



St. Luke's Episcopal Church

Sequim, Washington

Parish Profile

July 2017

Table of Contents



PARISH PROFILE

Our Mission	3
Letter of Greeting	4
Who We Are	5
Our Worship.....	7
Lay Ministries	11
Where We Want to Go	16
The Rector We Seek.....	21
APPENDIX.....	24

Our Mission

St. Luke's Parish is an inclusive Christian community dedicated to spiritual growth, healing, and compassion through our worship, hospitality, and ministry to the larger community.



Letter of Greeting

Dear Friend in Christ,

The people of St. Luke's Episcopal Church in Sequim, Washington (pronounced "Skwim") greet you and invite you to learn about us in this profile. We are seeking a full-time rector to serve our vital community of primarily-retired individuals, who are actively engaged in worship, in service to our church and our community, and in our own spiritual development.

St. Luke's is a long-established church, founded in the late 19th century (although our physical facilities are only 25 years old) by a pioneering woman physician. It is located in a unique and beautiful town in the northwest corner of Washington State, bounded by snow-capped mountains on one side and the waters that separate the United States from Canada on the other.

Whom do we seek as our next rector? A spiritual leader who is a shepherd and a deacon at heart; a guide who will bring the presence of the holy into our community and into our lives, who will be the person on earth who points us toward God and who becomes the spiritual "point person" in our lives; a priest who can help us to create a holy space in our worship and a place of reconciliation with God in our hearts, a place where, in essence, the slate can be wiped clean.

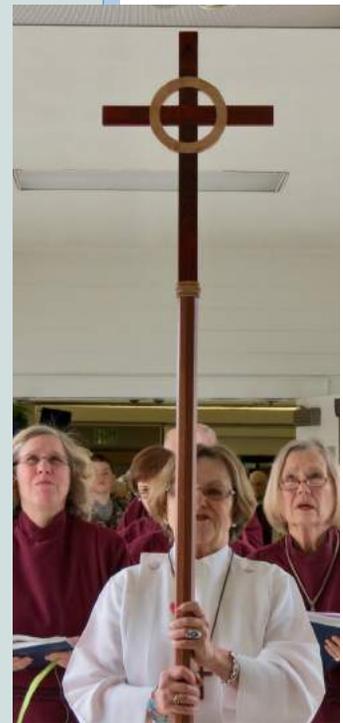
The first part of this profile is our collective voice describing who we are, where we would like to go, and the attributes we seek in our new rector. The second part is an appendix, which describes our demographics, history, financial condition, and related matters, and which also contains a detailed description of Sequim.

We await you with open arms and hearts. We long to walk with you as we live out the Christian life of love and service that has always formed the core of our collective experience at St. Luke's.

In love,

The Profile Committee

on behalf of the Vestry and all the people of St. Luke's



Who We Are

The Essence of St. Luke's is Community

St. Luke's is located near the center of Sequim, a lovely small community on the Olympic Peninsula of Washington with views of the Olympic mountains to the south and the Strait of Juan de Fuca to the north. Our location is so beautiful and affordable in comparison to other coastal areas, and sits in a "rain shadow" with the mountains taking the brunt of the snow and rain. We each have a story to tell about how we found our way to St. Luke's, from centuries-old east-coast Episcopal churches, other Christian denominations, and even non-Christian traditions. There are even some Sequim natives (somewhat of a rarity in these parts). We are people of varied backgrounds, economic levels and sexual orientations. We are primarily an older yet active crowd, with

progressive beliefs and a history of weathering change. We tend to be educated, sympathetic and generous, with a strong love of worship and a deep commitment to our parish family. We are a very welcoming church family, and many new parishioners tell us that our warmth brings them back.

We are also committed to reaching out with the love of Christ to others in the Sequim community and beyond. We serve lunch each Wednesday to those who are hungry for food, companionship, or a place to socialize;

make and share prayer quilts with those in need of healing or encouragement; tutor middle-school students in math and language arts; take flowers and communion to those who cannot attend services; and open our church picnic to the homeless. We are involved in a multitude of ministries and other church activities partly because so many of us are retired and have high levels of energy and commitment. In fact, with regard to participation in activities beyond worship, our responses to the

Congregational Assessment Tool (CAT) rank St. Luke's in the 99th percentile among other responding churches. (The CAT and other information gathering techniques used for this document are described on page 41)

St. Luke's is well known in our community, and many non-members have knowledge of us and the outreach we do. Some come for Wednesday lunch, our once a month music program with lunch or special services such as Taizé,



Continued on Page 6

Who We Are

healing services and/or centering prayer. Many 12-step and other community service groups use our building, and our bells ring out across the town.

In this time of transition there are also concerns. Our parishioners seek changes that will make us a stronger faith community. While we have many strengths (hospitality, warmth, strong spiritual commitment and involvement in ministries), we also have areas in need of improvement. These are discussed in the section entitled "Where We Want to Go."



Our Worship

We Worship on Sundays

Our contemplative 8:00 a.m. service is quiet and reflective. This small intimate service is drawn entirely from Rite I in the Book of Common Prayer. Those attending appreciate the historic liturgy, allowing the memories of the words to reach deep within their souls.

The larger service, the 10:00 a.m. choral Eucharist, is full of praise and acclamation. This service boasts a 12-plus member chancel choir plus a contemporary acoustical ad hoc wire choir. The choral service reflects our historical traditions as laid out in the Book of Common Prayer, plus additional prayers from other sources including *Enriching Our Worship*, the Lutheran Church, and other branches of the Anglican Communion. With each changing church season, we vary the service, using different Eucharistic prayers, service music, and liturgical colors. This enlivens the liturgy with words that are traditional and ancient while incorporating Eucharistic prayers that are deeply meaningful.

In a truly Episcopal fashion, we walk the via media, always seeking a balanced, seasonally appropriate and congruent Eucharistic liturgy. We love our periodic unique services including the Creation Sunday outdoor worship, St. Francis Day Blessing of the Animals, Hawaiian Shirt Sunday, Casual Sunday, and Veterans' Sunday.

