

# BETHESDA 2020 PLAN

GENEROSITY in giving and receiving

## Generosity Statement

- God's Initiative
- Life More Abundant
- Holy Courage
- Bethesda and Beyond

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## Bethesda's Strategy

The Rector and Vestry of Bethesda approved a new strategy in 2012; a mission statement, eight values, and the core objective of collective sacramental worship as illustrated by the host and chalice.

Last year, following countless hours of prayer and discernment, our vestry approved new five-year strategic priorities (2020-2024) in support of our strategy:



- **Preserve and enhance buildings and grounds:** Our buildings are much more than facilities to accommodate our ministries. They are stunning architectural gems that attract people and welcome them even before they meet any of our clergy or participate in any of our ministries. Our church is also a centrally located landmark that, with its splendid Gothic façade, bells, and gardens, serves the Town of Palm Beach in a way that no other place of worship does. As the stewards of this irreplaceable property, we must preserve it, not only for our current members, but also for our community and for future generations.

- **Increase endowment funds:** Preparing for the future is integral to good stewardship. Expanded financial reserves (in the form of endowments) will enable us to adequately address the myriad and perpetual needs of our facilities, while also freeing up resources that will be used to strengthen our internal programs and increase our external presence.
- **Deliver practical outreach:** Scripture calls us “to love and to serve.” Our outreach extends far beyond our walls through Feeding in February, our service at St. George’s Center, the high school mentoring program, and our long-standing and far-reaching grant programs that have awarded millions of dollars to service organizations for over fifty years. Through our outreach ministries, we become the hands and feet of Jesus in the world.
- **Spread Christ’s teachings:** Sharing the teachings of Jesus Christ is central to our faith. Our goal is to inspire everyone who becomes a part of our community as we learn about and experience God’s grace together. Through meaningful Christian education, inspiring worship, and loving pastoral care we demonstrate the love of Jesus to others.

Existing ongoing objectives remain, specifically:

1. Affirm and integrate all existing and new members.
2. Strive for a complete and vibrant ministry for all ages.
3. Make the Bethesda mission and values a high priority for all.
4. Embrace differences in our community.
5. Maintain a balanced budget.
6. Strive to be an exemplary Episcopal Church.

## 2. Bethesda's Generosity Statement

The Generosity Statement supports Bethesda's Mission, Values and five-year strategic priorities:

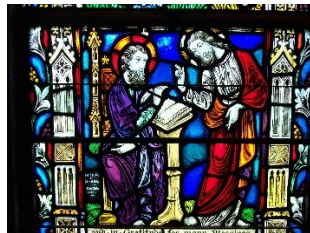
- **God's Initiative:** The whole of creation is infused with generosity. The very act of creation in the Book of Genesis reminds us that our existence results from God's imaginative desire for relationship and that God created humankind in that image of generous relationship. Throughout scripture, stories abound of humanity turning away from God's loving ways and God constantly restoring and healing in acts of generous love. God's initiative in reaching us when we turn away culminates in God's ultimate act of generosity: the Incarnation. God creates, loves, forgives, and heals freely without asking anything in return.



- **Life More Abundant:** As we broaden our vision to see the enormity of God's love and God's abundant gifts of creation and life, we become aware that we have more than enough to share. We begin to see that God's infinite grace and generosity inspire and incite our own generosity. We begin to see that giving generously deepens us; it fuels our faith and spiritual growth. By learning to give freely and out of a sense of abundance, we enhance our own lives, our own experience of fullness and joy multiplying

beyond measure. Generosity is a dynamic force, a gift from God, joy building upon joy, a circle that feeds on itself, sowing the seeds and reaping the rewards. Giving begets giving, as rain feeds the clouds, and it rains again.

- **Holy Courage:** True generosity requires us to examine what is meaningful in our lives: where we place our priorities and how we nurture those priorities. Throughout scripture God assures us over and over again that we are never alone and that we have no need to be afraid. With the confidence of faith, then, we can boldly respond to God's generosity with our own generosity. We can do so assured of abundance and the freedom that comes with giving and serving God. God's grace sustains us with holy courage, the blessed comfort that allows us to live fully into God's call for our lives.



- **Bethesda and Beyond:** Generosity is infinite; it is not limited by geographic scope or time and transcends both. As our practice of generosity deepens our faith and joy, Bethesda bears witness to the past and simultaneously calls us into the future. We are all the custodians of this legacy, and in this, God calls us into that greater awareness of generosity, of abundance, and of selflessness in order to steward this holy place. It is our privilege to care for what is now and what is to be.



### 3. Building on our Legacy, Preserving our Future

Now it is time for all members of Bethesda to support:

- **Our History:** For 130 years Bethesda-by-the-Sea has stood as a place of healing and connection to the love and comfort of Jesus Christ. For nearly 100 of those years, our church has provided a thin place, a holy place, set apart from the rest of the world, a safe haven where we can raise up expressions of joy and gratitude, while serving the wider community with love.



