



The
Church of
Bethesda-by-the-Sea
Love and serve

Annual REPORT

2023

Bethesda's Mission is to experience the clear and strong presence of God and to understand and spread Christ's teachings through collective worship, learning, and service.

**Annual Parish Meeting
January 28, 2024**



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Agenda for 2024 Annual Meeting

- I. Call to Order Beth Cole
- II. Opening Prayer The Rev. Tim Schenck
- III. Approval of Minutes Beth Cole
- IV. Rector’s Year-in-Review Slideshow The Rev. Tim Schenck
- V. Report of the Nominating Committee Tanner Rose
- VI. Vestry & Delegate Election Beth Cole
- VII. Finance Report & Presentation of 2024 Budget Matt Lorentzen
- VIII. Conversation with the Rector The Rev. Tim Schenck
- IX. Other Business Beth Cole
- X. Motion to Adjourn Beth Cole



Rector, Wardens, Officers, and Vestry

The Rev. Tim Schenck, *Rector*

Wardens, Officers, and Vestry

- Beth Cole, *Senior Warden* (2026)
- Gene Carter, *Junior Warden* (2024)
- Suzanne Crawford, *Clerk* (2025)
- Bob Diffenderfer, *Chancellor*
- John Brim, *Treasurer*
- Jim Bertles (2026)
- Barbara Callahan (2025)
- Randall Gluss (2025)
- Edythe Gordon (2024)
- Lisa Hastey (2025)
- Sebastian Kent (2024)
- Matthew Lorentzen (2026)
- Pam Miller (2026)
- Chuck Zettler (2024)

The Bethesda-by-the-Sea Prayer

Most holy and gracious God, whose love and compassion transcends our knowing: Look favorably upon the Church of Bethesda-by-the-Sea; give us open hearts to follow where you lead; help us to be a place of healing and hope; bless those who seek strength and comfort within our walls; and send us forth into the world to love and serve you; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, for ever and ever. *Amen.*

From the Rector

When I was a young cleric, the first parish I served as rector was a small, beautiful stone church in Briarcliff Manor, New York, about 20 miles up the Hudson from New York City. It was called All Saints' Church, and I took great pleasure in this. I love saints and I love All Saints' Day, and so we always had a big blowout celebration on All Saints' Sunday. Frankly, I also enjoyed telling my clergy friends that, while it was nice that they served a St. Mark's Church or a St. Mary's Church or whatever, the church I served was All Saints'. Every single one of them. So, obviously my church was better than theirs.

Well, we all know that pride goeth before a fall, so this came crashing down on me when I was next called to serve a church called St. John the Evangelist in Hingham, Massachusetts. I was demoted back down to just one saint. But still, every year we always celebrated our patronal festival and made a big deal about St. John the Evangelist.

And then I came to Bethesda-by-the-Sea. And as you well know, there is no such thing as St. Bethesda. In the span of 20 years, I've gone from all of the saints to none of them! And not only that, there's no saint's day or feast day to celebrate our community. Until now. Because I have from henceforth, with the bishop's permission of course, declared the last Sunday of January as Bethesda Sunday. Every year on the day we hold our Annual Meeting, we will celebrate our faith, our community, and our ministry together. We will hear the story from John's gospel about the Pool of Bethesda, which literally means "place of healing," and we will pray the Bethesda Prayer, which I wrote for this occasion. And then we will gather for our annual meeting and have a parish picnic after the 11 o'clock service. So welcome to the very first Bethesda Sunday.

One of the things I love about preparing for the annual meeting is the opportunity to pause and take stock of where we are as a parish. It's a chance for all of us to look back at the year that has passed and peer into the future.

And I have to say that my first full year among you has been an exciting, fun, full, faithful, spirit-filled time at Bethesda-by-the-Sea. The Holy Spirit is absolutely moving in this place. I certainly feel it. And I hope you do too.

The Spirit blowing around Bethesda is leading us to try some new things, to take some chances, to dream big, to act boldly. Even as we hold onto and celebrate all the cherished traditions that make Bethesda such a special place. And it is this balance between tradition and innovation that is such a joy to behold and to be a part of.

So how do I see the Holy Spirit manifesting itself among us? As I've reflected on our common life together, I see what I'd call the five "spirits." They transcend finances and attendance figures, all of which are highlighted in our annual report, and are absolutely trending upwards. For example, we had 400 more people at our Christmas services this year and pledging was up 25%. But what I'm seeing and feeling is bigger than this.

At Bethesda-by-the-Sea, I see and feel a spirit of invitation. A spirit of connection. A spirit of generosity. A spirit of vitality. A spirit of innovation. So, let's take a look at these.

First, there's a spirit of invitation. Whether they first encounter an usher, a Bethesda Ambassador, a member of the staff, or any one of us, it makes a big difference when people are genuinely and authentically welcomed here. Not because they look or act a certain way, or because we want to hand them a pledge card, but simply because Scripture bids us to welcome the stranger. And because we know how much our own lives have been touched and transformed through our encounter with Jesus Christ in this place, we want to share that with others.

I've witnessed a number of you inviting friends to join us on our journey, both people new to Bethesda and those who may have drifted apart from this community. Some say yes, some say no. But the doors are always open, the invitation is always extended. No matter who you are, where you're from, who you love, or what you believe, the message we communicate to the world is that there is always a place for you at Bethesda-by-the-Sea.

And when we view our entire campus as a spiritual oasis, we want others to come and see and experience God's presence in the church or on our grounds. Does our community change when others are welcomed into the congregation? Absolutely! And it's not just because someone may have the audacity to sit in "your" pew. It's because they bring their gifts and talents and beliefs and their very souls to bear on the community. Growth is always a dynamic and sometimes scary force. But we're here to share the good news, not keep it to ourselves. And I think we always need that reminder. We have a wonderful welcoming ministry in our Bethesda Ambassadors. But we can never forget that we are all — very single one of us — ambassadors of hospitality and welcome. So there's a spirit of invitation.

There's a spirit of connection. As a community of faith we are rooted in the greatest commandment. Jesus tells us to love God and love neighbor. And that's where connection happens, when we are connected to God and connected to one another. We connect to God through the unparalleled liturgy, music, and worship that happens within our walls — and I don't ever want you to take for granted what happens here on Sunday mornings. It is extraordinary, it is inspired, it is holy. And it brings us all closer to God.

Being connected to one another is also such an important part of what we do here. For anyone who's ever participated in Boar's Head or served on a committee or worked with the Flower Guild; for anyone who's ever been an acolyte or attended Bible study or volunteered at the Church Mouse, or countless other opportunities, you know how we grow when we connect to others in this place. It's said that you get out of a faith community what you put into it. I can't encourage you enough to engage here, because connecting with others broadens our understanding of the wideness of God's love. So there's a spirit of connection.

There's a spirit of generosity. This often manifests itself in financial giving. And I've seen this play out through our annual campaign, but also through special gifts for projects like the choir room renovation, our remodeled first floor nursery, a matching grant to help us pay for a Family Ministry Coordinator, our tower lighting project, funding for our Alpha program, among others. People want to see Bethesda thrive, and I am incredibly grateful that those in a financial position to make a difference are doing just that.

Cultivating a spirit of generosity and encouraging people to give according to their means — whatever the amount — is an important mark of a thriving community of faith. It’s also a spiritual discipline that demands conversation rather than avoidance. Which is why I’ve promised to always be open and transparent with you when it comes to the financial needs of this parish.

But this is also about a generosity of time. We don’t punch the clock when we do ministry around here, but a lot of you have pretty full time sheets. And I want you to know just how much you inspire me as I look around this place. I know you aren’t serving God through Bethesda to be noticed but still, I notice, and I give thanks to you every single day for the ways you serve God through this parish. It matters, and it makes a difference. So there’s a spirit of generosity.

There’s a spirit of vitality. Now, the life of faith isn’t about having a really long to-do list. That’s not the point, surely. But when you show up at church on Sundays or during the week, there’s a lot happening around here. People are meeting and studying and cooking and folding and hauling and arranging. But it’s not just the hive of activity I notice, it’s the joy. People are happy to be here, excited to be here, energized to be here.