*"The Lord be with you
And also with you
Let us pray."*



Continued on Page 8

Our Worship

We are blessed by other clergy in our midst. Two retired but active deacons have been assigned by the bishop to serve on Sundays and “any other place they can find trouble to bring back to the church.” We also have three retired priests who officiate and preach at the invitation of the rector. In the words of one of our retired priests, “I love presiding and preaching and would miss it very much. That said, I have no interest in doing either with great regularity. Being able to preach or preside once in a while is a privilege I am grateful to receive; hopefully, it is helpful to the rector and good for the congregation as well.”

The worship style at St. Luke’s is best described as comfortable. We hold on to our Episcopal roots in a relaxed, tranquil style. While many congregations say they operate as a family, that is especially true during worship at St. Luke’s. As a predominately mature family, we are accepting of our own human-ness. In other words, we don’t take ourselves too seriously. For example, if there is no purificator in the sanctuary for the second acolyte to use, someone in the altar party simply gets one from the Sacristy.

One of the gifts of a mature congregation is the availability of lay ministers. For many these are long-standing ministries; for others, these are new calls to serve at God’s table.



St. Luke’s is graced with an outstanding group of Eucharistic ministers, Eucharistic visitors, worship leaders, acolytes, and lectors, a total of 50 people, many of whom fill more than one role. Currently we have only two young people serving at the altar, both of whom grew up at St. Luke’s and feel at home serving with the adults.

We Worship at Other Times

Contemplative Prayer. This weekly gathering to center ourselves and listen to God is a cherished time of stepping out of the hubbub of our busy lives and finding comfort in God’s presence.

Continued on Page 9

Our Worship

Wednesday at 11. During the week, an informal service is held in the chapel. This gathering precedes the weekly Soup's On community meal, alternating between Eucharist and mid-day prayer service, and draws members and nonmembers alike. One Wednesday a month, this service transforms into a Celtic healing service with Eucharist, led by a lay ministry team and clergy.



Taizé. Our monthly ecumenical Taizé service is in that quiet reflective tradition which feeds something deep and ancient within us. The service is completely designed and led by lay members, with all the components expected with Taizé - music, reflections, candles and silence.

Our Music

Chancel Choir. The 10:00 a.m. service on Sundays has an added element of worship – music. It's the music that can weave a thread through the word, the meal, and the acclamations. Our chancel choir provides part of that thread using the 1982 Hymnal plus special selections highlighting the musical talent of members of the congregation, with the regular addition of cello, flute, and drums to augment the organ and piano.



Continued on Page 10

Our Worship



Wire Choir. An additional musical thread is less formal and plays generally during the 10:00 a.m. communion time. This group of musicians, which varies in size from three or four to as many as nine, featuring guitars, violins, drums, and voice offering contemporary music. Recently, one parishioner called this music “soul supportive.”

Conclusion

The many hands of this congregation bring a feeling of family commitment to our worship. Everyone from acolytes to ushers contributes to the whole, just like supper at grandma’s house.

Lay Ministries

Lay Ministry is the cornerstone of St. Luke's. We are blessed to be a mature, actively retired parish. We have the time and energy to reach beyond ourselves without the interference of family and career. We are mostly transplants from somewhere else, bringing our passions and ideas with us. We have very few sacred cows. The ministry examples here are ones we think would leave a hole if they were absent.

Healing Together

Healing is a vital part of the mission of St. Luke's today, just as it has always been. Our healing ministries focus on our own parishioners, our local community, and the world.

Healing Prayers.

Each Sunday during our worship services, members of the clergy or lay people offer healing prayers and anointing to parishioners who are in need of strength and the prayer support of the community.



Prayer Quilts. This ministry has provided over 1,200 quilts for family and friends in need of comfort, strength, and healing since its inception in 2004. The requests for Prayer Quilts are made by members of the congregation and created by our dedicated quilters. Almost every Sunday, these quilts are blessed and then filled with the prayers of the community as we tie knots in each quilt.



(Continued on Page 12)

Lay Ministries

Caregivers' Spiritual Support Group. Parishioners who are primary care providers gather monthly for spiritual support, prayer, and mutual encouragement. We are blessed to have skilled lay facilitators tend to the needs of this group with clergy support.

Serving Together

One of the hallmarks of St. Luke's mission is our commitment to serving our fellow parishioners, our local communities, and our world at large. As followers of Jesus, we know that when we serve, our lives bless others, and those blessings return in a graceful arc to enrich our own lives.

Outreach Team. Reaching beyond ourselves is the mission of the Outreach Team. We are blessed to have deacons and members of the congregation on the lookout for places of need, locally, regionally and globally. Sometimes we are hands reaching out to help: the summer lunch program, walking to end Alzheimer's, or our All Hallows Eve prayer station in the middle of Sequim. Other times we collect items to share: school supplies for local schools, space blankets for the Sequim Police Department to distribute to the homeless, or white socks for the homeless. Financially, we help globally by supporting the Nets for Life, Days for Girls, and flood relief. We try to have our hands and financial resources in as many places as we can find.



Soup's On. If it's Wednesday, Soup's On! The newest St Luke's ministry is a partnership between St. Luke's and the Sequim Food Bank. We prepare soup and serve it "restaurant style" to guests, along with salad, a roll and a cookie. This is a time of fellowship for the community at large. We



serve a wide variety of guests – veterans who come together to socialize, residents from retirement communities, and anyone who is hungry for soup, for companionship, or for a spot to socialize. During the last 11 months of 2016, 4,845 bowls of soup were served to 2,832 guests. It's a huge effort, and is another way we are known in the community.

(Continued on Page 13)

Lay Ministries

Music Live with Lunch. For 25 years, Music Live with Lunch has provided one-half hour concerts followed by a gourmet lunch prepared by a parish team. The concerts are presented by local and regional artists who perform a wide variety of musical genres. Music Live with Lunch events are great favorites with Sequim residents, and the net proceeds fund our outreach programs.

Middle School Tutoring. While St. Luke's presently has no active in-church youth ministries, we reach out to area youth in a variety of ways. In autumn 2014, as part of our Outreach ministry, we began a math tutoring program at Sequim Middle School. The next year we expanded our program to include language arts. Our tutors help 6th graders complete assignments, work on spelling and reading comprehension, and prepare for upcoming tests with Core Curriculum math procedures.



