



The
Church of
Bethesda-by-the-Sea

Love and Serve

2017 ANNUAL REPORT



ANNUAL PARISH MEETING

JANUARY 28, 2018

From the Rector

The Letter to the Ephesians encourages us to, “lead a life worthy of the calling to which [we] have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace” (4:1-3). We as a parish family have been leading a life worthy of God’s call, and 2017 certainly exemplified this.

While 2017 did not bring any major milestones, we certainly continued to grow into our calling to “experience the clear and strong presence of God and to understand and spread Christ’s teachings through collective worship, learning, and service.”

Most significantly, we shared a process of conversation and discernment about Sunday mornings through several Town Hall Meetings and other gatherings in the Spring. Thanks to the leadership of Barbara Callahan and custom-made-for-the-task Worship Working Group, we implemented a new approach to Sundays. Overall, the new approach has worked well, especially in providing substantive and rich Christian education due to the greater time dedicated to it. We also began scheduling one of the priests to serve as the Hosting Priest and spend Sunday morning primarily in the Parish Hall for breakfast, Adult Forum, and fellowship. These enhancements have been fruitful beyond our expectations. As we end the year, we are still listening to feedback and refining things especially the new 9:00 a.m. service. This new service is asking more of us in terms of openness and adaptability than any other aspect of our new Sunday morning. We will continue to discuss all this in 2018 as we learn and grow together “bearing with one another in love.”

We also made an important and exciting addition to our clergy team in bringing the Rev. Thomas Morris on as our Associate for Outreach and Development. His tremendous experience in both parish ministry and in professional fundraising have already greatly enhanced our shared ministry, and we are blessed and grateful to have him in our parish family.

2017 also brought the beginning of our Celtic Experience that will grow in focus in 2018 and 2019. This program, designed to help us learn about and experience this important part of our Christian and Anglican heritage, developed out of the sabbatical planning committee’s desire to ensure that every person here has the opportunity to share in the journey and experience that will be the focus of my time away in 2018. This committee, Beth Cole, Paul Coombs, Bobbie Leek, and Don Smith, have given a tremendous gift in putting this together. Our Celtic Retreat in November showed a longing in the parish to give voice to that stream of our faith that is welcoming, open, peace-loving, ancient, and connected with the natural world. I believe this continuing initiative will be transforming for us as we move into a what God is calling us to next.

We give thanks as we end this year for all those who have helped to lead, support, and serve God within and through this parish: our wardens, officers, vestry, staff, pledgers and contributors, and all those who serve in our 60-plus ministries and programs—all of whose ministry efforts proclaims God love and enable us to “maintain the unity of the Spirit in the bond of peace.”

God bless,



The. Rev. James R. Harlan, *Rector*

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From the Senior Warden

Leadership and Governance Sub-Committee, chair

Thanks to the excellent work of our dedicated clergy and staff and army of volunteers, and the willingness of this congregation to look forward and envision positive change, 2017 was a year of visible growth and progress at Bethesda.

Following are a few snapshots of progress and growth in 2017. It is not possible in this space to mention all the growth and accomplishments of the year and the people behind them. I would like to express my gratitude to all the Vestry members for their service and to the many, many people who make Bethesda the Spirit-filled place it is. I am so proud and appreciative of the volunteers who devote their talent and time to our mission and the givers who contribute their treasure, especially those who answered the calls to support the building restoration project, the hurricane relief effort, and year-end giving. If you are not yet a member of both groups, the volunteers *and* the givers, then I propose this as a resolution for 2018. To give your time, talent and treasure is to become the hands of God: our purpose for our time here on earth, and our path to greater unity with God and one another.

Our Middle Way mid-week gathering continues to gather momentum, both in terms of attendance and curricula, and it has become an integral part of many parishioners' spiritual nourishment and connection to Bethesda. Father Burl Salmon, our Associate for Christian Education and Pastoral Care, has been the driving force behind this important program and he continues to develop and expand the agenda in new and interesting ways. I encourage you to experience the The Middle Way. I promise you will meet someone new, be impressed by the educational and experiential offerings, and find grace in the compline service.

Sunday mornings at Bethesda are evolving as well. Under the leadership of Barbara Callahan, Chair of the Worship Committee, we undertook a parish-wide conversation to consider how to improve our Sunday worship, fellowship and education ministries. Many positive changes were made in response to the "longings" expressed. The 9:00 a.m. worship service was modified to be more inclusive of newer church-goers and youth, and to allow more time for a substantive Christian education time. Coffee hour was redefined with hot breakfast service, extended hours, and the presence of one clergy member in the parish hall. The new format has enabled us to fully appreciate and experience this season's outstanding adult forums, which have included many thought provoking guest speakers. It has also reduced the stress of our church school volunteers by giving them enough time to deliver a meaningful Christian education experience for our children and youth. At the same time, the new hospitality format presents new opportunities for parishioners to connect with each other and with our clergy. Adjustments have been made along the way as we see how Sunday morning works, and dialogue and refinement will continue. As we discussed in the January 21 town hall meeting, lasting change takes time, and progress happens when we are willing to experience change with an open heart and seek grace in the unfamiliar.

Another area of inspiring progress is the youth program that Greg Knight, Director of Children and Youth Ministries, and Jessica Hitchcock, Children and Youth Ministries Coordinator, have been building. Youth involvement, especially at the confirmation and high school levels, is the most vibrant I have seen in more than 20 years at Bethesda. The high schoolers are deeply engaged in planning, fund raising, and then executing their own pilgrimage trips and mission trips in alternating years. In 2017 they made a pilgrimage to Canterbury, which I know was transformational for the youth and their adult chaperones alike. Looking ahead to 2018, they are planning mission trips to Our Little Roses orphanage in San Pedro Sula, Honduras, as well as to St. Columba Episcopal Church on Marathon Key, which sustained major devastation during Hurricane Irma.