I’m fully aware that salvation doesn’t come through church committees, but one of the reasons we’ve started some new ones like our reenergized Outreach Committee and our incredibly talented Communications Committee, is that there is such incredible giftedness that resides in this community, and my goal is to simply unlock the gifts you all have and encourage you to share them with this community. It’s nice to have some clergy around, but lay ministry will always be the foundation of a thriving parish. And we will continue to nurture it and encourage you to use your creativity and talents in the service of our Lord. So there’s a spirit of vitality.

Finally, there’s a spirit of innovation. I hope to continue to create space for failure. That may sound like an odd statement. But when we aren’t afraid to fail, it gives us the freedom to try new things, to be creative in ministry. I’m all for throwing some things against the wall and seeing what sticks. God will always make it pretty clear what will fly and what won’t.

But it is in this spirit that we have created the Bethesda Center for Spirituality; that we have brought the Alpha program to Bethesda; that we are reimagining the Bethesda Bookshop as a hospitality hub in the middle of our campus; that we are thinking boldly about how we can make the greatest impact with our outreach efforts, in a way that blends financial generosity with hands-on opportunities for service; that we are seeking creative ways to share our worship and ministry with the wider world; that we are building a staffing plan that supports our vision for the future. Bethesda should be a leader when it comes to revitalization efforts in the wider church, and when we embrace this responsibility our impact only deepens. So there’s a spirit of innovation.

These five spirits are all shared within the context of our vision which, as a reminder, is built on two pillars: Seeing Bethesda as a Spiritual Oasis, a place where parishioners and visitors are drawn on Sundays and throughout the week for inspiration and transformation. And seeing Bethesda as a Beacon of Hope, offering grace and compassion to a broken, hurting, and divided world. Everything we’re hoping to do and be is rooted in these two pillars, along with our commitment to “Love and Serve” the Lord.

In the end, I encourage you not just to go to church, but to be the church. To nurture your relationship with the living Christ through our many spiritual offerings; to live your life as an active follower of Jesus, not a passive recipient of the faith; to invite others to come and see what’s happening at Bethesda; to get involved and share your gifts with this community; to open your hearts and minds to the possibility that God is doing something new and amazing both in your own life, and here at Bethesda-by-the-Sea.

In the King James Version of the passage from John’s gospel about Jesus’ healing of the man in the pool of Bethesda, we hear that an angel would occasionally go down and “trouble the water.” I love that phrase. This stirring up, this troubling of the water is what led people to seek it out as a place of healing. God is absolutely troubling the water at Bethesda-by-the-Sea. I encourage you to boldly step in, and prepare to be transformed by the one who loves us, forgives us, strengthens us, heals us, and sustains us.

A few thank yous are also in order. First, I am incredibly grateful to the lay leadership of this parish. It is a good and holy thing to have a creative and faithful Vestry to serve alongside as co-laborers in the vineyard. Leading the charge is our Senior Warden, Beth Cole, whose energy and passion for this parish are unparalleled. She continues to be a wise sounding board for me, a person of action, and somehow also recruits for Boar’s Head seemingly year-round.

On behalf of the entire parish, a hearty thank you goes out to our retiring Vestry members: Junior Warden Gene Carter, Edythe Gordon, Sebastian Kent, and Chuck Zettler. Their ministry has had a major impact on this place and I can’t wait to see what new ministries they’ll engage with in the years ahead.

We have many ministry chairs and committee heads who do so much to make this parish so special. I can’t name them all here, but their names are certainly written on my heart.

There has been some staff transition over the past 12 months, but we are building a team that will sustain us both now and in the future. We have a talented staff that is committed to our vision, excited about their part in it, willing to do whatever it takes, and open to the moving of the Holy Spirit in this place. We couldn’t do a fraction of what happens at Bethesda without our clergy team, music, administrative, program, financial, and sexton support staff. Plus, they’re a lot of fun to work with!

Finally, thank you to my wife Bryna. Her love and support never cease to amaze me, and I couldn’t imagine doing what I do without her by my side.

May God bless us all in the year ahead.

In Christ,



The Rev. Tim Schenck, *Rector*



From the Senior Warden

2023 was a year of change and growth, new beginnings and revival of old traditions. The Vestry and Officers met in April for a Saturday retreat with Fr. Tim and his newly hired Parish Administrator Joe Sanelli, to discern and dream about Bethesda's future. Fr. Tim shared a vision of Bethesda as a spiritual oasis and beacon of hope, which inspired us all. Together we envisioned a path forward which empowers lay ministry, and places Bethesda as a blessing to the community – a path which builds on our excellent welcoming culture and creates many entry points for people to experience the holiness, hospitality, and opportunity of our community of faith.

Fr. Tim presented the vision to the parish in an Adult Forum on November 19, and outlined the work that has been done and the work that is to come to bring it to fruition. If you would like to watch the recording of this presentation, visit the BBTS YouTube page and click on the Sharing the Vision video (<https://www.youtube.com/watch?v=bsyWD1FWa0k>).

This vision has informed much of the transitions and changes at Bethesda this year. Much of the change this year involved rebooting existing committees like Outreach and reimagining their mission. Other paused committees like Communications have been renewed to great effect. It has been a joy to watch new lay leaders emerge and embrace the challenges.

One of Fr. Tim's key focuses and talents is communications; with the committee's help and the recent addition of our new Marketing and Communications Coordinator Marisa Holliday, Bethesda's visibility in the community has blossomed.

Staffing reorganization and redirection was implemented to support the new initiatives and better utilize the skill sets of our dedicated staff. Greg Knight was appointed the Director of the newly created Bethesda Center for Spirituality, and in this role he has already developed wonderful programs and speakers for weekend retreats and for the Middle Way, and helped organize Bethesda's new Alpha Program.

Several key staff additions support areas of increased emphasis, notably Marisa in communications, Beth Glass as Bookkeeper and support of the Stewardship Committee, and just recently Carole Ann Vaughan as Director of Stewardship & Fundraising. Other key posts remain to be filled, notably a Family Ministry Coordinator to help build our programs to serve families with children.

So much progress has been made! The energy and excitement at Bethesda is palpable, and the parish's enthusiastic response to what is happening at Bethesda under Fr. Tim's leadership is tangible. Attendance at services, especially at summer services and on Wednesdays and 8:00 a.m. on Sundays, has significantly increased.

The revival of the traditional morning prayer service four days a week in the choir stalls at 8:30 a.m. has been well received. Attendance at the Christmas Eve and Christmas Day services jumped from 1,597 in 2022 to 2,024 in 2023, a 27% increase! Parish involvement in the Boar's Head and Yule Log Festival was the most robust in recent memory.

Another measure of vitality is how parishioners have been volunteering to take on projects which visibly impact members' experiences. For example, dedicated parishioners worked over the summer to move the nursery from its remote location upstairs to the visible and convenient location in the former ECW room, and at the same time give it a fresh and friendly new look.

Another group of members organized the lovely reception after the Christmas Concert to add hospitality and fellowship to this magnificent event, and decorated the garth with a Christmas tree and Christmas

lights to make it festive and inviting. Another small team is working on redesigning the bookshop and making it not only a place to buy imaginative and useful products, but also a welcoming place and resource for visitors. These are only a few examples of empowered lay people taking the initiative and making a difference.

Parishioners are also demonstrating their enthusiasm by volunteering to fund improvement programs which are not included in the budget. Generous parishioners have stepped up to fund the much-needed renovation of the choir room and the lighting of the church tower (in progress now). Other privately funded initiatives include the Alpha Program and a matching grant to help fund the Family Ministry Coordinator position. Many more of these opportunities exist!

One significant initiative approved by the Vestry is the renovation of the home on 206 Pendleton Ave. The home was previously used for housing Bethesda clergy but has been vacant for years and is in poor condition. After reviewing various plans for this property, the Vestry decided to renovate it and lease it to generate revenue, at least in the short term. This renovation will require significant capital investment. The project is being jointly managed by a team of dedicated parishioners led by some members of the Buildings and Grounds Committee along with Joe Sanelli. The construction permit has been obtained and pre-construction demolition has been accomplished at this time, with construction beginning soon.