Bazaar Group. Mondays throughout the year are set aside for our group of artisans who gather for fellowship, support and to create a wide variety of unique items for the annual Christmas bazaar. Sewing machines buzz, glue guns sizzle, needles of various sizes click along as new and old friends gather to visit, offer a spiritual hand up, and share a meal. The annual bazaar has been a fixture for 60 years. Proceeds from the bazaar help maintain the kitchen and parish hall, a center for St. Luke's hospitality, outreach and mission to the community.

Growing Together

St. Luke's is a community of lifelong learners. We believe that growing is that effort we each make to become more than we were a minute ago. We have many educational opportunities designed and facilitated by skilled educators, both clergy and laity. Some of these classes are ongoing, while others require a shorter commitment of time. Each gives us an opportunity to seek a deeper understanding of ourselves, our environment, our Episcopal tradition, and our relationship with God.

Continued on Page 14

Lay Ministries

Adult Study Group. An ecumenical mix of participants views a video each week, and then engages in spirited discussion, led by laypeople, where a broad range of viewpoints is encouraged, respected, and enjoyed. Previous courses include *Justice & Victory*, *Judaism*, *Love Your Muslim Neighbor*, and *Embracing an Adult Faith*.

Special Educational Offerings. Our clergy and laypeople take the lead in identifying topics which will challenge and assist in the growth of parishioners. Examples of courses are *Episcopal 101*, *Falling Upward* (Richard Rohr) Book Club, and *Living Faithfully, Dying Faithfully*.

Interactive Bible Study Group. Willing to challenge themselves to gain insight, this group explores the scripture readings for the upcoming Sunday lectionary.

Men's and Women's Spirituality Groups. Once a month, two groups of St. Luke's parishioners (one for men and one for women) meet to support their spiritual growth through discussion of



topics from inspirational writings of favorite theologians and authors. We connect these messages to our own life experiences and challenges.

Religious Fellowships

Come and See; Go and Tell – Cursillo. There are two annual diocese-wide Come and See; Go and Tell weekends. Among the building blocks for ministry at St. Luke's are the many parishioners who have attended one of these weekends and continue their faith journey with St Luke's four reunion groups.

Religious Orders. Currently, St. Luke's is home to three religious orders:

The Order of Saint Francis (OSF) is an active, Apostolic Christian order within the Anglican Communion, in connection with the See of Canterbury. Rather than living in enclosed communal settings, OSF Brothers live independently out in the world, basing their ministries on the needs of their local communities.

(Continued on Page 15)

Lay Ministries

The Priscilla Chapter of the Daughters of the King is active in our midst. The 22 members have taken lifetime vows to uphold the two parts of the Rule of Life of the Order: the Rule of Prayer and the Rule of Service.



Little Sisters of Saint Clare is a lay Franciscan order of women whose primary mission is “to make our Lord known and loved — and to share His message of transformative love, peace, and joy.” The Little Sisters, as they are called, live independently out in the world, honoring St. Clare, who found God in all things.



We all benefit from the witness of our religious orders. From the Franciscans we learn about simplicity, fidelity and purity; from the Daughters we see a model of how we build a life of prayer.

Where We Want to Go

*In order for God to take you to
another place
He must first move you from
where you are.*

*The move often seems like a disaster,
but it's only
The creaking and groaning of a
reluctant door.¹*

While St. Luke's clearly has strengths, we are also aware of areas where we can improve. In looking to the future, we discerned the following priorities for change from the CAT, small group discussions and suggestions in our comment box²:

- ◆ improved pastoral care/contact with parishioners with clear communication about what is and is not possible;
- ◆ exceptional worship services to retain existing members and bring in new members;
- ◆ additional opportunities for Christian education and spiritual formation; and
- ◆ recruitment of new persons and support of existing members in our ministries.

Improved Pastoral Care/Contact with Parishioners with Clear Communication about What Is and Isn't Possible

"We are very good at taking care of people on the outside [outreach]. But not as good at taking care of the people on the inside [inreach]."

The fact that this was found to be a priority is probably not surprising in a parish with older parishioners. While 65 is no longer considered old, with life

¹ *The Move*, Mountain Wings Original #3324, Mountain Wings.com.

² See Appendix: Information Gathering

(Continued on Page 17)

Where We Want to Go

expectancies well into the 80's and 90's, we do have a number of parishioners who need support. In the comments we received, parishioners expressed concern that so many of our ministries were directed outward when members of our own community also need help. We do have a flower ministry, Eucharistic visitors, and members, including our retired Deacons, who assist our priest with home and hospital visits. We also offer a support group for caregivers of homebound parishioners.

While all of these are helpful, many individuals told us they would appreciate direct contact with our rector, be it phone calls, brief home/hospital visits, and especially visits as death approaches. Others expressed a desire to feel like their rector knows them and cares about them. We would appreciate a priest who is willing to engage with each parishioner.

Yet we know that, lacking specific and thoughtful definition, pastoral care can be a 24/7 job. For example, members of a Helping Hands Committee recently burned out trying to meet the needs of infirm parishioners. Perhaps a design team, under our rector's leadership, could be established to determine what can and cannot be accomplished, with its decisions clearly communicated.

"Provides solace and comfort to parishioners, friends, and family facing death and dying experiences."

Exceptional Worship Services to Retain Existing Members and Bring in New Members

Our reality is like that of many "sun belts". Sequim is a retirement magnet. Obviously, there are young families (and strong family-encompassing churches) that exist in Sequim, yet most new residents are primarily from the Baby Boomer generation. Rather than spend precious energy devising "youth-focused" tactics, we hope to continue our growth in being an open, tolerant and welcoming community for any age visitor. One blessing of our "retirement" status is that we have time available for attending educational opportunities and participating in ministries. However, we worry about the inevitable loss of



(Continued on Page 18)

Where We Want to Go



members to relocation, incapacitation and/or death and recognize that it can be difficult to attract new members as our society becomes more secular and less interested in attending church. Despite this, we do keep bringing in new members. We need to keep reaching out to retirees and others by highlighting our worship services.