**Our Vision:** Now we are called to a new vision that will ensure our future while responding to the growing needs of our community. Bethesda's buildings and grounds inspire and support all the other ways in which we serve our members and community; however, we must invest significant resources to ensure and protect the high-quality of our campus for the future. This same plan sees the need for significant ministry expansion in Outreach and Evangelism, plus other ministry initiatives future parish leaders will envision.

- **Our Responsibility:** We are heirs of generous parishioners who supported this parish well beyond their own needs at the time, to ensure that we would be able to worship in this holy place today. Now we have the privilege of carrying on this legacy so that our successors here will be able to encounter the love of God here as we do every time we come into this place.

The Vestry is committed to beginning a multi-year project to meet these needs over time. We will build these financial reserves through current, long-term, and planned giving. This also means that everyone's generous participation matters greatly to our success: our shared generosity and commitment within each person's means will be as significant as the total dollars we are able to commit.

Our parishioners have been blessed with an abundance of talent and wealth—gifts God has given them. Our faith calls us to serve the needs of others, both today and for the future with Holy Courage -the blessed comfort that empowers us to live fully into that call.







#### 4. Bethesda's Family

Bethesda is blessed to be home to 1,000 households with about 1,400 people of all ages, all are members as defined in the Constitution and Canons of the Episcopal Church:

- Members: All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirt, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church;
- Communicants: Those members who have been to church and received communion at least three times in the past year;
- Communicants in good standing:
  - All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, (this means participating in worship regularly—not just when having some other reason to attend, such as serving for a worship ministry);
  - and have been faithful in working, (this means being involved in our mission/ministry, beyond attending services);
  - praying, (this means making our common life a focus of daily, personal prayer for God's guidance and strength and for our personal capacity to serve God and the parish with charity, love, courage, and vision);
  - and giving (this means attributable financial giving, not just giving cash in the plate on the occasions when in church) for the spread of the Kingdom of God, are to be considered communicants in good standing.

## 5. Bethesda's 2019 Major Achievements

Bethesda achieved many things in 2019, particularly:

- **Continuing to enhance the worship services** (especially the Sunday 9am service, and the reestablishment of the Children's Chapel time), Christian education programs (with Generosity forums as seen through the scriptures and saints) and fellowship activities on Sunday mornings, and the Wednesday evening *Middle Way*, including dinner and Compline;
- Commenced the new **Generosity Program, "Increase Endowment Funds"** is one of our strategic priorities;
- Delivering the second part of the **multi-year Celtic Christian initiative**; the May 2019 Celtic Pilgrimage to Iona, Lindisfarne and Durham for Bethesda members and friends, and the inclusion of Celtic prayers and collects in our services.
- **Youth Pilgrimage to Assisi, Italy;**



- Expanded the **multi-year Evangelism initiative**, resulting in 71 new members for the 12 months to October 2019. Completed the planning for a spiritual vitality survey in February 2020, “**Spread Christ’s Teachings**” is one of our strategic priorities;
- Financially (\$100K from Bethesda Outreach and a further \$100K from members) supporting **hurricane relief** efforts;
- **The high quality of our Liturgy & Music;**



- **Daughters of the King ministry established and is growing;**
- Children & Youth ministries are thriving, with over 75 active participants including 19 in the high school group;
- Adult and family educational offerings enhanced, including the restructuring of the volunteer teacher schedule to deliver more consistent participation which is improving attendance;
- New funeral guidelines have been received very positively;
- Bethesda Catalog is available online listing all activities;

- **Wedding Coordinators ministry established;**
- **“Preserve and enhance buildings and grounds”** is one of our strategic priorities. Major capital projects were limited by a lack of funds, but still included (almost \$250,000): a complete electrical rewiring of the Rectory, roof repairs for the Vicarage and garage, and lightening and storm damage repairs, plus ongoing building and grounds restoration;
- **Church Mouse sales topped \$1 million;**
- Retreats for members, including: (i) Lenten Retreat was “Leading like Jesus; Christian leadership in Today’s World” led by the Rt. Rev Robert C. Wright, Bishop of Atlanta, and (ii) Advent Retreat was “Advent as Pilgrimage; Walking the Labyrinth” led by Robin Bradley Hansel;

- **“Deliver Practical Outreach”** is one of our strategic priorities:

<b>Outreach financial support</b>	<b>\$580,000</b>
<b>Number of local businesses supporting Empty Bowls</b>	<b>42</b>
<b>Number of local businesses sponsoring Empty Bowls</b>	<b>16</b>
<b>Financial support sent to Food Bank by Empty Bowls</b>	<b>\$82,000</b>
<b>High School students supported by Mentor Program</b>	<b>17</b>
<b>Four-year college students supported by Mentor Program</b>	<b>11</b>
<b>Meals (sandwiches and hot) provided to St. Georges</b>	<b>16,500</b>
<b>Packages (toiletries/magazines/hats/etc.) provided to ships</b>	<b>800</b>
<b>Number of sailors provided Eucharist by Port Ministry</b>	<b>251</b>

- The two confirmation services led by Bishop Eaton included four youth members confirmed, five adults confirmed, two adults received, and two adults reaffirmed.