A parish exploration of Celtic Spirituality is another important initiative started in 2017. Beginning with a retreat in November led by Father James Reho and continuing with offerings in The Middle Way and the adult forums, this topic is being approached from many perspectives: historical, cultural, artistic, and, of course, spiritual. We hope to gain an appreciation of the role this Christian tradition plays in the formation of the

Episcopal Church, and how it is relevant and inspiring to us in our ongoing spiritual journey. After Father James completes his pilgrimage to sacred Celtic sites during his sabbatical this summer, he will share his experience with us, and then lead us on our own pilgrimage to some of the most important sites in spring of 2019.

It hardly seems possible, but our music program under the leadership of Hal Pysher, our Associate for Music and Liturgy and our Organist and Choirmaster, just keeps getting better and better. Bethesda's schedule includes concerts and musical events of unparalleled quality and even annual events like the Boar's Head and Yule Log Festival continue to evolve and improve. How impressive to consider that a new anthem on the Prologue to the Gospel According to John, composed by Frank Boles, one of the preeminent musicians and composers in the Episcopal Church today, made its debut at Bethesda this Christmas season as we celebrated Hal's 30 years of ministry at Bethesda. We are truly blessed by Hal's work and influence at Bethesda and the South Florida music community.

Under the leadership of our Junior Warden Gary Sullivan, the Building and Grounds Sub-Committee, in partnership with our sextons and contractors, completed many important projects to preserve our beloved buildings and grounds and improve their functionality. Gary has been an extremely productive junior warden and we owe him real thanks for all he and his committee have accomplished in the service of Bethesda. Two highlights are the successful completion of the building façade restoration and the installation of an attractive and easy-to-use dividing wall in the parish hall. The wall has greatly improved the quality of many of our events and meetings. Gary's report in this Annual Report package outlines the many important projects which were completed this year despite the serious disruption caused by Hurricane Irma. Our sextons and entire staff deserve accolades for their intense efforts to protect Bethesda from the storm and then to clean up and repair the damage it caused as quickly as possible.

The Finance Sub-Committee, under Peggy Johnson's leadership, has also made great progress this year. After much research and consideration, the Committee presented a proposal to the Vestry to allocate a portion of the church's endowment to ESG investments (Environmental, Social, and Governance Criteria is a set of standards for a company's operations that socially conscious investors use to screen investments). The intent is to bring our investment actions into closer harmony with our Christian perspective, without sacrificing return results. The proposal was approved, an initial level of ESG investing has been implemented, and we are now in the evaluation phase. The Finance Committee has also begun an evaluation of our financial reporting methods and how to optimize them using the capabilities and resources of the new GuideServe accounting service. We thank Fred Staley, our Associate for Administration, and our staff for implementing this new accounting system and once again managing our resources faithfully and carefully to end the year with a modest surplus.

Finally, fantastic progress has been made in building a talented and experienced stewardship team with the additions of Father Thomas Morris, our new Associate for Outreach and Development, and his assistant Turia Roebuck-Hayden. Father Thomas and Stewardship Chair Paul Coombs are focused on identifying and assembling leadership in the congregation as well as building a strong legacy giving movement and major gifts program, both of which are crucial to the long-term financial health of our parish. On the annual giving front, it is remarkable that the 2017 campaign exceeded its goal despite the numerous transitions during the year. Thank you to our loyal givers and pledgers, many of whom exceeded their pledge commitments. Even so, broader commitment is needed going forward to fund the programs outlined in our strategic plan, and we need many more parishioners to become pledging givers to make our goals reality and keep Bethesda moving forward.

With blessings and love,



Beth Cole, *Senior Warden*



From the Junior Warden

Buildings and Grounds Sub-Committee, Chair

We had several new projects as well as some ongoing projects to complete for the year 2017. There are two ongoing projects that will be passed to the new Junior Warden and 2018 Building and Grounds Committee.

REPLACEMENT OF CARPET

We replaced the carpet in the upstairs south and north offices, the Rector's Office and the Reception Office. We replaced carpet in the Choir Room as well as refinished wood flooring that was previously carpeted which improved the acoustics of the room significantly. Many thanks to Sandra Stern and Connie Purcell for their hard work on this project.

SAFETY

We held a CPR class for staff and ministry members in March. Palm Beach Fire Rescue facilitated the class as a free service to the community.

SECURITY

The Palm Beach Police Department evaluated our campus to determine security and access concerns. The security officer commented on the need for access controls for key areas of the building such as upstairs offices, the Reception, and Rectors Office. He also recommended a network of cameras in areas around the campus to monitor activity for both security and liability. So we will also install some wireless cameras in key areas to begin the process of protecting our campus. This will be an ongoing project for 2018 as the project has not been budgeted.

BUILDING FAÇADE

The building façade project started several years ago is now complete. Thanks to all that worked on this project over the past several years and to all that gave funds to restore our beautiful buildings.

ROOM USAGE

It had been determined that we need extra space for various ministries and events. We talked about several areas and determined that the Parish Hall could be divided into two sections with a temporary wall.

In November we installed the temporary divider in the middle of the Parish Hall to create two separate spaces and this now allows us to use the room for two purposes such as breakfast and fellowship, and adult forum on Sunday mornings.