The CAT results and subsequent comments we received indicated that while the majority of us responded

positively to the quality and spiritual content of worship services, and to the quality and appropriateness of our music, there were also some suggestions for change. Because the worship service and accompanying music are key to retaining existing members and attracting new ones, we continue to look at ways to improve. Some of the suggestions we received for change included: shortening the length of the 10:00 a.m. service, improving gender representation on the altar, reducing the volume of the organ for folks with hearing aids, and having more music selections that are easier for congregational singing.



"The 10 am service is too long." [often 1 ½ hours]

"We need better gender representation on the altar." [mostly female now]

"The music at our 10 am service can be so uplifting, but the volume of the organ is too loud."

"Congregational singing is inclusive. More of that, with uncomplicated tunes, would be great."

(Continued on Page 19)

Additional Opportunities for Christian Education and Spiritual Formation

As a primarily progressive church community, education is very important to us. Several successful classes have illustrated what can be done by a combination of our clergy and the laity. Still, we received comments that more is desired. We would like a greater selection of times and dates. We also have a request for special sessions for those of us going



through a particular “stage of life” or dealing with a particular crisis. In addition to our rector, volunteer clergy, and parishioners with specific areas of expertise, we might bring in speakers from outside of our church who specialize in topics of interest to our members. Such topics might include losing a spouse/life partner or child, or facing a debilitating or terminal illness in oneself or a loved one.

Recruitment for and Support of Individuals in Ministries

We are a very active church family with many of our parishioners being involved in activities beyond worship. Quite a few of our new members become active in our existing ministries within a short time after attending one of our “New Member” meetings. Chairpersons of Ministries also extend personal invitations to new and existing parishioners to become involved. However, as is the case in most churches, many of the same individuals are involved in multiple ministries and suffer from burnout. New approaches to reaching out to parishioners who are less involved and to supporting those who are greatly involved may be needed.

“The Pastor should show support for ministries by announcing their successes be it money collected or a special event—not everyday stuff, but giving the nod to special achievements.”

(Continued on Page 20)

Where We Want to Go

Conclusion

While we recognize that a single rector cannot meet all of these needs, we eagerly anticipate a new rector who will lead the decision-making process for determining which priorities are most important for moving St. Luke's from the thriving community it is today to the even better and more satisfied community it can be as we move forward. In the following section we discuss our priorities for the attributes we seek in our new rector.



The Rector We Seek

"I guess we're going to be looking for Jesus."

So observed one parishioner at the conclusion of small group discussions about St. Luke's new rector. Group discussions, written comments, and the CAT responses all show that we seek a rector who, while perhaps not quite a latter-day Jesus, will bring many talents to St. Luke's.

These are the skills and attributes that we would most like our new rector to possess:

- ◆ Preaching: Capacity to inspire and connect people to God's word;
- ◆ Pastoral care: Capacity to engage people empathetically and care for persons in times of need; (discussed in the preceding section, "Where We Want To Go")
- ◆ Strategic leadership: Capacity to cast a vision and lead the church toward realization of the vision;
- ◆ Theological Perspective: Capacity to identify with the progressive theological outlook of the parish;
- ◆ Change Leader: Capacity to inspire us to embrace change where necessary to achieve our priorities; and
- ◆ Management Skills: Capacity to manage the performance of paid staff and volunteers



Preaching. When asked to rank in order eight capabilities of a rector, almost one half of us placed preaching at the top of the list. We seek preaching that is intelligent, displays a sense of humor, is delivered with humility, is punctuated by anecdote and self-revelation, is connected to Scripture and to our lives, and is infused with our rector's own spirituality.

(Continued on Page 22)

The Rector We Seek

We seek preaching that captures and keeps our attention and that carries a unified, memorable message that nourishes us and sustains us long after we leave Sunday services. We believe that good preaching is good teaching, which opens us up to new concepts and ideas. We believe that good preaching is critical to attracting, nurturing, and maintaining membership. Finally, for parishioners at home and who are traveling to benefit from the sermons, it is important to us that our rector is comfortable having all preaching videotaped.

“connects the Gospel with current world affairs”

“joyful; strengthened in God’s love”

“speaks to me, not at me”

“provides ‘takeaways’ for application in daily life”

“doesn’t speak down to us or way above us”

Strategic Leadership. St. Luke’s is a very busy place. Our parish life overflows with meetings, ministries, classes, worship, and other activities. But we lack an overarching vision of where all of this energy should be taking us. We have “silo” ministries that aren’t connected to a single goal. We need a rector who can help



us articulate and realize a unified vision. Toward that end, we hope that our new rector is a listener, who engages with all parishioners, seeks out people who are interested in implementing new ideas, and finds and employs unique skills among our members.

We seek a rector who gets out of the office and engages directly with us. Ideally, our rector will foster transparency and communication, so that all of us can articulate our dreams, assist in formulating our goal, and work as a community to achieve it. Above all, we seek a rector who arrives enriched by his or her own prior experiences, but who is also open to working with all of us to articulate and achieve a unique new vision for St. Luke’s.

(Continued on Page 23)

The Rector We Seek

“in control without being controlling”

“able to delegate”

“foster participation from a wider segment of the community”

“team-builder-in-chief”



Theological Perspective. The CAT survey ranks St. Luke’s as very progressive theologically, meaning that we hold progressive views on such issues as the nature of Scripture, the role of conversion in social change, and their relationship to the historic declarations of the church. Thus, we seek a rector whose theological views broadly comport with our own, but who is also able to discuss and explain other more conservative views.

Change Leader. The survey also describes the degree to which a given church is flexible (is willing to make adjustments in the way it goes about its ministry) or settled. On this scale, St. Luke’s ranks just barely more flexible than settled. This may pose some challenges for our new rector, as some of our highest priorities, such as unifying our ministries and worship in pursuit of one vision,

may require that we exercise a very high degree of communal flexibility and willingness to change. We desire a rector who is able to inspire us to embrace change, not to fear it.

Management Skills.

Finally, we seek a rector with the ability to manage both salaried and volunteer staff. Such management skills should include the ability to instruct staff regarding priority of duties, suggest areas for improvement, monitor performance to see that improvements are made, and clearly delineate which decisions are reserved for the rector and which may be made by staff.