**We wish to thank the following Vestry 2020  
members for their service to Bethesda:**

- ✓ **Sandy Burdett**
- ✓ **Paul Coombs**
- ✓ **Michelle Diffenderfer**
- ✓ **Peggy Johnson**



## 6. Bethesda's 2020 Plan

The Bethesda organization includes:

- Vestry consists of the Rector as chair plus 12 lay members who serve three-year terms (biographical summaries are listed on the following pages), an Executive committee only meets in times of emergency;
- Four Vestry sub-committees: Leadership & Governance, Buildings & Grounds, Finance, and Audit;
- Six Rectors committees: Formation, Outreach, Bethesda Cares, Fellowship & Hospitality, Evangelism and Stewardship;
- Four Rector's special working groups that form teams for specific projects: Worship, Retail, Personnel, and Communications;
- Chancellor (Bob Diffenderfer) and treasurer (Matt Lorentzen) are officers of Bethesda but not members of the Vestry.

Staff	Non-Stipendiary	Part-Time	Titles
The Rev. James Harlan			Rector, with special responsibility for Stewardship
The Rev. Burl Salmon			Associate for Christian Education, Pastoral Care and Outreach
Harold Pysher			Associate for Music and Liturgy, Organist and Choirmaster
Fred Staley			Associate for Administration
The Rev. Margaret McGhee			Curate
The Rev. Canon Elizabeth Geitz	Yes	Yes	Assisting Priest, with special responsibility for Evangelism
The Rev. W. Frisby Hendricks, III	Yes	Yes	Assisting Priest
The Rev. Dr. Cecily J. Titcomb	Yes	Yes	Deacon for Spiritual Direction & Pastoral Care
The Rev. Clayton B. Waddell	Yes	Yes	Deacon for Port Ministry
Greg Knight			Director of Children and Youth Ministries
Jessica Hitchcock		Yes	Children & Youth Ministries Coordinator
Doug Kwoka			Communications Coordinator
April Lawrence			Evangelism, Fellowship and Membership Coordinator
Ayana Pineiro			Worship and Pastoral Care Coordinator
Priscilla Reynosa			Rector's Assistant and Office Coordinator
Jonathan Rivera			Sexton for Hospitality
Bob Mancuso			Sexton for Liturgical Support
Keith Risley			Sexton for Grounds Supervision
William (J.R.) Thompson			Sexton for Building Preservation & Lead Sexton
Turia Roebuck-Hayden			Outreach and Development Coordinator plus PR
Daisy Alvarez			General Manager for Retail Operations of The Church Mouse and The Shoppe
Evaristo (Coy) Riestra			Manager of The Church Mouse
Jonathan Goodine			Church Mouse - Receiving Specialist
Jesus Cartagena		Yes	Church Mouse - Receiving Specialist
Chad Beckham		Yes	Church Mouse - Receiving Specialist
Rosie Cartagena			Church Mouse - Seamstress
Jose Cartagena			Church Mouse - Receiving Specialist



**Raphael (Ralph) Clemente** (Vestry term ends January 2021) moved to Lake Worth from White Plains, New York, at the age of four and has spent most of his life in the West Palm Beach area. He met his wife, Lois, riding bicycles not far from Bethesda, and the two married in 2000. Lois grew up attending church at Bethesda and encouraged Raphael to join her in returning to the church in 2005, where he was baptized three years later. Ralph holds a bachelor's degree in Social Science and a master's degree in Urban Planning. He is the Executive Director of the Downtown Development Authority for the City of West Palm Beach. Ralph has raced bicycles professionally, taught high school, and managed development projects. He and Lois have two daughters, Kaia, 12, and Rell, 5. Ralph enjoys water sports, and fun family projects.



**Charles (Chuck) Hagy, Jr.**, is clerk of Bethesda (Vestry term ends January 2021). He is a graduate of Purdue University. He has served as teacher and coach for over 28 years, is in his 25th year at The Benjamin School where since 2003 he has served as Head of Middle School. In this role, Charles has developed partnerships with organizations such as the Anti-Defamation League of Florida, Palm Beach Fellowship of Christians and Jews, and Flagler Museum. He has been honored to serve as a Trustee at St. Ann's School and Gulf Stream School. A member of Bethesda since 2005, Charles has served as an usher and a Shepherd, participated in the Boar's Head Festival and Christmas Programs, and helped with the youth education program. Charles and his wife, Deborah, have three children: Rachael, Ryan, and Hudson.