CHURCH LIGHTING

We are currently looking to modify and replace some of the church lighting. The existing theatrical lighting fixtures and associated lighting control system installed in 2000 is obsolete. Incandescent lighting is now being replaced with newer LED technology, and the associated lighting control system is no longer supported. The existing theatrical lighting is also inadequate for our video system and does not allow for proper color and lighting contrast. The 2018 Building and Grounds committee will be looking for a design engineer to begin the process of replacement of this lighting and associated control system. Of course the project will require capital funding to move forward.

Respectfully submitted,



Gary Sullivan, *Junior Warden*



Rector, Wardens, Officers, and Vestry

The Rev. James R. Harlan, *Rector* *

Wardens, Officers, and Vestry

Beth Cole, *Senior Warden* * (2019)

Gary Sullivan, *Junior Warden* * (2018)

Kitty Lanier, *Clerk* * (2019)

Robert (Bob) Diffenderfer, *Chancellor* *#

Zachary (Zach) Shipley, *Treasurer* #

Barbara Callahan (2018)

Frances Fisher (2018)

David Paulson (2018)

Sandra Stern (2018)

Chuck Zettler (2018)

Charles McGill (2019)

Josephyne (Jodie) Payne * (2019)

Arthur (Sandy) Burdett (2020)

Paul Coombs (2020)

Michelle Diffenderfer (2020)

Peggy Johnson (2020)

* *Member of the Executive Committee*

Not on Vestry

Vestry term expires at the Annual Meeting of the year indicated.

Vestry Nominations

Nominating Task Force—Barbara Callahan, *Chair*

Vestry Nominees

Serving the Vestry Term 2018—2021

The Vestry presents all four nominees for Parish consideration to fill the four of the six expiring Vestry positions.

At their December meeting in 2015, the Vestry approved a resolution presented by their Leadership and Governance Subcommittee to amend the By-Laws. This amendment, passed unanimously by all members present (17 of 19) will reduce the size of the Vestry to 13 members (12 elected members plus the Rector). This reduction will happen by nominating and electing only four new members to the vestry each year from now on, so that, in 2016, the Vestry will be 17 members, in 2017, 15 members, in 2018 and thereafter, 13 members.

This decision came primarily out of some continuing work with a consultant to help the Vestry to work more effectively through its regular meetings, through the Executive Committee, and through its four subcommittees.



RAPHAEL (RALPH) CLEMENTE — Raphael Clemente 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. Raphael holds a Bachelors degree in Social Science and a Masters degree in Urban Planning. He is the Executive Director of the Downtown Development Authority for the City of West Palm Beach, where he has been employed since 2006. Raphael has raced bicycles professionally, taught high school, and managed development projects. He and Lois have two daughters, Kaia, 12, and Rell, 5. Raphael enjoys water sports, bicycling, and working on fun projects at home with his family.



CHARLES (CHUCK) HAGY, JR. — Charles Hagy, Jr., a teacher and coach for over 28 years, is blessed to be in his 25th year at The Benjamin School. A graduate of Purdue University, he currently serves students and faculty at Benjamin as Head of Middle School, a role he assumed in 2003. In this role, Charles has developed partnerships with organizations such as the Anti-Defamation League of Florida, Palm Beach Fellowship of Christians and Jews, Palm Beach Symphony, Center for Creative Education, and Flagler Museum. He has been honored to serve as a Trustee at two schools, St. Ann's School and Gulf Stream School. A member of Bethesda-by-the-Sea 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 — Connie Purcell graduated from Vassar College. She moved from Greenwich, Connecticut to Palm Beach in 1979. She has been an active member of Bethesda since 1980 and has served multiple terms on the Vestry as Senior Warden and Junior Warden with special responsibilities for restoration and stained glass window projects during the 1990s. Bethesda committee memberships include Executive Committee, Search Committees, Buildings and Grounds, Personnel, Budget and Finance, as well as board member and past 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 January 2017, Connie was honored for extraordinary and exemplary service through the Church of Bethesda-by-the-Sea with the award of the Rector's Cross by Father James Harlan. She is mother of three and grandmother of five.



WENDY VICTOR — Wendy Victor was confirmed at Bethesda in 1955. She attended Palm Beach Private School from 1953-1958. She and her husband, Mike, moved here on a permanent basis in 1997 and became members of Bethesda at that time. Wendy has served on the Vestry from 2011-2016, filling a partial term and then a full term. She was Junior Warden from 2014-2016. She also served on the Strategic Planning Committee and has been Co-Chair of the Capital Campaign numerous times. In Palm Beach, Wendy has served as a Trustee of the Preservation Foundation of Palm Beach and was a Director of the Civic Association. She served on the Landmarks Preservation Commission for six years. Wendy has worked at the Metropolitan Museum of Art and at the Convent of the Sacred Heart in Greenwich, Connecticut. She graduated from Briarcliff College, attended Columbia University, received a BA from SUNY Purchase, and a Masters in Women's History from Sarah Lawrence College. She is a founding Trustee of the Mead School for Human Development in Greenwich, Connecticut.