Looking for Jesus? Of course not. But we are seeking a new rector who is willing to meet us where we are on our journey as a spiritual community, and to walk with us and guide us through all the joys and challenges to come.

Table of Contents

APPENDIX

Our Parish by the Numbers.....	25
Our Administration.....	26
Our Finances.....	27
Our Facilities.....	29
Clergy Compensation.....	32
The Diocese of Olympia.....	33
Our Heritage.....	34
Our Community.....	36
Community by the Numbers	40
Information Gathering.....	42



Our Parish by the Numbers

From the 2017 Demographic Report

Average Sunday Attendance	111
Easter Sunday Attendance	177
Current Membership	239
New members (past year)	26
Member losses	42
Number of households	122
Givers of Record	120

From the 2017 CAT

Invitations to participate sent	166
Responses received	143 (86%)
Age of respondents:	
Between 45 – 64	18%
Over 65	81%
Percentage of respondents who:	
Have attended St. Luke's for 10 years or less	57%
Identified as Caucasian	98%
Live in a one or two-person household	95%
Gender	
male	36%
female	64%
College graduate or higher	77%



Our Administration

St. Luke's Parish is managed by our Vestry in partnership with our rector, other clergy, and staff.

Vestry

Our Vestry has nine members, each elected to serve three-year terms. We also have a clerk, a treasurer, and parish counsel.

Clergy

We are grateful for the Rev. Kate Kinney, who has stepped in as Priest-in-Charge to be (in her words) "our companion" during this time of transition. We also thank our beloved clergy, who have provided us continuity, reassurance, and hope as our parish looks forward to the next phase of its faith journey. At this time, our clergy includes:

Position	Compensation
Priest-in-Charge	part-time
Associate Priest during transition	part-time
Assisting Priest	none
Assisting Priest	none
Deacon	none
Deacon	none

Staff

In addition to a small army of volunteers, St. Luke's is blessed with employees who meet the day-to-day operational needs of the parish.

Position	Compensation
Secretary-Bookkeeper	part-time with benefits
Music Director	part-time
Custodial Services	contract
Landscape Services	contract



Our Finances

St. Luke's has a proud tradition of "paying it forward" to maintain the fiscal stability of the church. As a result, we have no outstanding debt. When a capital improvement project requires additional funds, we hold fundraising or other pledge drives specific to the project. We also take pride in our strong tradition of paying our diocesan assessments in a timely manner.

Stewardship

We believe that St. Luke's parishioners are generous stewards of the gifts God has given us to do the work God is calling us to do, giving not only of monetary resources but also of our time and talents to our more than 25 lay ministries.

In October and November each year, we conduct our annual stewardship pledge campaign. In 2016, we asked ourselves to reflect personally on the question, Why Do I Give? We reminded ourselves that our pledges enable the vestry to create a balanced budget. Results for the 2017 pledge campaign are shown in the following table:

Year	Pledges	Amount Pledged
2016	122	\$250,585
2017	120	\$232,142

Our original 2017 pledge campaign goal was \$260,113 based on 2017 expenses generally being a repeat of 2016. This shortfall in pledges is thought to reflect our parishioners' desires to "wait and see." It has necessitated that the 2017 budget be adjusted to reflect our new reality: we have a part time priest-in-charge, we are more dependent on our retired clergy, and there will be costs associated with the calling of a new rector. As we have done in the past, since pledges make up about 92% of our operating income, we will, if necessary make up any shortfall through special fund-raising events, additional stewardship appeals or budget adjustments recommended to the vestry by the finance committee.

Operating Income History

Pledges & Total Operating Income

Year	Pledges	Amount Pledged	Amount Received	Other Sources	Total Income
2012	125	\$ 248,702	\$ 251,730	\$ 35,801	\$ 287,531
2013	126	\$ 248,627	\$ 248,577	\$ 24,649	\$ 273,226
2014	123	\$ 229,486	\$ 220,162	\$ 32,250	\$ 252,412
2015	114	\$ 223,350	\$ 255,702	\$ 44,087	\$ 299,789
2016	122	\$ 250,585	\$ 253,392	\$ 17,075	\$ 270,467*

* 2016 Cash Flow Report included an additional draw from reserves of \$3,976 counted in Other Sources, but went unused so was returned to reserves.

(Continued on Page 28)

Our Finances

2016 Expenses and Income

	Expenses		Income
Rector	\$107,216	Pledges & collections	\$253,392
Other clergy & staff	\$59,302	Misc. donations	\$3,776
Maintenance	\$25,087	Parish hall receipts	\$4,066
Utilities	\$17,868	Endowment dividends	\$6,209
Office supplies	\$6,820	Draw from reserves	\$3,024
Other	\$10,547		
Assessment	\$43,627		
TOTAL	\$270,467	TOTAL	\$270,467

Diocesan Assessment History

Year	Amount Due and Paid	Assessment Rate
2012	\$56,351	17.5%
2013	\$48,856	17.0%
2014	\$47,010	17.0%
2015	\$52,324	17.0%
2016	\$43,627	16.0%

In accordance with the Diocese of Olympia requirements, a parish's assessment is based on the previous month's net disposable income (generally: gross income less capital improvements and outreach expenses). Prior to 2015, the assessment was based on the same calculation but for the previous two-year period. The assessment rate for 2017 is 15 percent.

Our Facilities

Since moving from the "little white church" in 1992, the present location at 525 N. 5th Ave. has been home to St. Luke's parish. Located in the heart of Sequim, our bell can be heard miles away across the town - ringing out the blessings of God's perpetual grace to all who hear.

As has been the case throughout our history, the new church was made possible, in part, through the sweat and generosity of our parish members and the help of the Holy Spirit. In July 1999, these same members achieved their financial goal of paying off the mortgage that financed the construction project - a mere nine years from the date of initiation.