**Connie Purcell** is Junior Warden and chair of buildings & grounds (Vestry term ends January 2021).

Connie graduated from Vassar College. She moved from Greenwich, Connecticut to Palm Beach in 1979 and has been an active member of Bethesda since 1980. She has served multiple terms as Senior Warden and Junior Warden with special responsibilities for restoration and stained-glass window projects during the 1990's. Bethesda committee service includes: Executive, Search, Personnel, Buildings & Grounds, Finance, and President of ECW. Community activities include child welfare advocacy, Executive Board of The Rehabilitation Center, former President of The Children's Home Society of Southeast Florida, and Allocations Chairman of the Palm Beach Community Chest/United Way. In 2017 Connie was awarded the Rector's Cross by Rev. Harlan. She is mother of three and grandmother of five.



**Tanner Rose** is chair of finance (Vestry term ends January 2021). Tanner hails from Richmond, Virginia. He is a graduate of the University of Virginia and received his law degree from UVA's Law School in 1971. As an attorney in New York, he practiced with Simpson, Thatcher and Bartlett and specialized largely in commercial real estate. He and his wife Ross are the parents of two children and grandparents of four. He is a former chairman of Palm Beach's Planning and Zoning Commission, a board member of the Palm Beach Civic Association and has served as a guardian ad litem for sheltered children in Florida's 15th Circuit. A member of our parish since 2005, Tanner has been a volunteer for Feeding God's Children Everywhere, has served as Bethesda's Junior Warden and spearheaded the development of a Hurricane Preparedness Plan.



**Ricard Crone** is chair of audit (Vestry term ends January 2022). Richard first attended Bethesda on monthly visits to Florida in 2001, then retiring in 2010 and relocating from Washington, D.C. to South Florida full time. He has attended several Episcopal parishes since 1965 and has never seen a Christian community that can compare to the accomplishments, inclusiveness, and outreach as Bethesda. In the past 18 years Richard has grown spiritually at Bethesda while attending book study groups, volunteering in the Shoppe, serving on the Buildings and Grounds sub-committee, and serving now as an Ambassador. Richard has a background as an architect.



**Becky Myers** is Bethesda's member-at-large (Vestry term ends January 2022). Becky is a life-long Episcopalian and a member of BBTS since 1980. She has been active in many aspects of the church and has chaired the following committees: Rector Search, ECW (president), Nominating, Outreach, Evangelism & Communications, Fellowship & Hospitality, Auction Underwriting, BBTS Spring Festival, and the Bethesda Shoppe. She has served on the Vestry in the late 1990s and in 2012, when she was appointed for two years to fill a vacancy. She is trained as a Stephen minister and currently is a welcoming ambassador and a member of the Evangelism Committee. Professionally, Becky worked for thirty years in Palm Beach real estate sales. She has a degree from the University of Virginia and a master's degree in journalism & communications from the University of Florida. She and her husband, Jim, of 40 years, have two sons and one grandson.





**Zach Shipley** is Senior Warden & chair of leadership & governance (Vestry term ends January 2022). Zach is a senior financial executive retired from the Oxbow Group in West Palm Beach, where he held numerous executive, governance, and fiduciary positions for almost 35 years. Before joining Oxbow in 1983, Zach was a consultant with Bain & Company. Zach has served on the Vestry previously, plus held positions as Treasurer and chair of Finance. Zach has also played a leadership role in Bethesda's recent strategic planning efforts. Raised as an Episcopalian and confirmed in 1965, Zach graduated in 1970 from St. Albans School in Washington, D.C. He graduated in 1974 from Harvard College in Cambridge Mass. and from Harvard Business School in 1980.



**Maury Wolfe** (Vestry term ends January 2022). She has been a member of Bethesda since 1985, chairs the Flower Guild, is a Lector, an Ambassador and in 2018 was awarded the Rector's Cross by Rev. Harlan. Maury is a native of Madison, New Jersey and graduated from Randolph Macon Women's College, majoring in American Studies. Professionally, she worked for the Orentreich Foundation for the Advancement of Science; was the founding director & general manager of the Chicago International Art Exposition; and directed Landfall Gallery. Maury served on the Rosarian Academy Board of Directors for nine years where she initiated and chaired the Strategic Planning Committee. She established and chaired Cub Scout Pack 141. Maury has two sons, Graham and Read and enjoys playing duplicate bridge.



**John Brim** is Co-Chair of the Finance Subcommittee (vestry term ends January 2023). He is a retired investment banker, having worked over 40 years in New York and London in Corporate Finance. John and his wife Elena moved full time to Palm Beach in 2015, although they have attended Bethesda since 2009. John is currently a private investor. He is a graduate of Yale University, and he received an MBA from Harvard. John and Elena have been married for over 35 years and have three young adult children, Jamie, Liz, and Sarah. John is an avid racing sailor and was a trustee of the New York Yacht Club.



