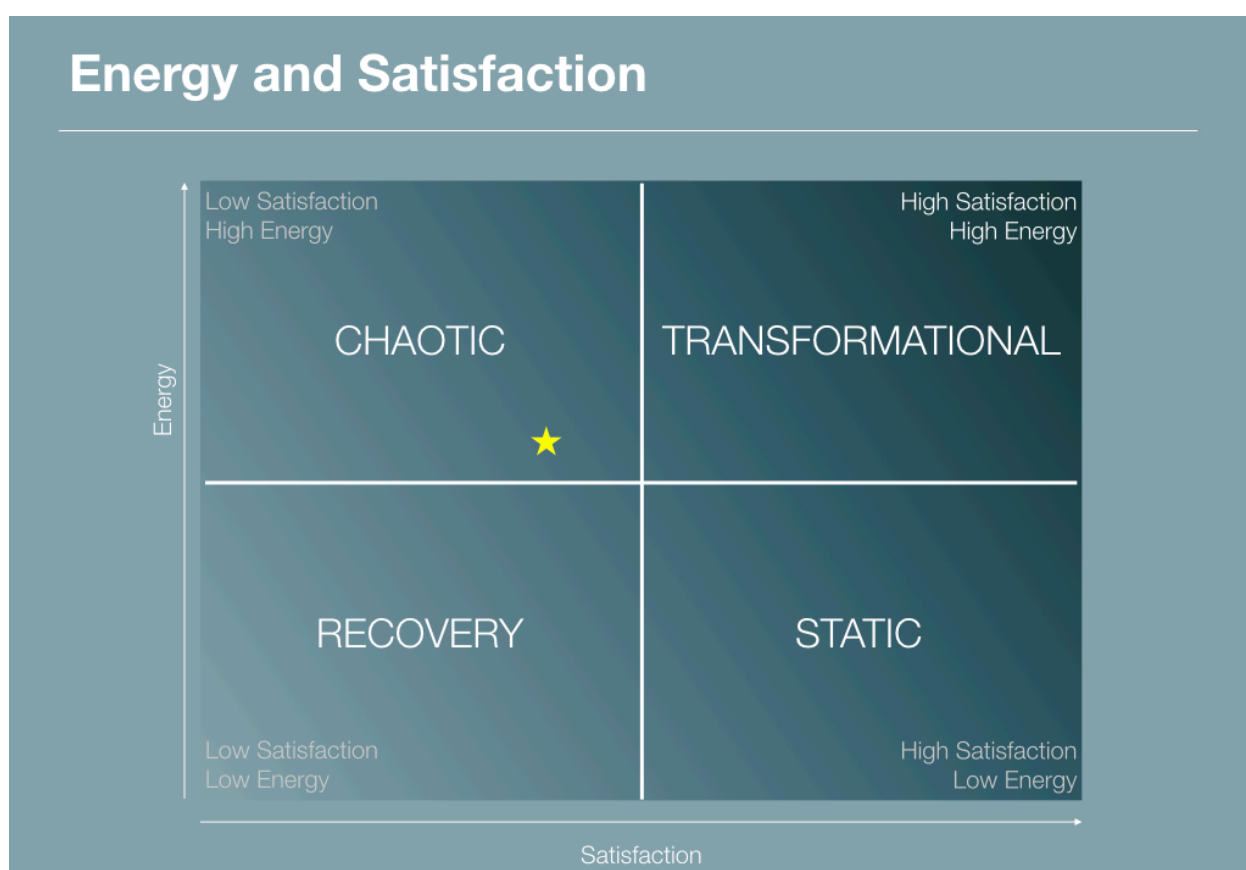


Parish Survey

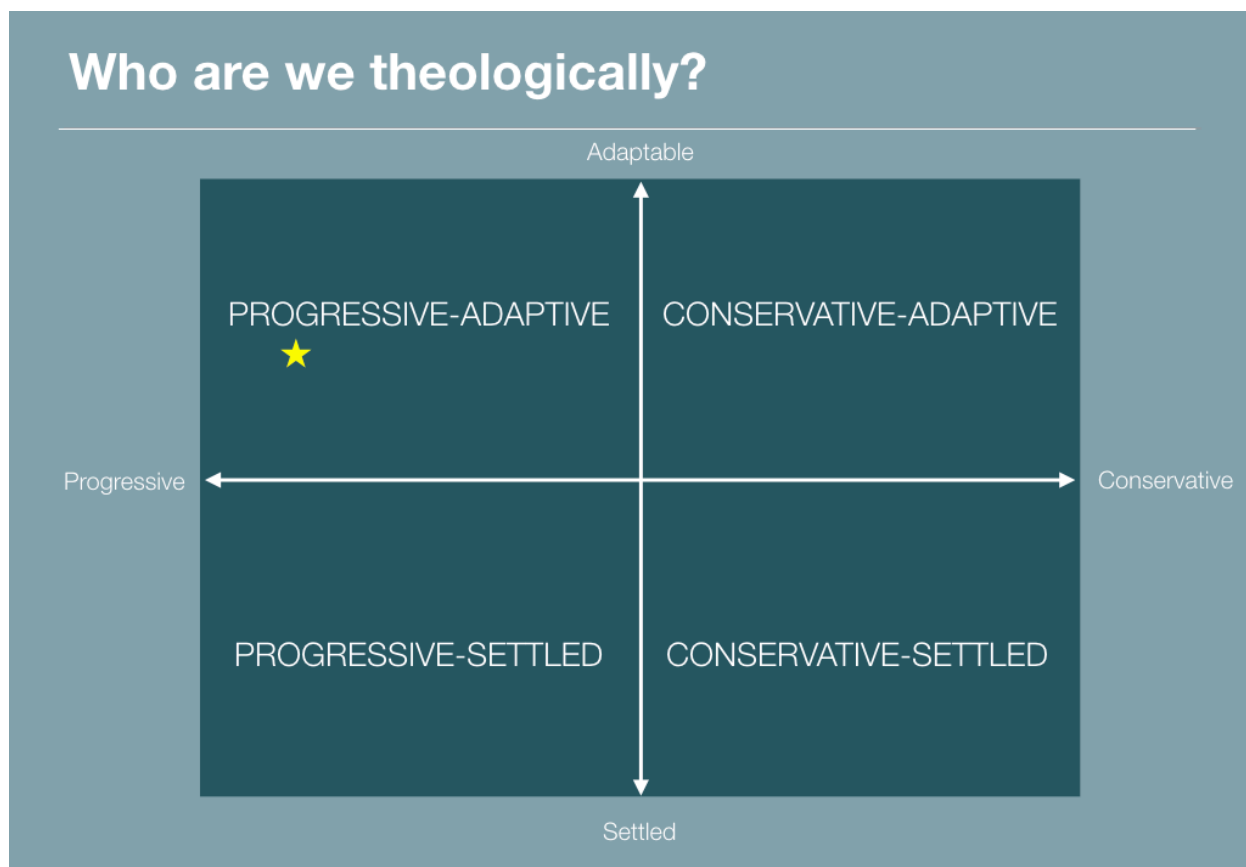
As part of the search and profile process, St. Hilda St. Patrick commissioned a survey of our members, asking them to participate in an online evaluation (CAT) hosted by Holy Cow! Consulting. Participation in the survey was voluntary and anonymous. We received 68 responses, the equivalent of 105% of our average Sunday attendance.

While much of the information we gleaned about ourselves from the CAT survey is incorporated throughout this profile, there are a few other things worth calling out.

As a congregation, we find ourselves in a somewhat “chaotic” place – as defined by Holy Cow!’s matrix – with good energy but lower satisfaction. Of course, we would like to move into the “transformational” space, with high energy and high satisfaction. For us, the “transformational church” is one with vibrant worship, shared leadership among clergy and laity, strong faith formation, and education. There would be a common directed outreach effort, putting us in a position where we could be a mentor church in the community, and our members would feel good generally about the church.



Again, as defined by Holy Cow!, theologically we are progressive-adaptive church (see figure on next page). At our best, we are rational, advocating, intellectual, powerful, efficient, and knowledgeable. At our worst, we are aloof, impersonal, unapproachable, and theoretical. We walk a line that tries to balance the passion of our convictions and intuitive spirituality – the heart – with the logic of the mind – the head.



Our Priorities

As a community, we are doing pretty well. We are a church that has worked hard to recover from past drama and dysfunction, and we have transformed ourselves into a congregation with deep skills in conflict resolution, a great sense of mercy, and a passionate desire to serve our community.