Below is a timeline of major construction and maintenance milestones for the church buildings and grounds:

1991/92	Church & parish hall (main level) construction
1993	Parish hall basement build-out completed; breezeway added between church and parish hall
2001	Columbarium completed
2005	New roof installed on church building
2006	New siding and exterior paint completed on parish hall building
2009	Chapel and vesting room added to church building



2010	New roof installed on parish hall building
2014	Interior of church repainted
2015	Travertine tile flooring installed in the narthex and new carpet in sanctuary

(Continued on Page 30)

Our Facilities

Property Description. As shown on the following aerial photograph, the red lines indicate the L-shaped perimeter of St. Luke's property with buildings and parking lots situated on 2.0 acres of land. There is an adjacent 1.5 acre parcel for overflow parking and future expansion.



West Fir Street . Within the adjacent 1.5-acre parcel is the Ursula Sell Community Park where we sometimes celebrate special services like Creation Sunday. Named in memory of its benefactor, the park provides an outdoor space for quiet contemplation, as well as fellowship with our members and neighbors.

Community Garden. Also, located in the southwest corner of the property is a community organic garden. St. Luke's provides land for the Community Organic Gardeners' Society (COGS) for a donation of \$1 per year plus the cost of COGS' water use. They provide instruction and support in organic gardening practices to the estimated 44 families who have plots on this land.

Parish Hall and Meeting Rooms. In addition to the main meeting room, the first-floor of

the parish hall includes a commercial kitchen, restrooms, offices for the rector and secretary, a small conference room, and two large storage closets. The basement includes a large central meeting room, rest rooms, three smaller meeting/class rooms, four storage rooms, and storage lockers. The basement is wheelchair accessible via the outdoor ramp off the breezeway.

Beyond St. Luke's own multipurpose uses, the parish hall and basement meeting rooms serve as gathering spaces for more than 30 outside community organizations sanctioned by the vestry. A partial list of such organizations includes more than twelve different 12-step addiction recovery programs, AARP Driver Safety Program,

(Continued on Page 31)

Our Facilities

Olympic Area Agency on Aging, Sequim Dungeness Hospital Guild, Sequim Guild of the Seattle Children's Hospital, Sequim Sunrise Rotary, and U.S. Coast Guard Auxiliary. Non-profits use our facilities cost free, but typically offer donations; for-profit groups pay nominal facilities fees.



St. Luke's is an American Red Cross medical shelter site. By contract, in the event of an emergency, St. Luke's makes the parish hall facilities available and the agency provides supplies and the trained staff. Also, St. Luke's participates in the faith-based Emergency Planning Group that meets each month to learn what each church is doing to prepare for earthquakes, wildfires, extended power outages and isolation from outside aid.

Columbarium.

Completed in 2001, our Columbarium is situated at the east facade of the church, facing N. 5th Ave. It consists of four panels of niches, each with 65 spaces including nine double-niche spaces, for a total of 260 spaces. Of this total, 100 have been purchased; 65 of these are filled. In addition, we have a Memorial Wall with approximately 28 panels, each of which accommodates six plaques. Fifteen



spaces are sold. Our columbarium committee meets quarterly (or as needed) and provides maintenance of the area. Funds for perpetual maintenance of the Columbarium are held in a separate, designated bank account.

Clergy Compensation

Financial Compensation. Negotiable within diocesan guidelines. For the determination of financial compensation, St. Luke's is a Grade D congregation.

Pension Plan. Each month the congregation pays the Church Pension Fund an assessment equal to a percentage of the rector's salary, set by the diocese, including the housing allowance.

Health and Dental Insurance. The compensated clergy of the diocese form a single group for insurance purposes. Each year the Diocesan Insurance Commission researches health care plans to assure that clergy and congregations are offered reasonable health, vision, and dental insurance in view of the current market. From time to time Convention identifies particular sources or conditions for payment. A full description of the current insurance plan is available from the Office of the Bishop.

Vacation and Sick Leave. St. Luke's offers the national standard vacation for clergy of four weeks per year. Sick leave accrues at 1 day per month to a maximum of 120 days.

Continuing Education. Diocesan policy states clergy should receive two weeks of paid time for continuing education each year in order to study.

Sabbatical Provision. Following each five-year term of service in a given position, a clergyperson is entitled to request a three-month sabbatical in order to further educational or vocational development.

Travel/Automobile Allowance. This allowance is determined annually by the Vestry.

Gym Allowance. The Vestry has approved a Rector's Wellness Fund to be used by the new rector for gym memberships for the rector and his/her family. The aggregate amount, which is the remainder of a restricted gift given to St. Luke's, is approximately \$5,000.

Note. To obtain further details, use the Diocese of Olympia Finance & Business link: <https://resources.ecww.org/finance-business>



Lake Crescent, Olympic National Park

The Episcopal Diocese of Olympia



St. Mark's Cathedral, Seattle

The Episcopal Diocese of Olympia, is made up of more than 31,000 Episcopalians and 400 clergy in 106 faith communities in Western Washington. The geographic area stretches south from Canada to Oregon and west from the foothills of the Cascade Mountains to the Pacific Ocean. The diocese is led by the Rt. Rev. Gregory H. Rickel, installed as 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.

The Diocese of Olympia is a vibrant diocese with many active ministries impacting local and global communities. Through the vision and leadership of Bishop Rickel, the Diocese of Olympia is focused missionally in four areas. 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.

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 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 and 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.

Our Heritage

Every hour, on the hour, we hear them; be it at the Boys & Girl's Club, the Olympic Medical Center, the car wash or City Hall; the bells of St. Luke's toll out the hour during the day. At noon, two verses of a hymn ring out. A funeral toll is played for memorial services, while weddings and celebrations "make a joyful noise to the Lord," throughout the community. How did this joyful noise become an audible piece of Sequim?

St. Luke's story begins in 1889, just as Washington was becoming a state. That year Sarah W.B. Hucksford, a physician trained in New York, moved to the Pacific Northwest and



joined with a small group of fellow Episcopalians to build a church on one acre of rural land. In 1894, with only the frame erected, the group held its first service in the little white church. They completed construction

in 1896. Upon the sale of the property in 1908, at the behest of the new owners, the small band of the faithful "rolled" their little church on horse-drawn logs to a new location.

Despite having only part-time clergy from nearby Port Angeles and Port Townsend to officiate on occasion, the laity managed to expand services. In 1943, St. Luke's became an organized mission of the Diocese of Olympia and appointed its first Bishop's Committee. In 1962, with continuing increase in membership, St. Luke's called its first full-time priest, the Rev. Charles Berry (vicar).