** Vestry Nominees are selected by the Nominating Committee after an exhaustive review process that at times included the consideration of more than thirty-five church members. The slate of four is presented to the members at the Annual Meeting for consideration to fill the open positions. Vestry members are elected by members in good standing. Persons eligible to vote must be sixteen years of age or older, regular in attendance, and contributors of record. One-third of the vestry is elected each year for a period of no more than three years. A person is eligible for re-election after one year has elapsed. A vestry member appointed to fill an unexpired term may be elected at the end of that term to serve a full term.*

Diocesan Convention Delegates

Tom O'Brien Jan Shoobridge Michael Smyser Ben Williams (Alternate)

From the Associate for Administration

Evangelism and Communications Committee—Becky Myers, *Chair*

Fellowship & Hospitality Committee—Georgie Skover, *Chair*

Personnel Working Group—Don McKenna, *Chair*

Retail Operations Working Group—Pat Reichenbacher, *Chair*

2017 was a busy year in the area of personnel, most notably in the hiring of a new Associate for Outreach and Development. Father Thomas Morris started at the beginning of August and has already shown his knowledge and experience in development and his heart for outreach. Additionally, we have hired an excellent part-time person in these areas with the addition of Turia Roebuck-Hayden as the Coordinator for Outreach and Development. I am confident we will see growth in these areas moving forward. We also made a significant change in the finance area. In addition to hiring Joann LaBarca as part-time Financial Assistant, we moved the core of our finance work to an outside vendor. Our new relationship with GuideServe public accounting services gives us a CPA level of financial expertise at a rate less than the cost of an in-house bookkeeper. Although she is part-time, Joann has as much knowledge and experience as most full-time bookkeepers. These two new part-time hires have also taken the stewardship and contribution duties from April Lawrence, allowing her to spend more time working on fellowship and membership. It also allows her to transition into administrative help for Hal Pysner and me. Finally, we welcome Frank Escalante as our Sexton for Hospitality. All who have met Frank believe he will be an excellent addition to our sexton staff.

The Evangelism and Communications, committee led by Becky Myers, utilized most of 2017 to discuss, plan, and prioritize different ways to enhance evangelism internally and externally. We also have continued to focus on communicating to our parishioners in a timely manner through e-mail blasts, weekly e-mail newsletters, Happenings, Fall and Spring Bethesda Catalogs of events, the Sunday leaflets, and electronic communications. The committee encourages you to visit bbts.org frequently, check out the Spring Catalog, and connect with us on Facebook.

In 2017 The Fellowship and Hospitality Committee instituted a new program of having the various sub-committees sponsor an event. The sub-committee would provide volunteers for check-in, set-up, serving, and clean up. The event is marketed as sponsored by that particular group, a sign stating such at sign-up, and encouraged the committee members to talk to the parishioners about their specific ministry. The Ambassador Program was expanded under the leadership of Sara Griffen to recruit new members, become more systematized, with Ambassadors serving on a regular basis, and inviting new people to accompany them to the coffee hour, or the adult forum.

This year donations at The Church Mouse increased substantially. The community is aware of the work we are doing, and business professionals are promoting our mission to their clients, resulting in increased sales throughout the year. The final sales numbers inched ever closer to the million-dollar mark with another 4.5% increase over last year.

We made a lot of good progress in 2017 and I look forward to even more in 2018.



Fred E. Staley, Jr., *Associate for Administration*



From the Associate for Music and Liturgy

Worship Committee—Barbara Callahan and Paul Coombs, *Co-Chairs*

After more than a year of conversation by a special committee—followed by several parish gatherings with further discussion—we made some significant changes to our Sunday mornings. Our 8:00 a.m. service did not change: it remains a Rite I spoken service. Fellowship Breakfast was a new offering, serving breakfast in Parish Hall West (the Parish Hall now divided with a beautiful new flexible wall) from 8:15 to 10:00 a.m. This provided a great opportunity of fellowship for all ages, with sustenance before or after the 9:00 a.m. service, and with one of our priests in the Parish Hall all morning to interact with those who were there. Our 9:00 a.m. service got modified the most. Our goal was not a mini-11:00 a.m. service, but rather a forty-five minute Eucharist, allowing our younger members to be in church for that service and for all ages to have a full-hour for Christian education following the service. We settled on four adult singers to help lead services beginning in 2018; we started the service from the back of the church; we offered a four minute homily, intended to tie in to Sunday school themes and offered by both lay and clergy preachers; and we changed the closing procession, inviting all the congregation to follow the procession and go directly to their Sunday school class or adult forum. 11:00 a.m. services were shortened slightly by the elimination of the Proper Psalm and Epistle. Discussion continues: how best do we make this work for us?

The Altar Guild, under the leadership of Holly Breeden and Gay Gregory, did great work that is vital to our worship life. They dedicated many hours in preparation for all our services—not only those that we all experience on Sundays and at Christmas and Easter, but our regular weekday services, weddings, funerals, and many extra services throughout the course of the year.

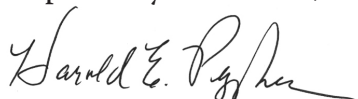
The Flower Guild, with over one hundred members and under the direction of President Maury Wolfe, continued to provide beautiful and lovingly executed arrangements that immeasurably enhanced our services. While we particularly noticed their handiwork at Christmas and Easter, they were responsible throughout the year for exceptional arrangements in the church. Given that the Fourth Sunday of Advent and Christmas Eve were the same day this year presented a special challenge for decorating the church. Many parishioners stayed after the morning service to help the Flower Guild transport flowers into the church, and the magical transformation from Advent to Christmas happened in a few brief hours.

Our usher corps was coordinated by Jim Goodner and led by a faithful group of head ushers. We are always in need of additional ushers, so please let Jim or me know if you are interested.

Our vergers assisted in all areas of worship and were a great help in coordinating those worship ministries so that everything ran smoothly in our services. They also were essential in providing leadership at the training sessions for those who served in worship capacities.

The ever-popular Boar's Head Festival is our gift to the community, as well as a way for over one hundred-fifty members of our parish family to work together on a large-scale project. The 2017 performances were well received by large and appreciative audiences. The Bethesda Choir continued to provide music for our 11:00 a.m. services. Our concerts and choral services during 2017 included our continuing series of First-Sunday Evensongs, each preceded by a half-hour recital. Other highlights included A Service of Advent Lessons and Carols, the annual Christmas Concert and Community Carol Sing, and A Festival of Nine Lessons and Carols (this year celebrating my 30th anniversary at Bethesda-by-the-Sea with some special surprises).