I am very proud of the Vestry serving Bethesda. Our Vestry is committed to effective governance, transparency and engagement with the congregation. Vestry members are encouraged to go beyond a simple governance role and to embrace the role of effective parish leaders who actively seek out, encourage and develop volunteers and leaders in our congregation. There are so many opportunities to contribute your talent and grow your faith at Bethesda – speak to a Vestry member or member of the clergy if you are looking for a way to get involved.

I encourage you to get to know your Vestry and share your thoughts and feedback with them so they may better represent and serve you. You have an opportunity to learn who they are today – they will be literally serving you lunch at the picnic! (the revival of a lovely old Bethesda tradition).

I also encourage everyone to support Bethesda financially to the best of your ability. We all know how dramatically the cost of everything, especially imperatives like insurance and health coverage, has risen. Progress requires investment, and preservation of our impressive but old facility requires investment. The 2024 Stewardship goal is to increase Annual Giving 15% from last year, to \$3 million. To quote Fr. Tim's recent Stewardship message, "Amid renewed vitality, ever-deepening faith, and a new vision for Bethesda, now is the time to invest generously in our beloved community, helping us to realize our full potential as light-bearers."

On Sunday November 12, we celebrated the one-year anniversary of Fr. Tim's installation as our rector. It is hard to believe that Tim and Bryna joined the Bethesda community only 14 months ago. They have already given us so much love and devoted so much energy into bonding with all of us, and have become well-loved in return. In his gentle, calm way, Fr. Tim is resolutely leading us into a bright future and challenging us to have faith in God while we step boldly forward. So much progress has been made, and much more remains to be done. I feel privileged to be part of this new era, and grateful for Fr. Tim's ministry and the incredible community of faith that is Bethesda-by-the-Sea.



Beth Cole, Senior Warden



From the Junior Warden

Buildings and Grounds Sub-Committee, Chair

Bethesda has both a rich history and a bright future. With God's blessings we will continue to serve God in and through Bethesda. Serving as Junior Warden and Chairman of the Buildings & Grounds Sub-Committee for the past two years has been an exciting and rewarding journey.

I want to extend my thanks and appreciation to the members of the Buildings & Grounds Committee for their support and hard work during these extraordinary and consequential times. I am also grateful to those who took me under their wings on topics of which I required assistance. The journey we have taken together has been unimaginable.

Committee members are: Gene Carter, Chair; Pam Miller, Vice-Chair; Beth Cole, Senior Warden; Richard Crone, Sandra Stern, Gary Sullivan, Linda Wilson, John Ilnicki, Karen Glover, Joseph Sanelli, J.R. Thompson

This year, the Buildings & Grounds Sub-Committee developed the following mission statement to define our ministry's work, our objectives, and how we will reach our objectives:

The mission of the Buildings & Grounds Sub-Committee of Bethesda-by-the-Sea is to preserve and maintain the structures, equipment, furnishings, and grounds to provide sanctuary for community worship and service, contemplative prayer, and reflection.

We strive to align our efforts with the mission and values of the Church. We honor our foundation in faith and commitment to Jesus Christ, who is the cornerstone of all that we do.

As we reflect on how far we have come at Bethesda-by-the-Sea in 2023, there is so much to celebrate and be thankful for during 2023. It is impossible to list all the many accomplishments but here are some highlights:

- At Bethesda we are blessed to have a professional Associate for Music and Liturgy and talented choir. We take great pride in the beauty and inspiration of our musical program. This year, we completed the renovation of the Choir Room. The rededication was held on November 19.
- The Town of Palm Beach approved the architectural drawings and building permit for our Church Tower lighting project. Installation will begin this spring.
- One significant initiative is the renovation of the house at 206 Pendleton Avenue. The home was previously used for housing Bethesda clergy but has been vacant for years and is in poor condition. After reviewing various plans for this property, the Vestry decided to renovate it and lease it to generate revenue, at least in the short term. The construction permit has been obtained and pre-construction demolition has been accomplished at this time, with construction beginning soon.

- With longtime sexton for grounds Keith Risley's retirement, we contracted with a new lawn service company to handle this aspect of parish life, with very positive results.
- A new four-ton Air Handling Unit was installed in the church choir room (unrelated to the renovation work).
- Repairs of broken pipes underground were completed.
- Replacement of Ficus hedges in the Children's Playground was completed.
- New signs (movable and permanent) were added on campus to affirm Bethesda's warm and welcoming community spirit.
- Rectory closet and minor kitchen work was also completed.
- We laid the groundwork for developing a new planned and staged maintenance program.

None of these achievements would be possible without the compassion, energy, and generosity of Bethesda's parishioners, clergy, and staff. As we enter the New Year, may God be with us all.

I look forward to remaining an active participant in Bethesda's exciting future to continue God's work.

Faithfully,



Dr. Gene Carter, *Junior Warden*



Candidates for Nomination

FOR THE VESTRY

Service from January 2024 to January 2027

JAMES BRODSKY



James Sharp Brodsky (Jim) grew up in Providence, RI and attended the Moses Brown School followed by the Pomfret School. After receiving his A.B. in International Relations from Brown University in 1990, he worked for the advertising firms Saatchi & Saatchi and Backer Spielvogel Bates Worldwide in New York City. In 2000, he started his own public relations and marketing agency Sharp Think, Inc. Today, Sharp Think is an award-winning agency that represents a diverse roster of global clients and has offices in New York, Palm Beach and Los Angeles.

Jim is a former Board Member of the New York Landmarks Conservancy and served on the Sacred Sites Committee which provides grants to enable the restoration of religious sites throughout the state. He is also a former Board Member of the Columbia-Greene Memorial Hospital Foundation in Hudson, NY.

Jim and Phil McCarthy were married at St James' Church in New York City in 2015. Since moving to Palm Beach in 2016, Jim has been an active member of Bethesda, serving as an Ambassador for the past three years, and chairing the newly-formed Communications Committee.

Jim is honored to serve in this leadership role and looks forward to contributing his professional expertise and deep Christian faith to Bethesda in the coming years.

CARLOS GABINO



Carlos Gabino has lived in the Palm Beach community for 14 years and in the South Florida area much longer. Carlos moved to the Weston and Davie areas as a teen before earning a Bachelor's in Science degree in Criminology and Criminal Justice with a Minor in Business at Florida State University.

In 2003, Carlos joined the Coral Springs Police Department as a Police Officer, serving as a Road Patrol Officer and a Detective investigating automobile theft, property crimes, and economic crime. Carlos has received numerous commendations and expects to retire from the department in March 2024.

Carlos is also a Sales Associate and Realtor with Keller Williams Wellington, and is excited to make that his full time profession after retirement.

Carlos is married to Kristen Gabino, a Palm Beach County teacher and member of the Bethesda Choir. Together they have a daughter, Isabella, who attends Bak Middle School for the Arts as a Voice Music major, and has been an active participant in children's and youth programming, including regularly serving as an acolyte.

Carlos has been active at Bethesda-by-the-Sea since 2005, participating in the Boar's Head Festival, Faith in Action Committee, and volunteering with the First Responders Breakfast. Carlos looks forward to serving the Bethesda community in the coming years.

TOM GLOVER



Tom Glover is a graduate of The University of Virginia (BA) and The Wharton School of the University of Pennsylvania (MBA). Tom and his wife, Karen, are native Floridians who met in New York City while pursuing their careers post college. Tom has worked in investment banking and private credit for more than thirty years, having held several leadership positions. Tom's volunteer activities include current and past board and officer roles with not-for-profit and educational organizations. In 2020, he and Karen returned to Palm Beach, where Tom continues his private credit business.

Bethesda became a part of Tom's life more than 25 years ago when he married Karen, a life-long congregant of Bethesda and the daughter of the late Bill and BJ Kemp, who were very active in the Bethesda community. Their children, Thomas (23) and Gigi (22) were both baptized at Bethesda. Tom currently serves as an usher at the 9 a.m. service and is grateful to be part of the Bethesda community, where he finds spiritual grounding and peace.

RACHEL SUPPLE



Rachel Supple, a native Palm Beacher, Rachel was baptized and confirmed at Bethesda, and was actively involved in many aspects of the church in her youth, including teaching Sunday School and serving as a Lay Reader. A graduate of The Hotchkiss School, The University of Virginia (B.A.) and Vanderbilt University (M. Ed.), she was an elementary school teacher for many years in Aspen, CO.