Having proved to be a self-supporting church body positioned for further growth, St. Luke's was received as a full-fledged parish at the 1979 Diocesan Convention. The Rev. Homer Smith became the first rector in a line of eleven, to serve over the course of St. Luke's 122-year history.

In the 1980s, leaders began the search for a new location to accommodate the church's steady growth. During 1985, they purchased two



acres on North 5th Avenue, just six city blocks from their little church. The congregation broke ground for the new church on July 28, 1991. Not quite one year later, on July 5, 1992, the parishioners held an emotional service, meeting one last time at "the little white church" to deconsecrate the building. Then, in procession, the congregants walked to the new church. They entered the new sanctuary to the sounds of a bell choir and continued their service, celebrating The Holy Eucharist (Rite II). The bells rang out from the steeple.

(Continued on Page 35)

Our Heritage

From its early days, the new church was a place of architectural beauty. It featured the stained-glass windows brought over from the little church, the Triptych windows along with 8 “medallion” windows. A local Sequim artist, Rick Riesau, designed new picture windows that told biblical stories, sometimes with a northwest twist. For example, one window entitled Mary and Jesus includes an ecologically-correct sparrow and hare, with a raccoon nestled at Jesus' feet.

Exhibiting fiscal discipline, St. Luke's members donated much of the building costs for the new church. To keep expenditures as low as possible, skilled members did much of the work such as constructing the cross on the steeple, refurbishing the pews and altar rails from the old church, plus painting the buildings inside and out. Still, the parish required an additional \$1.3 million to complete the project. Hence, they secured a loan from the diocese, which was paid off in 1999, in just nine years.



Consistently, parishioners have shown fiscal discipline. When the opportunity arose in 1992, they purchased an additional 1.5 acres adjacent to the church. The members paid off that loan within five years. In 2009, the parish built a chapel and vesting room with monies from the capital fund. New paint, carpet, and tile flooring for the church were also paid out of our capital fund in 2014, with the understanding that parishioners would repay the costs in full. In 2017, the last of those pledges will be paid.



Our Community

In bold print, a recent *Sequim Gazette* headline announced:

Sequim picked USA TODAY Best Northwestern Small Town

We invite you to continue reading to find why this is no surprise for us who call Sequim home.

St. Luke's Episcopal Church is located in Sequim, Clallam County, Washington, located on the Olympic Peninsula, approximately 65 miles northwest of the diocesan seat of Seattle.

beauty of the North Olympic Peninsula by conserving farms, fish, and forests for future generations.



As a church family, we feel blessed to call Sequim our home; where we enjoy the goodness of our people, the natural beauty of our surroundings, the diverse opportunities for cultural enrichment, the quality of education and health care, and the all-round healthful lifestyles our region affords. Many of us find joy in walking with God surrounded by all His quiet splendor.

The greater Sequim community of nearly thirty-thousand residents, sits between the Olympic Mountains to the south and the Strait of Juan de Fuca (Pacific Ocean) to the north. Olympic National Park encompasses nearly one million acres of Clallam County in rain forest valleys, alpine peaks and meadows, and 73 miles of unmatched wilderness coastline. Outside the park is the Olympic National Forest with another half-million acres of recreational lands. Several organizations, such as the North Olympic Land Trust, focus on protecting the habitat, natural resources, and the breathtaking

Environs

Like much of the Pacific Northwest, Sequim and its surrounding environs offer wonderful outdoor activities. These activities include hiking, cycling, camping, boating, snow-shoeing, skiing, ocean, lake and stream fishing, golf, tennis, swimming, hot-air ballooning, windsurfing, and more.

Weather

Contrary to Washington's reputation for never-ending rain, here in Sequim we

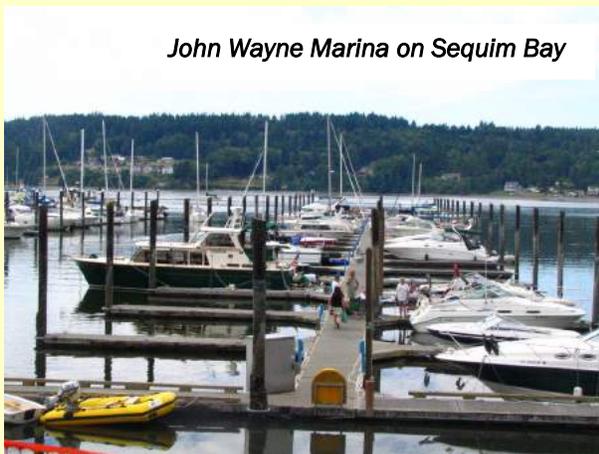
(Continued on Page 37)

Our Community



experience much less precipitation, and fewer rainy days than our Seattle neighbors. The Olympic Mountains create a rain-shadow-effect sweeping away rain and clouds. Thus, Sequim's annual rainfall averages sixteen inches (just one inch more than Los Angeles), compared to Seattle's average of thirty-eight inches per year. Typically, of that precipitation, snowfall is minimal, normally consisting of a light "dusting" of a few inches.

The Olympic rain shadow has a dramatic impact in the amount of light and number of sunny days recorded in locations like Sequim when



John Wayne Marina on Sequim Bay

compared to downtown Seattle. The weather differences are most pronounced during the winter and spring seasons. Sequim can expect over fifty more sunshine days (254) each year than Seattle. Our maritime climate keeps temperatures in Sequim mild, averaging highs of approximately 70° in August and lows of about 31° in December.

Cultural Enrichment

Sequim's charming downtown area offers such diversions as galleries, restaurants, art walks, live theatre, concerts, and more. Movie buffs enjoy a multiplex theater just a few miles west of the city limits. For those of us who desire new releases and film classics, the historic Rose Theater in Port Townsend offers continual attractions. The Port Angeles Symphony Orchestra offers area residents yet another outlet for cultural enrichment and entertainment

When one craves "big city" culture, Seattle offers Broadway stage plays, ballet, opera, and more. Alternatively, sports fans are welcome to cheer in person for the Seattle Seahawks, Mariners, and Sounders (soccer). Then again, we can do our cheering closer to home as fans of the Port Angeles Lefties, members of the West Coast Baseball League, touted as "the premier summer collegiate baseball league west of the Mississippi." When we want to go international, it is easy via either car or foot ferry from nearby Port Angeles to Victoria, BC.