Respectfully Submitted,



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



From the Associate for Outreach and Development

Outreach Committee—Pat Reichenbacher, *Acting Chair*

We can measure our degree of compassion as individuals and a parish by how we treat others, in particular the vulnerable and those most in need. The magnitude of our compassion as The Church of Bethesda-by-the-Sea is found in the vitality of our outreach ministries. Committed to make an impact in the areas of education, hunger and shelter, we invested \$474,000 in outreach programs in 2017. This includes contributions approved by the Grants Committee, direct emergency assistance through the TRUE Fund, and the funding of our signature programs addressing hunger, housing, and education. 2017 highlights of the impact of Outreach at Bethesda include:

- Wednesday night suppers at St. George's Center that feed 3,600 people a year
- Weekend Backpack Bag meals through Opportunity, Inc. that serve 2,800 meals
- Empty Bowls raises \$78,000 for the Palm Beach Food Bank
- 150,000 meals prepared in three hours through Palm Beach Unites to fight hunger
- Bethesda Scholars serves a total of fifteen young men and women, three currently studying at Florida State, University of Central Florida, and Vanderbilt University
- \$186,000 in grant dollars supporting local and national not-for-profits addressing housing, education, and hunger
- The TRUE Fund Committee gives \$37,473 in emergency assistance to 34 individuals and families
- In a special appeal for Hurricane Irma relief, members of Bethesda contribute \$85,758
- Share What You Can collects hundreds of pounds of groceries for the hungry

These are only some examples. Other powerful outreach ministries include the Port Ministry, Nautical Knitters, Angel Tree, and Blessing of the Animals, to mention just a few. Our shared ministry of reaching out to the community, nation and world is a key way Bethesda by word and deed shares the Good News of God in Christ, loving our neighbors as ourselves, and striving, with God's help, for justice and peace among all people.

Stewardship Working Group—Paul Coombs, *Chair*

Our development efforts at Bethesda are rooted in establishing and growing relationships that result in deeper connections to the parish. As we ourselves experience, and invite others to know for themselves the richness of life at Bethesda, our passion for its mission and our commitment to its future grows.

The invitation to commit financially to the ministries of Bethesda requires a prayerful response from us all. Our support ensures meaningful Christian Education for young people and adults, worship and music that draws us into reverent praise and thanksgiving to God and sharing Christ's love to visitors and new parishioners through welcome and hospitality.

The 2017 Annual Campaign was a tremendous success. We exceeded our 2017 pledge and giving goal of \$2 million by \$85,000! This milestone included 403 pledgers, and 223 parishioners committed more money in 2017 than in 2016. There were 88 new givers. Nevertheless, there is so much more we can accomplish as more of us experience the joy of generosity and make a financial commitment to The Church of Bethesda-by-the-Sea. To reach our giving goal of \$2.8 million per year, all of us must participate at the level proportional to our financial circumstances. When we achieve this vision, we will fully fund our more than sixty ministries, accomplishing nothing less than the transformation of lives through the love of God in Christ.

Faithfully,



The Rev. Thomas R. Morris, *Associate for Outreach and Development*



From the Associate for Christian Education and Pastoral Care

Bethesda Cares Committee—Jodie Payne and Chuck Zettler, *Co-Chairs*
Education Committee—Bill Eckberg, *Chair*

2017 has been a full year, and the Kingdom is nearer for the work that Bethesda Cares and the Education Committee have done, especially their leadership, and a host of others who make us a caring parish and well-formed as Christians.

Desire for ample Christian formation was a driving force behind the changes we made on Sunday mornings in Bethesda in the fall, shortening the 9:00 service and scheduling a hosting priest to ensure that adult formation enjoyed a full hour and not suffer encroachment and clergy-loss, regular problems heretofore. Forums throughout the year have been strong and varied, from listening sessions to conversations about depression and the holiday season. Educational offerings on Sunday mornings are priorities for this church, which is a clear indication of an healthy parish.

For the second year, The Middle Way continued strong, seeing an average of 30-40 people who gathered on Wednesday evenings during the program year. Each evening offered the options of two recurring classes and two featured classes. Since Fr. Thomas has joined us, we have also been able to enjoy his leadership leading a bible study each Wednesday. The Middle Way ends every week with a restorative and mystical compline in the choir.

Education continued with three unique retreats in 2017. The Lenten Retreat, led by the Rev. Ed Bacon, and the Advent Retreat, an introduction to the Enneagram led by Joey Schewee, bookended the year, and we introduced our emphasis on Celtic spirituality in anticipation of Fr. James's pilgrimage in 2018 and Bethesda's pilgrimage 2019 with a Celtic retreat led by the Rev. James Reho.

Pastoral care for the parish remained an essential responsibility for all clergy of Bethesda, as well as for Bethesda Cares. Ably assisted by the Shepherds, we maintained an active, year-round ministry of connections and relationships, all born of the love of God in Christ. The meal ministry continued strong this year, and we were able to take frozen meals from Bethesda as well as coordinate longer-term meal delivery for parishioners when necessary.

Bethesda is honored to distribute the Bethesda Memorial Scholarship from the beneficence of the Sturges and Ryerson Family Trusts. This year we reduced the number of awards to six and varied the amount of the award, allowing us make a greater impact on those students we award scholarships. With the matriculated freshmen and other recipients already in college, we distributed \$71,000 in scholarships in 2017.