Rachel was married to David Supple at Bethesda in 2008, and they moved back to Palm Beach with their daughter, Laing, in 2014. Having volunteered her time in various Palm Beach area schools, Rachel currently co-leads Girls of Grace with the Reverend Susan Beebe, coordinates the Christmas Angel Tree Project, and is excited to become involved with the Bethesda Bookshop! Her daughter, Laing, (15) was also baptized and confirmed at Bethesda and consistently serves as a Lay Reader.

Rachel is incredibly grateful for all that Bethesda has been and continues to be in her life and that of her family; she is thrilled to serve the church and to give back to this remarkable place that helped to form her as a Christian and as a person.

** Vestry Nominees were selected by the Nominating Committee after the review process. 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.*

Candidates for Nomination

TO SERVE AS DELEGATES TO THE DIOCESAN CONVENTION

Service from January 2024 to January 2026

NANCY DRUM



Nancy Drum was introduced to the Episcopal Church in the early 1960's and first attended Holy Trinity in West Palm Beach. She returned to West Palm in 2000 after retiring from the position of Director of Food, Print, and Conference services for the southeast for Kimberly Clark in Atlanta, where she worked for 20 years.

Since returning to West Palm Beach, Nancy has been active at both Holy Trinity and Bethesda. While at Holy Trinity, Nancy served as lay reader, chalice bearer, office worker, and then studied for a year to become a vergier. She served on the Vestry there and was involved in many special projects and events. Nancy

transferred back to Bethesda in 2021 and now serves as an Ambassador, Eucharistic Minister and Vergier.

As a Delegate, Nancy hopes to bring her long history within the Episcopal Church and her experience and knowledge of the governing bodies, both historical and current. Nancy has a deep love of our church and what we stand for in the community, and is proud to represent Bethesda at the diocesan level.

STEVE POTANOVIC



Steve Potanovic graduated from The Culinary Institute of America in 1977 and began his career in the Hotel / Restaurant industry in South Florida and New York City. In the mid-1990's, he attended New York University to study the emerging field of Internet Technologies, working in the Web Production, Music Publishing and Finance industries.

While a born and raised Roman Catholic, he found the church to no longer fulfill the spiritual needs that it once had and stopped attending church. Then in the early 2000's a friend introduced him to the Episcopal Church and The Church of Saint Mary the Virgin, Times Square. He was received into the Anglican

Communion a few years later, serving as a Webmaster, Usher, Lay Reader and Alternate Convention Delegate. Since moving to Florida full-time in 2019, Steve has been attending The Church of Bethesda-by-the-Sea and joined the congregation the same year. Since then, Steve has helped with the Readers Guild, Web Streaming and Altar Servers guilds. He was proud to be a Beefeater at the Boar's Head and Yule Log Festival in January 2023.

From the Parish Administrator

"Every time I think of you, I give thanks to my God." Philippians 1:3

What a year it has been! As I reflect on my almost one year here at Bethesda-by-the-Sea, one word stands out to me, "thankful". My heart is overflowing with thankfulness to God for bringing me here to Bethesda and surrounding me with all of you, the Bethesda Community.

Reflecting on my gratitude, I give a deep heartfelt thank you to John Sory, who led the Parish Administrator search. I will forever be grateful for the role he played in bringing me here to Bethesda.

Father Tim. I have worked for many people in my professional career, which has included 30 years of full-time ministry. However, I cannot remember someone I appreciate, respect, or enjoy serving alongside, as much as I do Father Tim. As both an administrator, and parishioner, I am truly blessed to have him as the Rector of Bethesda.

The incredible committed, dedicated, and caring Bethesda staff. No matter how much you think you know about the level at which our staff serves this parish, I assure you, you do not know it all. I am humbled to be a part of this staff.

YOU, the parish of Bethesda-by-the-Sea. A few weeks prior to accepting the position as Parish Administrator, my wife and I attended Bethesda for the first time. The loving and friendly welcome we received caused us to immediately fall in love with Bethesda and all of you. We have called Bethesda-by-the-Sea our home church, attending nearly every Sunday, since.

They say, "People move the ministry needle". Over this past year, I have had the privilege of watching this parish move the ministry needle. I am overwhelmed by your level of commitment and service. Your service, volunteerism, and giving make it possible for Bethesda to do ministry here in our church, within the community, and beyond. You exemplify "Love and Serve"!

As Parish Administrator, I have the privilege of being at least "a little involved" in nearly everything Bethesda does. This provides me with a unique and special perspective on who we are, what we are doing and where we are going as a church. I can assure you; it is all good and pleasing to God.

Please accept my personal invitation to join us for Morning Prayer, every Tuesday-Friday, 8:30 a.m. - 8:45 a.m., in the choir pews. There is no better way to start a morning than reading scripture and praying!

Thank you for allowing me the privilege to serve here at Bethesda-by-the-Sea, and to serve all of you! I am very excited to see what the future holds for us.

Joseph Sanelli, *Parish Administrator*



From the Associate for Music and Liturgy

Music and Liturgy have thrived throughout 2023. We began with the exuberant return of the Boar's Head & Yule Log Festival after a two-year hiatus caused by COVID. The church was filled with smiling faces, and the 150+ people who formed the cast and crew experienced community, celebration, and fun with the brilliant and indefatigable leadership of Jim Goodner and Beth Cole.

With increased leadership from all of our liturgical ministries, we have developed a new Master Customary that covers all details of services, aided by years of manuals from individual ministries and copious notes taken after services during Fr. Tim's first year at Bethesda. Gary Sullivan and Denny Lanier recruited and trained new Acolytes, Crucifers, and Vergers to help lead our Sunday services; John Sory beautifully led the Usher Corps through numerous updates to our systems; Sebastian Kent has revitalized Altar Guild meetings; Maury Wolfe, with the help of a Steering Committee, has kept the Flower Guild inspired beyond our understanding; and I have trained many new Lay Readers to be part of our worship offerings. As we continue to polish our liturgical offerings to be accessible, inspiring, welcoming, and a lens for worshiping the Almighty, we are grateful to all those who contribute their time and energy for all our benefit. With record attendance numbers this year (Easter morning, for example, filled the church, the Parish Hall, the Cloisters, and the front lawn with worshipers), it is exhilarating to witness our online ministry growing even faster. Our Production Team streams all of our choral services as well as recording weddings and funerals, connecting our seasonal parishioners and others throughout the year. Hundreds of people watch services live each week, hundreds more watch during the week, and hundreds (sometimes thousands) more watch the clips of sermons, anthems, hymns, and organ music that we post afterwards. We are developing a vision for how this outreach can grow even more.

The organ renovation, necessitated by lightning strikes some years ago, achieved significant progress in 2022, but little in 2023. Having passed the original end date for the project, the organ builder missed numerous new timelines they set. With no end date in sight, we consulted with the Wyncote Foundation, our generous grantors for 90% of the project to date, and we subsequently discontinued the contract with the Austin Organ Company. Three more years of experience with the community, acoustic, and instrument have allowed time to step back and develop a broader overall vision for the project in line with the Rector's vision for the parish; we are engaged with Wyncote and excellent, alternative vendors to make the most of our magnificent instrument.

After more than a year of planning and design, the Choir Room underwent its first major renovation in 70 years. As a working space, expanding needs on the room had yielded many short-term solutions which were now in need of an overall re-think. We improved safety, security, storage, and lighting, resulting in a workspace that is beautiful and functional. Nine donors generously funded the project, and we were delighted to thank them publicly at the re-dedication in October.

The Bethesda Choir leads the spoken and sung portions of our liturgies with poise and sonic wonder. We continued exploring new-to-us repertoire from Renaissance, Tudor, Baroque, Classical, Romantic, and living composers to illuminate texts and themes of our Lectionary and liturgical seasons. Highlights include the Mozart Requiem on the Sunday after All Saints' Day,

including soloists from Palm Beach Opera and an orchestra; Easter and Christmas with brass and percussion; monthly offerings of Evensong; Lessons & Carols for both Advent and Christmas; and the Christmas Concert with orchestra. A quartet is assigned to help lead the 9:00 a.m. Sunday services, and small ensembles help to lead spoken and sung elements, as well as provide visual cues for the congregation, at weddings, funerals, and weekday major feasts.