Cultural Diversity

Sequim is fortunate to be neighbors with the Jamestown S'Klallam Native American Tribe. The tribe has established a stable governance structure and a strong professional staff. Located in Sequim, the tribe's Jamestown Medical and Dental Clinics are open to all area residents, as is their challenging golf course. In neighboring Blyn, the tribe operates an art gallery, museum, restaurants, and casino. They have near-future plans to develop their Blyn properties into a full-service hotel and spa resort.

(Continued on Page 38)

Our Community

As a symbol of their working partnership with the City of Sequim, the tribe gave the city a spectacular thirty-foot totem pole



carved from a single, nine hundred-year-old cedar log. Situated in the Community Plaza of the Civic Center, the totem tells the story of "Why the Sun Always Shines in Sequim."

Medical Care

Residents of the Olympic Peninsula are privileged to have the Olympic Medical Center (OMC) providing award-winning health care in facilities in Port Angeles and Sequim. Governed by a publicly elected board, OMC is owned by the community it serves. Several years ago, OMC created an alliance with the Swedish Hospital Group, providing easy access to top Seattle



specialists. The Olympic Memorial Hospital (Port Angeles) is expanding services. In Sequim, a growing number of OMC clinics and affiliated specialty care medical practices (such as orthopedics, cardiology, neurology, and women's health) are also expanding staff and services. Scheduled for expansion in 2017, the OMC Cancer Clinic offers state-of-art diagnostics and treatment services. Further, to promote healthy lifestyles, Sequim boasts several gyms, including a YMCA with an indoor pool, full gym, and workout classes.

Education

The Sequim School District includes two grade schools, one middle school, and one high school. The younger set enjoys a full day of kindergarten. The district has an excellent reputation for high academic standards, excellent discipline, and strong extracurricular activity programs. Sequim High offers a range of Advanced Placement courses. Within 20 miles of Sequim, there are several private elementary, middle, and high schools.

In 2017, the Sequim community approved two levies which continue to support additional teaching staff to lower class sizes, maintain professional development for certificated staff and provide services for special education students. These levies also

maintain full-time nursing services in the district, support extracurricular and athletic programs, and more.

Many parents take advantage of the Boy's and Girl's Club, which offers after-school programs including tutoring and homework assistance, snacks, sports and fun, all for a modest fee. During the summer, children can sign up for "camps," which range from theater production to computer coding to golf.

(Continued on Page 39)

Our Community

Peninsula College, located in Port Angeles, offers an affordable, world-class education to residents of Clallam County. The college offers AA degrees in arts, science, business and math. Technical programs include nursing, welding, and addiction treatment studies. Bachelor Degrees are available in fields such as management. For adults committed to lifelong learning, the college offers a wide range of continuing education at off-site locations including classes in technical and computer sciences, literary and visual arts, natural sciences, history, liberal arts, and much more.

Festivals

Unincorporated Sequim is primarily a rural area where agriculture is critical to the history and current use of land. Each year we pay homage to our agricultural heritage with two lively festivals; the Irrigation Festival in May recognizing the key introduction of irrigation to our once dry prairies, and Lavender Weekend in July celebrating Sequim as the Lavender Capital of North America. Throughout the year, we enjoy fresh produce at local and outdoor markets or from our backyards. We can pick strawberries in June, raspberries in July, wild blackberries in August, and pumpkins in November.



New Dungeness Lighthouse

Community by the Numbers

Select 2015 demographic information for the greater Sequim zip code (98382):

Population

Incorporated City of Sequim	nearly 7,000
(with unincorporated Sequim)	nearly 28,000

Age Cohorts

Residents age 24 to 65	45.2%
Residents age 65 & greater	35%

College Education—Adult

Associate or undergrad degree	66%
Graduate degree	11.2%

Household Income—Annual

Average	\$62,978
Less than \$30,000	24%

Home Valuation

Average	\$331,295
Median sale price (2016)	\$259,456
Median monthly rental (2016)	\$1,250

Ethnicity

White (Caucasian)	95.3%
First Nations (largest minority)	3.0%

Clallam County

2015 total population:	73,486
------------------------	--------



Information Gathering

In February 2017, members of St. Luke's completed the on-line Congregational Assessment Tool (CAT) in order to gather fact-based information that will be used in the search process for our next rector as well as for future planning by the vestry. The CAT measures the health and vitality of a congregation by identifying the factors that contribute to overall satisfaction and energy, as well as priorities for the future. A total of 143 surveys were completed representing 129 percent of our average Sunday attendance of 111. This excellent response rate shows how important the selection of our next Rector is to all of our parishioners.

In addition to the survey, members of the Profile Committee sought to supplement the survey information by:

- ◆ interviewing long-term parishioners who have been very involved in the church's mission over many years;
- ◆ holding small group discussions at our Annual Church Gathering to ask parishioners to describe the qualities of a rector they would be asked to rank in the survey;
- ◆ conducting the online survey while providing paper and pencil copies to those who weren't able to use a computer;
- ◆ providing a comment box to seek input from

parishioners who felt they still wanted to share their concerns/gratitude for something that wasn't included in the survey;

- ◆ inviting all members of the Parish to a debriefing of the survey findings by our Diocesan consultant; and
- ◆ Following-up with small group sessions one week later after each Sunday service to seek additional detail on issues that were ranked highly by parishioners but needed a more detailed definition.

In this way, the Profile Committee sought to ensure that everyone who wanted to have input could have input into the creation of the St. Luke's Parish Profile. The data for three of the sections in this Parish Profile, *Who We Are*, *Where We Want to Go*, and *The Rector We Seek*, came from these information gathering methods.



*Guide us waking,
O Lord,
and guard us sleeping;*

*that awake
we may watch with Christ,*

*and asleep
we may rest in peace.*

Alleluia, alleluia, alleluia