We don't want a priest to solve all of our problems or to be the center of every activity – but rather to be an agent of change and demonstrate strong leadership skills. A majority of parishioners would like the church to grow, and we believe the path towards growth lies in creating meaningful worship, finding new and creative ways of including children, youth, young adults, and the elderly in our church life, and building Christian education and spiritual formation for all. In general, we are open to finding innovative ways of doing these things. A vicar who joins us will realize quickly that inclusion of all is vitally important to us, and we try hard to welcome and incorporate people who represent the diversity of God's children.

At this point, we need a vicar who likes us, laughs with us, holds our hands, and leads us toward bringing something truly lasting and beneficial to our community. We would like help to embrace the Holy Spirit more fully and meaningfully in our lives, and to bring our disparate but passionate sense of mission into greater focus – to bring out the best in all of us, together.

Our physical property is an area of focus for many. How can we best use it to help both our church mission and our local community? We need some spiritual support and guidance as we continue to lead into the future; and someone to help us deal with the resultant changes with grace and love.

Our Financial Picture

As with many organizations who depend on donations, finances can be a challenge. St. Hilda St. Patrick is no different, but much like our membership, and very much related to it, we are holding our own as a congregation. We prayerfully set a budget each year based on projected income, and the good Lord and our membership manage to provide. The following cash flow table is summarized from our parochial reports for the previous four years, plus the 2018 projected budget.