**Sara Griffen** (Vestry term ends January 2023) has been a member of Bethesda since 2016, joining soon after she and her husband Tom moved to Florida from New York's Hudson Valley. At Bethesda, she serves as head of the Ambassador Program, co-chair of the Planned Giving Committee, steering committee member of the Flower Guild, and member of the Evangelism Committee. After graduating from Duke University, Sara held positions in banking and state government before finding her "life's work" as CEO from 1996- 2015 of The Olana Partnership, dedicated to the preservation of the 250-acre estate of the painter Frederic Church in Hudson, NY. Sara and Tom have two children, Steve and Emily, who live in Atlanta.



**John Sory** (Vestry term ends January 2023) was raised in Palm Beach and baptized, confirmed, and married at Bethesda. He received his BA from Vanderbilt University and MBA at Dartmouth College. John is currently the President of a national physician network based in South Florida and previously held executive positions at Pfizer in New York, and the University of Miami Health System. Returning to Palm Beach in 2010, he rejoined Bethesda where today, John is an usher, active in the Boar's Head Festival, and with his wife, June, honorary co-chairs of the 2020 Empty Bowls Committee. He also contributes time to the Venture Mentoring Team in Broward County. Altogether, John and June have five grown children – Jack, Kate, Philip, Christopher, and Will.



**Kathryn (Katie) Wandoff** (Vestry term ends January 2023) a member of Bethesda since 2004, has been involved in many of its ministries including Sunday School, Boar's Head, Lector, Empty Bowls, St. George's, Girls of Grace, Women at the Well, 2019 Celtic Pilgrimage and serves on the Grants Committee and the Flower Guild Steering Committee. After graduating from The University of Michigan, Katie and her husband, Rick, lived in Chicago where she worked at Sanford C. Bernstein as a Financial Advisor. While in Chicago, she volunteered and mentored a child in Big Brothers Big Sisters. Katie relocated to Palm Beach County in 1998 and was actively involved on the Parent School Council and various committees at Palm Beach Day Academy which her children, Benjamin, Abigail and Sophia attended.







The 2020 plan, by ministry area, is shown on the following pages:

- Rector's Committees: Clergy/Associate
  - Bethesda Cares Fr. Burl
  - Formation Fr. Burl
  - Outreach Fr. Burl
  - Fellowship & Hospitality Fred Staley
  - Evangelism Fred Staley
  - Stewardship & Generosity Fr. James
  
- Rector's Special Working Groups:
  - Worship – Liturgy & Music Hal Pysher
  - Communications Fred Staley
  - Retail Fred Staley
  - Personnel Fred Staley
  
- Vestry Sub-Committees: Chair (Vestry Members)
  - Leadership & Governance Zach Shipley
  - Building & Grounds Connie Purcell
  - Finance Tanner Rose
  - Audit Richard Crone



## **Bethesda Cares**

Purpose: To provide an umbrella of care for the BBTS members' diverse pastoral needs shared through ministry of clergy and laity who are empowered to exercise their God-given talents.

<b>Co-Chair</b>	Suzanne Crawford
<b>Co-Chair:</b>	Michael Smyser
<b>Staff: Coordinator</b>	Ayana Pineiro
<b>Staff: Associate/Clergy</b>	Fr. Burl

*"No one ever needs to be alone"*

## **Ministries & Leaders:**

<b>Ministries</b>	<b>Leaders</b>
Shepherds (Yellow Ribbon) (inc. Meal Ministry)	Michael Smyser & Suzanne Crawford
Daughters of the King	Georgie Skover
Eucharistic Visitor	Clay Waddell
Good Samaritan Ministry	Tim Skelly
Youth Birthday Card Ministry	Phyllis Goodner
Stephen Ministry	Mary Allen
Widows' Group Ministry	Gayle Petersen
Care Givers Support Group	Elayne Forgie
"Shawl" Ministry	Gloria McAllister
Lourdes Noreen McKeen visits	Mthr. Margaret

### 2020 Priorities:

- Increase the meal ministry profile and respond to growth accordingly;
- Develop social gatherings to foster fellowship amongst members;
- Utilize Christian formation opportunities to respond to needs of the community discovered through sensitive pastoral care.

### 2021 Priorities (for planning):

- Raise the profile and role of Shepherds, to encourage members to make contact in times of need – faith, practical, emergency, etc.
- Grow the Shepherd Group as the membership of BBTS grows;
- Develop a proactive approach to more/better care for members.





## **Formation**

Purpose: To provide educational and formational opportunities to every member of BBTS, to strengthen our relationship with God and our community.