It is a privilege to toil in this vineyard alongside such devoted and remarkable fellow ministers, and I am honored every day to serve as a priest in this place. My prayers continue as we look toward 2018 and our life together, seeking to see the face of God in all persons and bring the Kingdom of God nearer every day.

In Peace,



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

From the Director of Children and Youth Ministries

In a lot of ways, life is about challenge. In reflecting on where we have been over the course of the past year and where we are going with Children and Youth Ministries, I see a lot of challenges. There's one miracle that appears in all four gospels, which is Jesus feeding the multitudes, a tremendous challenge. The disciples bring a boy to Jesus with five loaves of bread and two fish, the proposed meal for the 5,000 assembled, and the Son of Man looks at scarcity and sees abundance.

One of the joys of working with children and youth is the constant motion. Young people are always moving, they're growing, they're changing, they're adapting. Educators often call what we do in the life of the church formation, a word used because none of the young people we work with are finished products; they are like globs of clay being molded and shaped by teachers, parents, friends, society. Their opinions evolve. Their attitudes are mercurial. Their interests come and go. All along the way, we walk with them, engage them where they are, and we never, ever abandon them. We look at them and we see the abundance of our faith.

We continue to offer classes on Sunday mornings for all of our children, this year focusing on the lectionary lessons that come from the worship experience. Our Kindergarten and 1st Grade class is taught through the leadership of volunteers Michelle Lese, Karen Schatten, Jean Tagatz, and Jennifer Anttila. 2nd and 3rd Grade is led by teachers Ejola Cook, Johanna Reyers, Frances Fisher, and Kenlynne Mulroy. Finally, our 4th and 5th Grade class is instructed by Kirsten Plymel, Michelle Diffenderfer, Maria Turkki, and Neely Young.

In addition to our children's offerings, we also feature a 6th/7th Grade Pre-Confirmation Class taught Raphael and Lois Clemente that asks tough questions of faith and life. Our 8th Grade Confirmation Class, taught by Beth Cole and me, builds on those questions by engaging the beliefs of our young people. And finally, the journey continues with our 9th-12th Grade Mission Group where instructors Cody and Ashley Fogwell, and Rick and Cordella Miessau, work with our teenagers to plan two summer mission experiences to the Florida Keys to offer relief to those devastated by Hurricane Irma and to Our Little Roses in San Pedro Sula, Honduras, where they will work with the orphaned girls.

In addition to our Sunday offerings for children and youth, we have created a Liturgy Group for Kindergarten through 5th Grade on Wednesday evenings, where children learn more about what it means to be an active participant in the worship life of our community, and our Bethesda Youth Group, a fellowship offering for our 6th through 12th graders. We also have a new Youth Coffee Group that meets at Subculture Coffee House in West Palm Beach after school on Thursday afternoons. Education happens in the joyous moments as well, which is why we continue to offer our Spring Carnival and Easter Egg Hunt, Mardi Gras, Trivia Nights, Peanut Island Camping Trip, Vacation Bible School, and the list goes on and on.

I am honored to work in the abundance of the Church of Bethesda-by-the-Sea with young people, parents, and volunteers, all who seek to serve Christ in all persons.

Respectfully Submitted,



Greg Knight, *Director of Children and Youth Ministries*



2017 Necrology

William Robert Allen
Christopher Brooke Asplundh, Sr.
William Alan Dayton
Ann Hughson de Bragança
Paige Husted Duff
Steve Charles Gordon
Frank Henry Habicht
Harold Irvin Hill
Mary Gerstenberg Hulitar
Ralph Stuart Johnston
James Walter Lea

Joseph Webb McLeary
Majorie Meacham Meek
Thomas Wilder Moseley
Linton Fairfax Murdock
Cornelia Bertles Pollard
Warren Nash Ponvert
Jane Frances Reeve
Janet Raymer Reynolds
Stanley Maddox Rumbough, Jr.
Harold Bartlett Scott
Bettie Lou Nicholas Vogel

2017 Bequests

*We give thanks to God for the generosity of these beloved members of our parish family
who this year provided for Bethesda's future life and ministry with a legacy gift:*

Mary R. Brown
Frank H. and Jeanne P. Habicht
Elisabeth M. Scott

Services for 2017

Baptisms 4
Confirmations, Receptions 2
Marriages 10
Burials 22

Holy Eucharists 261
Holy Eucharists (Private) 143
Morning Prayers 22
Complines 27
Stations of the Cross, Good Friday 1
Evensongs 7

Transitions

Baptism 19
Confirmation 10
Transferred In 26
Transferred Out 10
Lost by Death 21

Finance Report

Finance Sub-Committee: Peggy Johnson, *Chair*, and Zach Shipley, *Treasurer*

Audit Sub-Committee: Charles McGill, *Chair*

Income Statement

2017 Year-End Total Revenue of \$3,219k was \$52k or 1.64% greater than budgeted for year. 2017 Year-End Total Expenses of \$3,186k were \$19k or .6% more than budget of \$3,167k. BBTS had a Year-End 2017 net SURPLUS of \$33k which exceeds the expected budget by \$33k.

Annual campaign contributions in 2017 were \$2,085,077 a 4% increase over 2016 contributions. We were very pleased to see continued growth in our annual giving.

The Diocesan Assessment was lower than previous years because the Diocese cancelled assessments in the final two months of the year to help churches recover from Hurricane Irma.