Our Concert series, underwritten by the Greenfield Music Fund, included a fabulous recital in February by Richard Elliott, Principal Organist at the Mormon Tabernacle, and a spectacular silent movie accompaniment by the incomparable Dorothy Papadakos for Halloween. Each event drew new people to Bethesda and strengthened the community within; coverage in the media was extraordinary. We are excited for the outreach opportunities of concerts we host and by concerts presented at Bethesda by outside groups.

After missing several years of Continuing Education due to Covid, it was a great pleasure to customize a plan that would be more immediately useful than the conference options on offer this year. Meetings with music directors in major cathedrals and parishes in England shared ideas for liturgy, choir training, organ design, and more. Venues included York Minster, Canterbury Cathedral, Westminster Cathedral, Westminster Abbey, and All Saints' Margaret Street. Perhaps the most fascinating part was visiting the Watts & Co. showroom, makers of vestments and altar hangings. With some of our liturgical fittings reaching the end of their useful life, and our centenary approaching, we have been working with Watts to develop designs for some stunning successors, worthy of worship and the elegance of our beautiful building.

Finally, thanks are due to many people who have helped in our music ministry. In particular, I would like to mention Ayana Piñeiro-Ilnicki, who coordinates all of our liturgical participants each week (among many other things); April Lawrence, who manages behind-the-scenes setup for our events; Nancy Carter, Jerri Goffe, and Robin Neary, who have worked this year as Choir Librarians, including re-organizing the renovated Choir Room; the Sextons, who facilitate so much to allow us to do our work; and staff, clergy, and Vestry who make such a productive and joyful team. What a pleasure and privilege to work side-by-side every day with Tim, Susan, and Joe.

It is thrilling to be part of the Bethesda family as it grows and invites more people to be part of our worship community and tradition, listening for God's call to serve in renewed and invigorating ways.

Respectfully submitted,



Dr. Stuart Forster, *Associate for Music & Liturgy*



From the Director of Bethesda Center for Spirituality

The Spirit of God is always moving. This is one of the clearest truths that I have learned in my 11 years at Bethesda. Our children are actively moving through stories and activities. Our teenagers are literally moving on pilgrimage and mission experiences around the world. And our adult education opportunities are evolving and growing to meet the expanding spiritual needs of not just those who call Bethesda their church home, but those seeking a place of spiritual insight and renewal.

The first big movement with our children likely jumps right out at visitors to Bethesda. Our Nursery has finally moved back to the first floor in a way that is in line with our safe church policies, but also allowed for a beautiful resetting of the theme, toys, and furniture our youngest members could enjoy. We have a wonderful and dedicated Nursery staff in Sarah Caron and Gloria Cifuentes. Our Children's Ministry Coordinator, Johanna Reyers, continues to faithfully serve the young people of our parish by leading Sunday School and Wednesday Little Way each week. She is supported by wonderful volunteers including Alexandra Garrison, Carolyn Pressly-Ryan, Teresa Gonzalez, and Kirsten Plymel.

There are few people in this world who experience the joys and challenges of life transitions more than teenagers, and our youth programs at Bethesda continue to offer exceptional opportunities for young people to grow into the questions and assurances of their faith lives. We have a Sunday Middle School class designed to ask tough questions of faith led by teachers who are not afraid to wonder along with our youth, Chuck Hagy and Ejola Cook. We feature a Confirmation Class that engages questions of belief with exceptional teachers Beth Cole and Lisa Hastey. And our 9th-12th Grade Pilgrimage Group, led by a former Bethesda youth member herself, Madie Anderson, is currently exploring the story of St. Olav and what a saint actually looks like. This exploration comes with its own physical journey as our high school group will walk the way of St. Olav to Trondheim, Norway in June. It should be noted that this same high school group participated in a mission trip to St. Paul, VA in the heart of coal country this past summer and rebuilt a wheelchair ramp for a nurse suffering mobility issues in that rural part of the country. The Spirit has moved them to truly experience the story of God in all kinds of communities.

But, of course, one of the biggest transitions at Bethesda this year has been the creation of the Bethesda Center for Spirituality, or BCS for short. The BCS has a clear and simple mission, to provide honest, relationship-based, experiential learning opportunities to ALL people that find their way to Bethesda. We follow that mission along three different paths: "The Way In", "The Way Forward", and "The Way Together."

"The Way In" is for those who are new to Bethesda or the Christian faith and features our Bethesda 101 luncheons and gatherings for new members and Alpha for those who are seeking a deeper relationship to faith.


"The Way Forward" looks pretty familiar as that path includes traditional Bethesda adult education offerings like Previewing the Lectionary with Tom O'Brien, Theology in Film, Bagels and Bible Study, and Bethesda Yoga with Teresa Gonzalez. However, the BCS has allowed us to expand those offerings to include Faith in Action, a young adults and young-at-heart group dedicated to community service, and Bethesda Explorers, and adult pilgrimage group discerning a call to walk The Pilgrims Way to Canterbury in the summer of 2025.

Finally, "The Way Together" is the path that allows us to come together and learn from each other and special guests including our monthly Middle Way speaker series, the annual Advent Retreat and Lenten Quiet Day, and our excellent Sunday Adult Forums that highlight the various ministries of Bethesda while also featuring compelling theological and spiritual discussions on a variety of topics. The best way to find out more about the Bethesda Center for Spirituality is to check out our webpage at <https://bbts.org/spiritual-center/> and take the brief survey at the top of the page to see which path is right for you.

As we move into a bold new future at Bethesda, I am reminded of a simple pilgrim's prayer:

*Let all who desire wisdom,
walk in love.*

It is my fervent prayer that as we walk the path that God has shown all of us from the youngest to the oldest, that we will always seek the wisdom found in our common love for God and our community.



Greg Knight
Bethesda Center for Spirituality, Director



Parish Life in 2023 – An Overview

2023 was truly a year of community-building at Bethesda.

To strengthen our life in Christ, Father Tim initiated a service of Morning Prayer at 8:30, Tuesdays through Fridays. In recognition of an increase of weekday visitor traffic to our campus, we began offering welcoming church tours at 11 AM on Wednesdays. Tours take place before our 12:05 Holy Eucharist, a service that grew considerably in attendance throughout the year.

Our community ministries continued to thrive: Men of Bethesda (affectionately called “The MOB”) met monthly during the season, as did the growing St. Mary’s Guild. Our ladies’ bible study, Girls of Grace, continued to blossom. Bethesda’s Daughters of the King added members as well.

Christian fellowship and hospitality at Bethesda increased to complement worship life. Our first champagne and jellybean reception followed the Easter Vigil, giving worshipers a chance to continue their celebration together. Bethesda’s Homebound Eucharist Luncheons at Easter and Thanksgiving brought joy to assisted living residents and Bethesda volunteers as well. Evensong receptions welcomed worshippers to linger and enjoy faithful company. Our Lenten Lunch series provided time for connection after our Wednesday Garden Chapel services. And we inaugurated another new tradition: a celebratory reception and Christmas tree lighting after our “famous” Christmas Concert! It drew new friends and neighbors to celebrate Christ’s birth with our parish family.

We enjoyed Christian community throughout the summer months, too. Fabulous themed Summer Soirees (from the ‘50’s through the ‘80’s) and delightful St. Mary’s Guild luncheons punctuated June, July, August and September.

Life at Bethesda was strengthened in 2023 by the establishment of critical new committees. A Communications Committee was founded. A Bookshop Committee commenced plans for a revitalized shop and “hospitality hub.” And a new Outreach Committee was established to direct Bethesda’s considerable ministry to our community and beyond.

One can’t discuss Bethesda outreach without mentioning the Church Mouse. Donations and sales continued to exceed expectations through 2023, fueling our ministry. Grants were awarded to 22 nonprofit organizations and ministries that totaled. \$250,000. And we thanked Mouse volunteers for all they do with two Gratitude Receptions in the Tea House.