<b>Chair</b>	Lois Clemente
<b>Staff: Dir of Child &amp; Youth Min</b>	Greg Knight
<b>Staff: Associate</b>	Fr. Burl

## **Ministries & Leaders:**

<b>Ministries</b>	<b>Leaders</b>
Adult Inquirers'/Confirmation	Fr. Burl
Bible Study/Sunday Forum	Fr. Burl
Confirmation Teacher	Greg Knight
Education for Ministry (EfM)	Chuck Zettler
Nursery Volunteer	Greg Knight
Sunday School Teacher	Greg Knight
Youth Chaperone (events)	Greg Knight
Youth Group Leader (Thurs)	Greg Knight
Middle Way (inc. Dinner & Compline)	Fr. Burl
Vacation Bible School	Greg Knight
Women at the Well/Girls of Grace	Deacon Ceci
Bethesda Blessings	Jessica Hitchcock
Retreats and Visiting Speakers	Fr. Burl

#### 2020 Priorities:

- Build project-based workgroups to support Formation Committee;
- Encourage *Middle Way* attendance by leadership (Vestry/chairs/etc.);
- Integrate activities with Evangelism, emphasis on “*Discipleship*”;

#### 2021 Priorities (for planning):

- Significantly increase the emphasis on “*Retreats*”, for all ages;
- Work with Buildings & Grounds to identify first floor space for an attractive, comfortable, safe, and appropriately equipped nursery.



## Outreach

Purpose: To embrace, engage and transform individuals and communities through effective sharing and coordination of BBTS time, talent and treasure for those in need in the local community and beyond while spreading Christ's teachings.

<b>Chair</b>	tbd
<b>Staff: Associate</b>	Fr. Burl
<b>Staff: Coordinator</b>	Turia Roebuck-Hayden

## Ministries & Leaders:

	<b>Ministries</b>	<b>Leaders</b>
<b>Education:</b>		Pat Reichenbacher
	Mentor/Take Stock in Children, Inc	Jodie Payne
	Opportunity Early Learning	Sara Griffen
	Education Scholarships (Trusts)	Fr. Burl
	Allocation of "\$" Grant Process	Jodie Payne
<b>Food:</b>		
	Empty Bowls	Phyllis Goodner & Debbie Pucillo
	Palm Beach Unites (focussed on 2021)	Frances Fisher
	St. George's Dinners	Suzanne Crawford
	St. George's Sandwiches & Weekend	Basil Burke
<b>Shelter:</b>	Combination of Agencies	Turia Roebuck-Hayden
<b>Other:</b>	Homebound Luncheon	April Lawrence
	Port Ministry (Eucharist, magazines, toiletries, etc.)	Clay Waddell
	Angel Tree	Lois Clemente & Laura Schlett
	Blessing of the Animals	Jodie Payne
	Share What You Can	Phyllis Goodner



### 2020 Priorities:

- Develop/streamline: organization, leadership, & financial processes;
- Gather life stories to support Evangelism and Stewardship;

### 2021 Priorities (for planning):

- Expand volunteer group, especially for Mentors;
- Identify new sources of funding, & focus on larger grant allocations.





## **Fellowship & Hospitality**

Purpose: To foster Christian fellowship among all Rector's Committees, members, guests and visitors, to embrace individual differences, and provide opportunities to experience the strong presence of God.

<b>Co-Chair</b>	TBD
<b>Co-Chair</b>	TBD
<b>Staff: Associate</b>	Fred Staley
<b>Staff: Coordinator</b>	April Lawrence

### **Ministries & Leaders:**

<b>Ministries</b>	<b>Leaders</b>
Anchors	TBD (To be reestablished)
Book Group	Kathleen Crampton
Cursillo	Fred Zrinscak Jr.
Episcopal Church Women	Suspended
Events (planning/hosting)	TBD
Events (set up/serving/clean-up)	TBD
Men of Bethesda	John Archer
St. Mary's Guild	Lee Childs

### 2020 Priorities:

- Re-establish leadership, committee and volunteers;
- Re-establish regular fellowship events;
- Evaluate whether F&H should be part of another Ministry Group.

### 2021 Priorities (for planning):

- Expand volunteer base;
- Re-establish systems for: menu's, process for each type of event;
- Develop relationships with potential sponsors for an expanded range of fellowship events, including Lenten lunches, Wine under the Stars, Ministry Fairs, Pentecost Picnic, etc.





## Evangelism

Purpose: To develop, implement, and involve parishioners in the “*Invite, Welcome, Connect*” ministry at Bethesda, and to encourage members to proclaim by word and example the loving, liberating, and life-giving news of God in Christ.

<b>Chair</b>	Beth Cole
<b>Co-Chair</b>	Becky Myers
<b>Staff: Clergy</b>	Canon Geitz
<b>Staff: Associate</b>	Fred Staley
<b>Staff: Coordinator</b>	April Lawrence

## Ministries & Leaders:

<b>Ministries</b>	<b>Leaders</b>
Ambassadors	Sara Griffen
Spiritual Life Survey	"RenewalWorks"
Spiritual Life Workshops & Follow-Up	Beth Cole/Becky Myers/Canon Geitz
MiddleWay Newcomers Sessions	Fred Staley



### 2020 Priorities:

- Strengthen the Evangelism Committee;
- Execute the “Spiritual Life” survey and commence the follow-up, identifying which ministry will lead each identified activity;
- Integrate activities with Formation, emphasis on “*Discipleship*”;
- Ensure that all new member activities result in all required information being collected and provided to staff for Realm.