SUMMARY INCOME STATEMENT
Church of Bethesda-by-the-Sea - Operating Fund
Period Ending December 31
(\$ thousands)

REVENUE	2014	2015	2016	2017
Unrestricted Gifts	\$ 2,001	\$ 1,865	\$ 2,070	\$ 2,193
General Endowment Draw	231	259	266	269
Building Endowment Draw	76	136	118	127
Other Revenue	571	595	581	630
TOTAL REVENUE	2,879	2,855	3,035	3,219
EXPENSES				
Payroll & Benefits	1,425	1,381	1,496	1,566
Diocesan Assessment	288	312	315	273
Other Expenses	1,003	1,152	1,156	1,347
TOTAL EXPENSES	2,716	2,845	2,967	3,186
NET OPERATING SURPLUS/(DEFICIT)	163	10	68	33

Balance Sheet

Total assets increased by 1.5 million during 2017 mainly due to favorable investment outcomes. The endowment fund was established in 2009 with a \$3.4 million contribution from the Church's investment assets. A Preservation Endowment fund was established in 2013. At the end of 2017 the primary Endowment fund was at \$7.63 million and the Preservation Endowment fund was at \$3.20 million. Both funds have a 4% annual draw for operations and preservation. A separate Fitz Dixon Endowment Fund was valued at \$1.58 million at year end and has annual draws based on earned income in the fund.

SUMMARY BALANCE SHEET
Church of Bethesda-by-the-Sea - Operating & Non-Operating Funds
Period Ending December 31
(\$ thousands)

	2014	2015	2016	2017
ASSETS				
Cash	\$ 406	328	374	636
The Shoppe Inventory	10	15	19	19
Unrestricted Fund	501	424	436	390
Restricted/Consolidated Fund	1,927	1,593	1,530	1,760
Common Endowment	6,791	6,498	6,659	7,635
Restoration & Preservation	4,380	4,094	4,118	4,168
Other Designated/Restricted Funds	2,922	2,934	2,987	3,188
Pledges Receivable - R&P	1,740	1,640	789	709
Fixed Assets	5144	6,134	7,368	7,290
TOTAL ASSETS	23,821	23,660	24,280	25,795
LIABILITIES				
Payables	441	393	425	300
TOTAL LIABILITIES	441	393	425	300
CAPITAL	23,380	23,267	23,855	25,495
TOTAL LIABILITIES & CAPITAL	23,821	23,660	24,280	25,795

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 Mr. A. Michael Sullivan, Jr.
 Mr. and Mrs. Gary Sullivan

Mr. and Mrs. Lawrence Sullivan
 Mr. Matthew Sullivan
 Mr. and Mrs. David Supple
 Ms. Virginia Rose Swan
 Mr. and Mrs. Robert E. Swanson
 Mrs. Lisa Swift
 Mr. and Mrs. Trent Swift
 Mrs. John Syverson
 Ms. Margaretta Taylor
 Miss Mariette Taylor
 Dr. and Mrs. Paul J. Taylor-Smith
 Mr. Lloyd Terry and Mr. Benjamin Williams
 Mrs. Anne Marie Fox Thomas
 Mr. and Mrs. Joe B. Thompson
 Mr. Robert C. Thompson
 Mr. and Mrs. Richard Thornburgh
 Mrs. Amy Tilley
 The Rev. Dr. Cecily J. Titcomb and
 Mr. E. Rodman Titcomb, Jr.
 Mr. and Mrs. William H. Told, Jr.
 Mrs. Donlita Toni
 Mr. and Mrs. John Trent
 Mr. and Mrs. Robert Treuhold
 Mr. and Mrs. Luis Treutel-Guiterrez
 Mrs. Benita Trinkle
 Mrs. Raymond Tronzo
 Mr. Gregory Turner
 Mr. and Mrs. Robert Turner, Jr.
 Mr. and Mrs. Wallace R. Turner
 Mr. and Mrs. William Tylander, Jr.
 Mr. and Mrs. Michael E. Tyler
 Mrs. Lois Umbach
 Mrs. Ava Van de Water
 Mr. and Mrs. Frederic Van der Grift
 Mr. and Mrs. Paul Van der Grift
 Mr. and Mrs. Cornelis van Hoek
 Mrs. Charles B.P. Van Pelt
 Ms. Susan Van Pelt
 Ms. Constance Vanvalkenburg
 Mr. and Mrs. Royall Victor III
 Mr. Edwin Vinson
 Ms. Michele Vogel
 Mr. Krystian Von Speidel
 Mr. Peter E. Voss
 Mrs. Harriette B. Waddell
 Mrs. Yvonne Wagner
 Mr. and Mrs. William Walde
 Mrs. David Walker
 Mrs. Nancy Walker
 Mr. and Mrs. Thomas Walker
 Miss Abigail Wandoff
 Miss Sophia Wandoff
 Mr. and Mrs. Richard Wandoff, Jr.
 Mr. and Mrs. James Ward
 Mr. and Mrs. Nathan P. Ward
 Mr. and Mrs. Jeffrey Warren
 Mrs. George Washburn
 Mr. Andrew Watson
 Mr. William Taylor Watson IV
 Mr. and Mrs. R. John Wean III
 Mr. David A. Webster
 Mr. and Mrs. Joseph Webster III
 Ms. Mary Weinberger
 Mr. John H. Wert

Mr. Thomas Whelan
 Mr. and Mrs. Stephen White
 Dr. Graham Whitfield
 Mr. and Mrs. Allen Whittemore
 Mrs. Nancy Wibbelsman
 Mrs. Beverly Wilbur
 Mr. and Mrs. George Williamson
 Mr. and Mrs. Owen Williams
 Mr. Tom Williams
 Mr. and Mrs. William Williams
 Mr. and Mrs. George Williamson
 Mr. James Wilson
 Mr. and Mrs. Ricky Wilson
 Mr. and Mrs. Frederick Winseck
 Mr. and Mrs. William Wister
 The Rev. and Mrs. David F. With
 Mrs. William Wolbach
 Mr. and Mrs. Peter Wolfe
 Dr. Linda Cox
 Mr. and Mrs. Robert Wood
 Mrs. Charles Woodall, Jr.
 Mrs. Margaret Wort
 Mr. and Mrs. Robert Wright
 Mrs. Clinton R. Wyckoff
 Mr. and Mrs. James C. Wynns
 Mr. and Mrs. Robert E. Yaw II
 Ms. Diane Yost
 Ms. Judy Young
 Mr. Mark Young
 Ms. Neely Young
 Mr. and Mrs. Ronald Young
 Mr. and Mrs. John Zenko
 Mr. Fred Zrinscak, Jr.