Pastoral Care is integral to bonds of Christian community. Hospital and home visits, phone calls, and a ministry of prayer continue to weave our parish family together in the healing love of God. Bethesda continued a team approach to Pastoral Care, with Fr. Tim, Canon Elizabeth, Fr. Jeff, Deacon Clay, Deacon Cecie and myself all playing a role. Our Lay Eucharistic visitors, under Deacon Clay’s oversight, continued to bring the light of Christ in bread and wine to parishioners who can’t come to worship.

As Covid concerns receded, many weddings that had been postponed were added back to our calendar. We grew our parish family through baptisms and confirmations, as well – 31 baptisms and 12 confirmations in total!

Folks also felt increasingly comfortable to gather for remembrances in 2023. Funerals are marked by sadness for our loss, but they strengthen the bonds of community as well. We bade farewell to a number of beloved parishioners whose funerals had been put off until travel was safer.

So many important things took place in 2023. I’m grateful for the ways the Holy Spirit is weaving us together in love as a family here and drawing in others to share the Good News of Christ and the joy of our community. I look forward to discovering with all of you what God has in store for Bethesda in 2024!



The Rev. Susan R. Beebe, *Associate Priest*



Pastoral Care Report

I. Bethesda's Pastoral Programs, General

Bethesda's Pastoral Programs are strong and effective as they evolve to meet existing parish needs. Your clergy team of deacons and priests work seamlessly together with great joy to plan visits, calls, and more as word comes to us of parishioners' needs. Supporting your clergy are capable and caring staff, as well as dedicated laity, who have discerned a call to participate in Pastoral Care ministries. As always, we depend on each of you to let us know when you, a loved one, or another parishioner is in need of pastoral attention. Please contact Executive Assistant Ayana Pineiro-Ilnicki at ayana@bbts.org to add yourself or someone else to our Parish Prayer List.

In June 2023, Father Tim and Canon Elizabeth led two adult forums on Pastoral Care -- Biblical Foundations of Pastoral Care and Pastoral Care at Bethesda. For a full listing of all Pastoral Programs at Bethesda, see <https://bbts.org/ministries/>. There you will find a Spiritual Gifts Assessment in the "Get Involved" section to print and fill out in the convenience of your own home. You may also obtain a copy by clicking here: <https://bbts.org/wp-content/uploads/2023/02/Spiritual-Gifts-Assessment.pdf>

II. Shepherd's Ministry

It's a bright new day for the Shepherd Ministry at Bethesda! Due to confusion about the role of Shepherds, a new Shepherd Job Description was written by the Shepherds in consultation with Father Tim, as articulated below:

The Role of Shepherds at Bethesda

Every household in Bethesda's database is assigned a Shepherd to serve as your **Resource Person**, to answer questions regarding Bethesda, such as:

1. Accessing your Spiritual Gifts Assessment
2. Becoming involved at Bethesda
3. Meeting your pastoral needs
4. Watching online services and sermons
5. Attending parish events

Shepherds do not deal with issues related to social service needs, homelessness, or services provided by agencies outside Bethesda. Your Shepherd's role is within the parish itself. For needs related to agencies outside Bethesda, please contact a member of the Clergy through the Parish Office.

In 2023, Bethesda began what will become an annual tradition of observing **Good Shepherd Sunday** in a way that highlights our Shepherd ministry. Good Shepherd Sunday, the Fourth Sunday of Easter, will be observed this year on **April 21**, in conjunction with other churches throughout the Episcopal Church. Stay tuned for upcoming information about this special Sunday.

In addition, Shepherds now meet every other month with Canon Elizabeth to share concerns and needs of their flocks, and to discuss program material, and more.

Do you know who your Shepherd is? Every household in Bethesda's database is assigned to a Shepherd alphabetically. Look for monthly emails from your Shepherd and let them hear from you! They're ready. In addition, check out the **Shepherd's Bulletin Board by the Library** to view a picture of your Shepherd along with their assigned flock by alphabet.

Bethesda's fourteen Shepherds who diligently and faithfully serve their flocks are Michael Smyser, Chair; Donna Arietta; Tom Chan; Barbara Chapman; Suzanne Crawford; Jim Goodner; Phyllis Goodner; Diane Gravitt; Stan Hastey; Gloria McAllister; June Sory; Cate Winseck; Maury Wolfe; and Chuck Zettler.

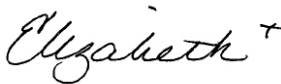
For additional information, please email shepherds@bbts.org.

III. Bethesda's Eucharistic Visitors, under the leadership of the Rev. Clay Waddell, Deacon, take communion directly from our Sunday morning services to those who are homebound, in the hospital, or in rehabilitation facilities. Nine parishioners have answered this call to ministry, which is life-giving, as our EVs share the body of Christ with fellow parishioners and those outside our congregation. Thank you to John Archer, Tom Chan, Suzanne Crawford, Rand Gluss, Dianne Gravitt, Gloria McAllister, Jan Shoobridge, Michael Smyser, and Kate Winseck. They share Holy Communion, the Gospel, prayers, and the love of Christ with those who cannot come to Bethesda for various reasons.

IV. Daughters of the King, guided by the Rev. Dr. Cecie Titcomb, Deacon, are women who enjoy spiritual companionship and gather monthly to pray for the needs of our church, parishioners, community, and the world, focusing on service in each of these areas. The Daughters have a Prayer Box in the cloister outside the Parish Hall for parishioners and visitors to leave prayer requests. All women of Bethesda are encouraged to attend a DOK discernment class to see if they are called to become a Daughter of the King and to adopt a Rule of Life. To learn more about the Daughters, please get in touch with Deacon Cecie at titcomb@bbts.org.

V. Bethesda's Port Ministry, chaired by Deacon Clay Waddell, is a component of Bethesda's pastoral care ministry to the community around us. Deacon Clay is always on call for pastoral emergencies as they may arise on one of the many ships that visit the Port of Palm Beach.

Our deep appreciation is extended to every person who has committed their time and heart to the ministry of Pastoral Care at Bethesda to those in need, both inside and outside our church. Your dedication truly blesses us!



The Rev. Canon Elizabeth Rankin, *Associate Priest*



Invite/Welcome/Connect Report

Chaired by Beth Cole, the Invite/Welcome/Connect Committee is delighted to share that the Ambassador Program, creatively and capably led by Sara Griffen, remains critical to our success, as 100 blue-ribboned members warmly welcome guests each Sunday at the entrance to the church.

Visitors are greeted, encouraged to fill out a pew card, and presented with flowers after the service. April Lawrence, Bethesda's Membership & Events Coordinator, carefully records each person or family's information and invites them to attend upcoming Newcomer's Luncheons and Bethesda 101 classes.

In addition, anyone new to Bethesda is invited to participate in the Alpha Course. This exciting new program, an 8-week introduction to the basics of Christianity, is being launched at Bethesda in January 2024, led by the Rev. Susan Beebe through the Bethesda Center for Spirituality. This film-based discussion series comes to us through the Church of England, and encourages participants to ask questions and explore their faith in a non-judgmental and open environment.

A "Connect" component, led by DJ Snapp, has been added and is still evolving. To further connect new members within the parish, a Spiritual Gifts Assessment has been added to the Bethesda website for participants to discern which small group or ministry is the correct one for them. This Assessment can be accessed at <https://bbts.org/wp-content/uploads/2023/02/Spiritual-Gifts-Assessment.pdf>. All parishioners are strongly encouraged to take this helpful Assessment. For more information, contact April Lawrence at april@bbts.org.

With new members joining Bethesda every week, we are poised and ready to welcome and incorporate even more during 2024. Look for them! They're here, just waiting to meet you.

Elizabeth

The Rev. Canon Elizabeth Rankin, *Associate Priest*



Stewardship Report

The Stewardship Committee is pleased to report that the number of pledging members and the total amount pledged both increased significantly from 2022 to 2023. We see these increases as tangible expressions of congregational vitality, and enthusiasm for our new vision and the wonderful works happening at Bethesda.

In 2023, the total amount of pledged giving to Bethesda increased by 26% over 2022, with an increase of 14% in the number of pledges received. In real numbers, this translates to an increase year-over-year from \$1,606,460 to \$2,018,431, and 305 pledges to 347.