### 2021 Priorities (for planning):

- Continue the “Spiritual Life” multi-year follow-up for activities assigned to Evangelism, including coordination across ministries;
- Commence a series of “Spiritual Gifts” workshops and follow-up;
- Integrate activities with Shepherds to support “*Connect*”.



## Stewardship

Purpose: To ensure that BBTS has the required financial resources to meet its ministry and operational needs, consistent with the BBTS Mission, Values, Strategic Priorities, and Budget.

<b>Chair of Generosity Program</b>	Fr. James
<b>Co-Chair &amp; Stewardship</b>	Paul Coombs
<b>Staff: Coordinator</b>	Turia Roebuck-Hayden

### Ministries & Leaders:

<b>Ministries</b>	<b>Leaders</b>
Generosity Program	Fr. James/Paul Coombs
Generosity Survey	Horizon Stewardship
2020 Annual Campaign	Bill Cini
2020 Annual Campaign	All Vestry Members
2020 Annual Campaign	All non-vestry Officers

### 2020 Priorities:

- Implement Stage I of the Generosity Program (the first 100 major gift “asks”), including creating the new Gratitude Team;
- Develop approach and materials for planned giving;
- Implement the 2020 Annual Campaign and deliver \$2,390,000+;
- Plan the 2021 Annual Campaign.

### 2021 Priorities (for planning):

- Implement Stage II of the Generosity Program;
- Implement the 2021 Annual Campaign in line with the annual budget;
- Plan the 2022 Annual Campaign.





## Rector's Special Working Groups

Approach: The Rector's Special Working Groups are usually led by staff, with support from members. Special projects are established as required, with teams usually led by members.

Staff: Associate for Worship	Hal Pysher
Staff: Coordinator for Worship	Ayana Pineiro
Staff: Coordinator for Communications	Doug Kwoka
Staff: Associate for Communications	Fred Staley
Chair: Retail	Pat Reichenbacher
Staff: Retail	Coy Riestra
Staff: Associate for Retail	Fred Staley
Staff: Associate for Personnel	Fred Staley

## Special Working Groups & Contacts:

Special Working Groups	Contacts
<b>Worship</b>	
Acolytes, Eucharistic Ministers, Lay Readers	Ayana Pineiro
Altar Guild	Holly Breeden/Linda Greenberg
Boar's Head	Jim Goodner
Choir (Adult)	Hal Pysher
Flower Guild	Maury Wolfe
Ushers	Jim Goodner
Wedding Coordinators	Ayana Pineiro
Verger	Gary Sullivan
<b>Communications</b>	
Special projects as required	
Archives	Jethro Hurt
<b>Retail</b>	
Church Mouse	Daisy Alvarez
The Shoppe	Daisy Alvarez
<b>Personnel</b>	
Special projects as required	

2020 Priorities:

- Church Mouse 50<sup>th</sup> “Birthday”, for members/community fellowship;
- Review organization and operations of *The Shoppe*, & new website.

2021 Priorities (for planning):

- Identify systems for: inventory receiving, self-guided tours, and ministry scheduling in support of recruitment/training/execution.





## Vestry Sub-Committees

Purpose: The Vestry sub-committees complete detailed tasks, develop briefs, and submit reports and recommendations to the Vestry, to enable the Vestry to make informed decisions.

<b>Vestry Chair</b>	Fr. James
<b>Senior Warden</b>	Zach Shipley
<b>Junior Warden</b>	Connie Purcell
<b>Staff: Coordinator</b>	April Lawrence

## Sub-Committees, Officers & Leaders:

<b>Sub-Committees &amp; Officers</b>	<b>Leaders</b>
<b>Leadership &amp; Governance</b>	
Chair, Charter & Bylaws, Contingency Planning	Zach Shipley
Vice-chair for Strategy	Paul Coombs
Vice-chair for Vestry Nominating	Sara Griffen
<b>Building &amp; Grounds</b>	
Chair, Capital Projects,	Connie Purcell
Vice-chair for five year planned maintenance	Leif Sheehan
<b>Finance</b>	
Chair, Monthly Reporting & Annual Budget	Tanner Rose
Vice-chair for Management Reporting	John Brim
<b>Audit</b>	
Chair, Annual Audit Process, Staff Governance	Richard Crone
Vice-chair for Audit Recommendation Changes	Jodie Payne
<b>Officers</b>	
Chancellor	Bob Diffenderfer
Treasurer	Matt Lorentzen
Member-at-Large	Beck Myers
Clerk	Chuck Hagy, Jr.


### 2020 and 2021 Priorities:

- To work with the Rector to set the future direction/vision for Bethesda, as defined through the Mission and strategic priorities;
- To ensure all groups (ministry/B&G) have resources to support their ministries in achieving Bethesda's Mission and strategic priorities;
- To ensure that the governance of BBTS is legal and effective.