Agenda for 2018 Annual Meeting

Call to Order.....	The Rector
Opening Prayer and Necrology.....	The Rev. Burl Salmon
Acceptance of Minutes.....	The Rector
Election of New Vestry Members... ..	The Rector and Barbara Callahan, <i>Nominating Committee Chair</i>
Finance and Stewardship Report	Peggy Johnson, <i>Chair, Finance Sub-Committee</i>
Junior Warden's Report	Gary Sullivan, <i>Junior Warden</i>
Rector's Address	The Rev. James R. Harlan
Other Business.....	The Rector
Closing Prayer and Blessing.....	The Rev. Thomas Morris

Tellers

Bill and Marcia Cini
Tom and Sara Griffen

Minutes of the 2017 Annual Meeting

Call to Order: The Rev. James Harlan called the 128th annual meeting to order at 9:30 a.m., noting that there was a quorum present.

Opening Prayer & Necrology: The Rev. Burl Salmon opened with prayer and recited the 2016 necrology.

MINUTES OF THE 2016 ANNUAL MEETING

Motion: A motion was made by Mike Victor and seconded by Bobbie Leek to accept the minutes of the 2016 annual meeting as written in the distributed annual report. The motion passed unanimously.

VESTRY

Outgoing Vestry: Father James and the Senior Warden thanked the outgoing Vestry members, Paul Coombs, Susan Keenan, Bobbie Leek, Matt Lorentzen, Tanner Rose, Zach Shipley, and Treasurer, Jim Myers. Each outgoing member was presented with a commemorative gift to thank him or her for his or her years of service.

Vestry Nominations: Father James announced that the Nominating Committee had nominated the following four people to serve three year terms on the Vestry: Sandy Burdett, Paul Coombs, Michelle Diffenderfer, and Peggy Johnson.

Motion: A motion made by Wendy Victor and seconded by Pat McGill to elect the proposed slate of four candidates by acclamation and a voice vote. The motion passed unanimously.

Delegates to the Diocesan Convention: Father James announced that the Nominating Committee had nominated the following four people to serve as the delegates and alternates for the Diocesan Convention: Tom O'Brien, Jan Shoobridge, Michael Smyser, and Ben Williams, Alternate.

Motion: A motion was made by Bill Eckberg and seconded by Lloyd Terry to elect the proposed slate of four candidates by acclamation and a voice vote. The motion passed unanimously.

Financial Report: Matt Lorentzen gave the financial report. He reported that the Church's revenue has been growing for the past several years, that the Church's ministries and spending have grown accordingly, and that the Church earned a small surplus in its operations in the past year.

Stewardship: Paul Coombs gave the report on Stewardship. He outlined plans for the Annual Stewardship campaign, to be continued through the end of March and conducted vigorously until then.

Junior Warden's Report: Tanner Rose gave an update about capital projects. He reported the Church's success in persuading the Town of Palm Beach and the residents on streets near the Church to broaden parking restrictions to allow Church parking in Parking-By-Permit-Only zones. He also reported that the multi-year program to restore the exterior masonry of the Church will be completed soon.

Rector's address: Father James addressed the Meeting. He introduced Rector's Crosses and awarded them to honored Connie Purcell, Jim Goodner, Arlo Prior, Phyllis Goodner, Rick Wandoff, and Pat Reichenbacher for their contributions to the Church by their long and faithful service. He thanked the Vestry and Officers and the Church's Associates for their work in the past year, which he reported to have been a year of great accomplishment for the Church.

Adjournment: The Rev. Kimberly Still offered a closing prayer and the meeting was adjourned at 10:35 a.m.

Clergy and Staff

RECTOR AND ASSOCIATES

The Rev. James R. Harlan, *Rector*

The Rev. Thomas R. Morris, *Associate for Outreach & Development*

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

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

Fred E. Staley, *Associate for Administration*

NON-STIPENDIARY ASSISTING CLERGY

The Rev. Canon Elizabeth R. Geitz, *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

Renée Boger-Cheifet, *Communications Coordinator*

Turia Roebuck-Hayden, *Outreach & Development Coordinator*

Jessica Reed Hitchcock, *Children & Youth Ministries Coordinator*

Douglas Kwoka, *Communications Coordinator, Interim*

April Lawrence, *Fellowship & Membership Coordinator*

Regine Reimann, *Worship & Pastoral Care Coordinator*

ADMINISTRATIVE STAFF

Joann LaBarca, *Financial Assistant*

Ayana Pineiro, *Assistant to the Rector*

SEXTONS

Frank Escalante, *Sexton for Hospitality*

Robert Mancuso, *Sexton for Liturgical Support*

Keith Risley, *Sexton for Grounds*

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*

Arlene Darcy, *Office Assistant*

Jonathan Goodine, *Receiving Specialist*

Fred Pickett, *Receiving Specialist*

The Church of Bethesda-by-the-Sea

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