At the same time, total annual giving increased 8%, and non-pledged giving decreased year-over-year, which we believe is a result of more parishioners becoming pledgers and having their giving move from the non-pledging status to pledged giving status. This is a positive trend, with respect to both congregational vitality and the budgeting process.

Annual Giving Year-on-Year Summary				
	2022	2023	Change	2024
Goal	2,390,000	2,500,000	5%	3,000,000
Number of pledges	305	347	14%	400 (Goal)
Pledge Commitments	1,592,218	2,013,069	26%	
Actual pledged giving	1,606,460	2,018,431	26%	
Actual non-pledged giving	879,842	671,416	-24%	
Total Annual Giving	2,486,302	2,689,847	8%	

We are grateful to all who contributed financially to Bethesda in 2023, and look to continue this upward trajectory in 2024. The 2023 goal for annual giving was \$2.5 million. Actual annual giving, which includes both pledged giving and non-pledged giving, totaled \$2,689,847. The goal of Bethesda's 2024 Annual Campaign, "Lighting the Way," is to reach \$3 million in annual giving and 400 pledges, a 15% increase over 2023 annual giving and pledging members.

Why the need for this increase? In addition to sharply rising fixed costs, such as insurance and health care, in order for Bethesda to fulfill its vision within and beyond our walls, we need to invest in ministry to meet the needs of a growing congregation. These include areas of spirituality, children and youth, evangelism, communications, and engagement.

Annual giving, as reflected in our stewardship campaign, remains the backbone of Bethesda's budget, providing for 70% of our operating expenses. So pledged giving is critical to the Vestry's ability to plan the budget with confidence, based on the revenue that parishioners have committed.

As Father Tim proposed on our recent Stewardship Sunday, we ask you to prayerfully review your giving to Bethesda in relation to your other charitable giving and discretionary spending, and consider prioritizing your faith community. We're excited about Bethesda's future, and look forward to joining with you to help our beloved community live into our fullest potential as light-bearers in this community and beyond.

The Stewardship Committee

Beth Cole, Susan Erichsen, Randall Gluss, Richard Gregory, Sara Griffen, Joe Thompson, Chuck Zettler

The Church Mouse Report

MTHLY 2022	MNTHLY 2023	PRV/YR GN/LOSS	% gain/loss
164,857.22	202,184.46	\$37,327.24	22.64%
173,480.34	192,993.34	\$19,513.00	11.25%
180,618.95	253,177.86	\$72,558.91	40.17%
138,015.67	177,882.19	\$39,866.52	28.89%
115,525.29	111,593.52	-\$3,931.77	-0.034
85,369.67	101,582.00	\$16,212.33	18.99%
104.87	707.52	\$602.65	574.66%
1,719.83	847.46	-\$872.37	-50.72%
6,560.79	454.47	-\$6,106.32	-93.07%
246,022.48	248,821.77	\$2,799.29	1.14%
165,502.08	194,050.86	\$28,548.78	17.25%
180,246.38	197,350.52	\$17,104.14	9.49%
1,458,023.57	1,681,645.97	223,622.40	15.34%

We are pleased with our results this year. Our team has performed well and will continue to grow and develop to achieve greater success in the coming years.

Our gross sales for the year totaled \$1,681,645.97 an increase of \$223,622.40 dollars reflecting a 15% gain overall from the previous year.

The key to our success this year was due to our concerted effort to replenish merchandise on the salesfloor in a timely manner. To promote our product, we increased our social media presence daily. This resulted in increased foot traffic into the store. The three or four newspaper articles in the Palm Beach Daily promoting our Mission and vehicle accident didn't hurt either. We also placed a Spring ad in the Palm Beach Post requesting donations before the end of the season. The clergy made announcements for donation requests as well as promoting our Church Mouse celebrations.

Additionally, we maintained and developed relationships with our donors. We communicated efficiently with our professional contacts to secure steady and constant donations.

The donated product was processed, evaluated, and priced competitively to achieve maximum sales results. These efforts paid off.

Despite the challenges, particularly the disruption and damage to our front door during our reopening this year. We managed to have the most successful month of the year. Our focused desire to achieve our goals kept us going through this very difficult time.

In 2024, we will continue to develop and cultivate our relationships with our donors, clientele, and volunteers.

I could not be prouder for our staff. I am and remain eternally grateful to our volunteer base. Everyone worked so hard to realize these levels of success. I am humbled and feel privileged to be leading this Mission and the team.

Daisy Alvarez, *General Manager for Retail Operations*



2023 Necrology

- Donna Jeanne Aliapoulios

Ronald C. Arietta

John Blades

Rose Veronica Blair

William Bransford Blundin

Cornelia W. Clifford

Stewart B. Clifford

Sandra B. Coombs

Margaret Lansing Ekberg

Edwin A. Ferree

Madison Gerhard

Jethro Meriwether Hurt

Robert Pollard, III

Robert Gordon, III

Gilbert Roland Bodell, Jr.
- Brinsley Matthews

Vladimir Mosailov

Ralph James Neri

Anne Obolensky

Ernest Carl Papas

John Burton Rogers

Thomas Jackson Scully

Christopher C. Silva

Gordon Wesley Smith

Norma Lee Smith

William H. Told, Jr.

Ann Tyler

Paul Van der Grift

Thomas W. Vris

Services for 2023

Baptisms	7	Holy Eucharists	133
Confirmations, Receptions	1	Holy Eucharists (Pastoral)	73
Marriages	8	Complines.....	23
Burials	18	Evensongs	7
		Morning Prayer	168

Average Sunday Attendance: 435

(2022 Average Sunday Attendance: 374)

Finance Report

Statement of Activities

Annual Campaign contributions exceeded budget (\$2.69M vs. \$2.5M). Total Contributions of \$3.4M were 26% greater than budget.
Largely due to personnel costs 9% below budget, total operating expenses were slightly lower than budget.
Several unplanned projects during year significantly increased Capital Project expenses.

SUMMARY STATEMENT OF ACTIVITIES				
Church and Church Mouse Combined - Operating Results				
Period Ending December 31				
(\$ '000s)				
	Actual	Actual	Budget	Preliminary
	2021	2022	2023	Actual
				2023
OPERATING REVENUE				
Contributions	\$ 4,331.0	3,144	2,708	3,411
Other Operating Revenue (incl Church Mouse)	1,418	1,559	1,710	1,831
Draws from Endowments	450	479	536	490
Transfers	247	166	255	63
TOTAL OPERATING REVENUE	6,446	5,348	5,209	5,795
OPERATING EXPENSES				
Personnel	1,952	2,102	2,618	2,379
Diocesan Assessment	397	340	411	410
Outreach	394	531	605	463
Parish Life	515	541	449	490
Church Mouse Operations	71	111	146	176
Facilities / Support Services	792	783	761	1,007
TOTAL OPERATING EXPENSES	4,121	4,408	4,990	4,925
OPERATING SURPLUS / (DEFICIT)	2,325	940	219	870
Capital Projects (expensed)	419	249	100	312
OPERATIONS AND CAPITAL EXP SURPLUS/(DEFICIT)	1,906	691	119	558

2024 Budget

Annual campaign budgeted to increase to \$2.7M.
Operating loss of (\$13,130) before capital projects. Capital projects to be mostly funded from capital reserve funds.

VESTRY APPROVED BUDGET 2023 and 2024			
Bethesda-by-the-Sea - Church Only			
	Budget	Prelim. Actual	Budget
	2023	2023	2024
REVENUE			
Contributions	\$ 2,708,310	\$ 3,411,237	\$ 2,965,300
Other Revenue	126,700	215,953	321,520
Draws from Endowments & Reserves	790,667	507,243	632,500
Transfers from Church Mouse	600,000	462,501	700,000
TOTAL REVENUE, DRAWS, TRANSFERS	4,225,677	4,596,934	4,619,320
OPERATING EXPENSES			
Personnel	2,133,877	1,901,960	2,135,170
Diocesan Assessment	410,956	410,956	416,003
Outreach	605,004	462,509	622,000
Parish Life	448,720	493,403	522,100
Facilities / Support Services	679,667	906,878	937,177
TOTAL OPERATING EXPENSES excl CAPITAL	4,278,224	4,175,706	4,632,450
OPERATING SURPLUS / (DEFICIT)	(52,547)	421,228	(13,130)
Capital Projects (Approved Budget)	100,000	311,947	520,000

Balance Sheet

Investment assets largely recovered to 2021 values.
Excess Cash Balances transferred to investment accounts.