## 5. Bethesda's 2020 Budget

There was a shortfall of \$170,000 in 2019. The 2020 budget is balanced, based on anticipated increased revenue from the generosity activity.

	Operating Budget		
	Year Ending		Variance
	12/31/2019	12/31/2020	
<b>REVENUE</b>			
Unrestricted Contributions - Annual Campaign	2,330,000	2,390,000	60,000
Unrestricted Contributions - Plate Offerings	80,000	85,000	5,000
Unrestricted Contributions - Other	70,000	80,000	10,000
Event/Program/Activity Revenue	76,250	75,000	-1,250
Sales	10,000	10,000	0
Rent Revenue	18,000	18,000	0
Other Income	1,000	0	-1,000
Trust Revenue	25,000	25,000	0
<b>Total Revenue less Draws &amp; Church Mouse Transfers</b>	<b>2,610,250</b>	<b>2,683,000</b>	<b>72,750</b>
Common Endowment Draw	276,000	300,000	24,000
Preservation Endowment Draw	140,000	145,000	5,000
Church Mouse Transfers	531,950	630,000	98,050
<b>Total Revenue</b>	<b>3,558,200</b>	<b>3,758,000</b>	<b>199,800</b>
<b>EXPENSES BY DEPARTMENT</b>			
Hospitality	41,600	20,500	-21,100
Worship			
Worship General Ministry	20,000	25,000	5,000
Worship Ministry Events & Activities	7,900	17,000	9,100
Altar & Liturgical	8,100	5,000	-3,100
Flower Guild	24,000	24,000	0
<b>Total Worship</b>	<b>60,000</b>	<b>71,000</b>	<b>11,000</b>
Music & Special Events	146,642	146,200	-442
Christian Education & Pastoral Care	58,650	45,500	-13,150
Diocesan Assessment	378,129	403,134	25,005
Personnel	1,733,443	1,775,993	42,550
Support Services			
Administration	114,800	127,250	12,450
Insurance	236,218	243,004	6,786
Information Technology	15,000	19,500	4,500
Communications	46,100	42,000	-4,100
Vestry	2,000	2,000	0
Stewardship, Development & Fundraising	34,000	29,500	-4,500
<b>Total Support Services</b>	<b>448,118</b>	<b>463,254</b>	<b>15,136</b>
Outreach	500,000	630,000	130,000
Facilities	172,040	166,400	-5,640
Bookshop Operations	10,000	10,000	0
Weddings	6,000	12,000	6,000
Funerals	3,000	6,000	3,000
<b>Total Expenses</b>	<b>3,557,622</b>	<b>3,749,981</b>	<b>192,359</b>
<b>Net Surplus/Deficit</b>	<b>578</b>	<b>8,019</b>	<b>7,441</b>



## NOTES

## NOTES

# Clergy and Staff

## RECTOR AND ASSOCIATES

The Rev. James R. Harlan, *Rector*

Harold E. Pysher, *Associate for Music & Liturgy*

The Rev. Burl Salmon, *Associate for Christian Education, Pastoral Care, and Outreach*

Fred E. Staley, *Associate for Administration*

The Rev. Margaret E. McGhee, *Curate*

## NON-STIPENDIARY ASSISTING CLERGY

The Rev. Canon Elizabeth R. Geitz, *Assisting Priest*

The Rev. W. Frisby Hendricks III, *Assisting Priest*

The Rev. Dr. Cecily J. Titcomb, *Deacon for Spiritual Direction & Pastoral Care (Nov.–May)*

The Rev. Clayton B. Waddell, *Deacon for Port Ministry*

## STAFF

### PROGRAM DIRECTOR

Greg Knight, *Director of Children & Youth Ministries*

### COORDINATORS

Turia Roebuck-Hayden, *Outreach & Development Coordinator*

Jessica Reed Hitchcock, *Children & Youth Ministries Coordinator*

Douglas Kwoka, *Communications Coordinator*

April Lawrence, *Evangelism, Fellowship & Membership Coordinator*

Ayana Pineiro, *Worship & Pastoral Care Coordinator*

### ADMINISTRATIVE STAFF

Priscilla Reynoso, *Office Coordinator & Rector's Assistant*

### SEXTONS

Robert Mancuso, *Sexton for Liturgical Support*

Keith Risley, *Sexton for Grounds*

Jonathan Rivera, *Sexton for Hospitality*

William Thompson III, *Sexton for Building Preservation & Lead Sexton*

### THE CHURCH MOUSE AND THE SHOPPE STAFF

Daisy Alvarez, *General Manager for Retail Operations*

Evaristo Riestra, *General Manager of the Church Mouse*

Rosie Cartagena, *Seamstress*

Jonathan Goodine, *Receiving Specialist*, Jesus Cartegena, *Receiving Specialist*

Jose Cartegena, *Receiving Specialist*, Chad Beckham, *Receiving Specialist*

The Church of Bethesda-by-the-Sea

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