	2018 Budget	2017	2016	2015	2014
Operating Income	\$139,346	\$166,092	\$165,861	\$151,301	\$147,973
Operating Expenses	\$128,017	\$146,523	\$164,364	\$162,679	\$147,210
Capital Expenses	\$2,000	\$16,279	\$11,521	\$3,391	\$10,445
Number of Pledges	47	54	58	52	48

What is not noted in this table is that St. Hilda St. Patrick is current on our diocesan assessment payments. We also make modest payments on the zero interest rate loan made by the Diocese to the mission in 2002 for construction of our facility.

Position and Compensation

The people of St. Hilda St. Patrick are calling a vicar who can help us focus our varied gifts and interests, but won't have to do it all. We are asking for a half-time commitment (20 hours/week) to focus on preaching, worship, leadership, and pastoral care.

The vicar we call will:

- Be an inspiring and innovative preacher and worship leader; helping us to connect with God and with one another, bringing new and meaningful spiritual experiences to our lives.
- Be a strategic leader; helping us to create a more unified vision of ourselves and our purpose, leading us as we direct our energies toward that vision.
- Provide loving pastoral care; supporting us in pain, loss, and anxiety, and celebrating our triumphs, joys, and victories.

Additionally, the vicar should:

- Have sufficient grasp of Episcopal ecclesiastical administration to delegate to and to direct employees and volunteers in this work.
- Have a working sense of church finances.
- Be comfortable with modern communication styles (i.e. social media platforms, email, etc.) and have ideas on how to best use them to enhance our communal life.
- Be willing to innovate and explore new options for faith formation and other activities to reach a broader audience and grow our community.



Compensation

- Salary Range: Diocese of Olympia Salary Scale “E” grade at 20 hours/week. Salary is negotiable within the range depending on experience.

The 2018 scale set by the Diocese for Olympia for an “E” grade church is:

	minimum	mid-point	maximum
“E” Full time:	\$60,178	\$75,898	\$91,078
20 hours/week (½ time):	\$30,089	\$37,949	\$45,539

- Health Benefits: 50% of CDHP basic medical for employee only
- Family Leave: 6 weeks paid family leave plus an additional 6 weeks unpaid for up to 12 weeks total per Diocese of Olympia policy
- Pension: 18% of salary compensation, as defined by the Church Pension Group
- Vacation: 4 weeks per year per Diocese of Olympia policy
- Relocation stipend: Up to \$5,000
- Sabbatical: Three months salaried at the end of each five full years of employment per Diocese of Olympia policy

To apply for this position through the Diocese of Olympia, please visit <https://clergytransitions.dioceseofolympia.org>.

About the Diocese of Olympia

The Episcopal Diocese of Olympia traces its history to the establishment of the Missionary Jurisdiction of the Oregon and Washington Territories in 1853. We are also known as the Episcopal Church in Western Washington. Admitted by General Convention in 1910, the Diocese of Olympia is made up of more than 26,000 Episcopalians in more than 100 worshipping communities through Western Washington. Our geographic area stretches south from Canada to Oregon and west from the foothills of the Cascade Mountains to the Pacific Ocean.

Through worship we:

- Affirm our faith
- Pray together
- Reconcile together
- Share peace and thanksgiving together
- Gain strength and renewal through Eucharist
- Prepare ourselves to minister to the world.



We share hope in God's incredibly extensive grace to forgive all repentant people.

Our congregations cover a whole range of sizes and stages of development. Several affiliated institutions and numerous outreach and social justice ministries as well as a number of multicultural ministries are supported by the whole diocese.

In union with our Bishop, the Episcopal Diocese of Olympia, part of the Jesus Movement, bears witness to God's redemptive reign and acts out God's inclusive love, peace, and justice, uniquely living out this call within our specific local communities. We are:

- **Locally Centered:** Instead of operating from a “top-down” model that prizes centralized leadership, we believe that each congregation must be free to live out this vision in a way that best meets the unique needs of their specific community.
- **Networked Communities:** We believe that our more than 100 worshipping communities are stronger when there are connections that allow our congregations to share stories, resources, challenges, and triumphs with one another.
- **Forming Christian Leaders:** We are committed to equipping and empowering a community who is learning, growing, and gathering regularly to proclaim the good news of God as revealed in the life, ministry, and witness of Jesus Christ.
- **Sacrament & Service:** We are a liturgical community that is rooted in our common prayer and our celebration of Holy Eucharist, which forms us and prepares us to step beyond our church walls and serve our neighborhoods, our towns and cities, and the world.

Bishop Greg Rickel

The Rt. Rev. Gregory H. Rickel was elected bishop on May 12, 2007 and became the eighth Bishop of Olympia in September 2007. He embraces radical hospitality that welcomes all, no matter where they find themselves on their journey of faith. He envisions a church that is a safe and authentic community in which to explore God’s infinite goodness and grace as revealed in the life and continuing revelation of Jesus Christ.

Learn more about the Diocese of Olympia online at <https://ecww.org>.

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