SUMMARY STATEMENT OF FINANCIAL POSITION			
Church and Church Mouse - Operating and non-operating Funds			
Period Ending December 31			
(\$ '000s)			
	2021	2022	Preliminary
ASSETS			2023
Cash	\$ 1,620	1,871	680
Other Current Assets / Investments	606	433	759
Common Endowment	9,602	7,855	8,815
Preservation Endowments and Capital Reserves	6,467	5,519	5,651
Other Designated/Restricted Fund	3,573	2,567	4,770
Trusts Receivable / Other Assets	3,091	3,048	3,259
Property & Equipment (depreciated)	6,777	6,513	6,092
TOTAL ASSETS	31,735	27,806	30,026
LIABILITIES			
Payables	221	127	175
Other Liabilities	253	202	196
TOTAL LIABILITIES	474	329	371
CAPITAL / NET ASSETS	31,261	27,477	29,655
TOTAL LIABILITIES & CAPITAL	31,735	27,806	30,026



Minutes of the 2023 Annual Meeting

I. Call to Order, Opening Prayer

Call to order of the 134th Annual Meeting by John Sory at 9:30 am. Father Tim led those in attendance in an opening prayer.

II. Minutes Review and Approval

Motion to accept the minutes of the 2022 Annual Meeting by Sara Griffen and seconded by Chuck Hagy. The motion passed unanimously.

III. Vestry & Delegate Election

Sara Griffen gave a report from the Nominating Committee and presented the committee's recommendations, approved by the Vestry, for new members of the Vestry and Delegates to the Diocesan Convention.

Motion to elect new Vestry members Beth Cole, Jim Bertles, Pam Miller and Matt Lorentzen by Sara Griffen and seconded by Dr. Burdett. The motion was unanimously approved by the meeting attendees.

Motion to elect new Delegates to the Diocesan Convention, Donna Arietta & Bill Scarlett by Sara Griffen and seconded by Pam Loening. The motion was unanimously approved by the meeting attendees.

John Sory thanked the outgoing Vestry members – John Sory, John Brim, Sara Griffen and Katie Wandoff and the continuing Vestry members for their service.

IV. Finance Report:

John Brim, outgoing Vestry member and Chair of the Finance Committee, presented the Finance Report on behalf of the 15-member committee. Bethesda has not been at full strength due to absence of clergy and other staff and as a result, payroll has been down. In 2023, we will have additional salaries to account for and increased expenses.

We had unrestricted gifts of \$2,661,000 in 2022 which appears to be down from year before but misleading because 2021 included: the PPE loan of over \$400,000, \$500,000 of special gifts to renovate our organ and educational support, and end of the year matching drive which brought in an unexpected \$700,000. 2022 revenue should really be compared to 2020 and not 2021. Cash surplus for 2022 is \$159,000. Church Mouse revenues were over \$1,000,000 for 2022. Noncash costs (depreciation) are accounted for at \$480,000. We need to increase unrestricted gifts so we can cover this depreciation.

In 2022, our endowment draw was 4%. Total assets declined \$3.1 million due to loss in investments due to market volatility (\$28,000,000 compared to \$31,000,000 at end of 2021). We are now at 65% equities and focusing on more short-term bonds instead of long-term bonds. Ended 2022 with \$1,880,000 in cash which is a large increase from 2021.

Vestry Approved 2023 budget – 2023 total revenue, draws & transfers budgeted for \$4,234,200 vs. \$3,713,947 for 2022. Principle sources for the increase in revenue:

- \$100,000 in annual contributions
- \$400,000 one-time draw from built up cash in endowments that has been accumulating for years
- Additional transfer from The Church Mouse which will be at \$600,000, up from \$537,500 for 2022.

Principle reason we need additional revenue is for personnel. \$350,000 increase for personnel, \$70,000 increase for Diocesan Assessment, \$50,000 increase for parish life because we’ve resumed our activities and \$60,000 increase for our facilities.

Stressed that we need to find a way in 2023 and 2024 to finance an equal, if not higher, level of expenses. We need to dig deep. And hopefully our investments will see a rebound as well.

Questions were asked and answered.

VI. Q&A with Tim:

- We are still in a time of transition.
- Parish Administrator - have received a number of applications and are getting close to finding this person. This person will be a “chief of staff.” Have taken some of the financial responsibilities out of the position.
- Susan Beebe & Elizabeth Rankin - Susan Beebe will remain full-time clergy associate. Elizabeth will continue in her part time position and will focus on “Invite, Welcome, Connect.” They will each preach once a month and Tim will preach once a month.
- We are understaffed - Looking to hire a Director of Engagement/Development to help with year-round stewardship – not just financial, but keeping people engaged and connected in our ministries. Would like to hire a Children’s Ministry Coordinator.
- Koi pond - Buildings and Grounds Committee is looking at addressing this. Pipes have been replaced and will be adding a UV sterilizer and contract with an outside vendor for ongoing maintenance.
- Capital Campaign - The 100th anniversary of first service will be in 2027. This could be an opportunity for a capital campaign. If we were able to put together a large endowment for the buildings, we could take the ongoing maintenance off the table for future generations and then the operating budget could be used entirely for the ministries of our church.
- Choir Room - A plan is in place to update the choir room, which will cost approximately \$80,000.
- Book shop - Would like to see it open more than just Sundays with a highly curated selection of books and gifts. Would need a lot of volunteers and perhaps a paid manager for it to reach its potential. Would like to put a group together to research this. Could be a welcoming space for visitors.
- Social media - Tim will never send a parishioner a “friend request” but Tim will always say yes if you send him a request.

- Coffee - Working on getting some better coffee. “It’s God’s house, not Maxwell house.” A donor came to Tim – will be purchasing some new brewing mechanisms and will get quality fair trade coffee. Will also be getting rid of the Styrofoam cups.
- Perhaps we could start up a ministry for lay people to volunteer to help with the grounds.
- Would like to see additional opportunities for lay people to become more involved, especially in areas like outreach and communications.
- Financial safe-guards - The Finance Committee has looked at a funds flow analysis. There is a robust approval process that is mechanized and supervised and audited. Investments are through Northern Trust which is safe. Weakest link might be in the area of outreach.
- Gratitude for John Sory’s tenure as Senior Warden who was a steady, non-anxious leader during the time of transition.
- A suggestion to create a ministry for people in their 30’s-40’s. Greg Knight willing to hear all ideas.
- Security at BBTS – We have a police officer on-site at our services. Our sexton, Bob, will always be in our worship space until the officer is here, in case they are late to arrive.

VII. Rector’s Annual Address

Tim likes to give his rector’s annual address in the context of his sermon on Annual Meeting Sunday.

Everyone will be receiving an email with a link to the Annual Report as there were printer problems and so hard copies were not available.

The meeting was adjourned at 10:25 a.m.

Respectfully submitted, Katie Wandoff, Clerk



2023 Annual Campaign Participants

The Rector, Wardens, and Vestry would like to thank the households that have made a pledge to our annual campaign. These pledges enable sound financial planning for Bethesda’s mission and ministry.

Mrs. Virginia Adams	Ms. Pamela Budzinsky
Mrs. Mary Allen	Dr. & Mrs. Arthur Burdett
Daisy Alvarez	Mr. Christopher Burdett
Mrs. Anne Alvern	Mr. Basil Burke & Ms. Jacqueline Bernard
Mr. Thomas Anderson & Mr. Marc Schappell	Peter & Rula Burrow
Mr. & Mrs. John Andrica	Mrs. Karen Butler
Mr. John Archer	Mr. & Mrs. Lawrence Cain
Ms. Donna Arietta	Mr. & Mrs. Edward Callahan
Mr. Harris Ashton	Dr. & Mrs. Robert Carolla
Mr. Vivian Ashworth & Mrs. Elaine Learson	Mr. & Mrs. Gene Carter
Mr. & Mrs. Joseph Asir	Ms. Nancy Carter
Mr. Bernard Baker, III	Mrs. Edith Cary
Mr. John Barlow, III	Ms. Lindsay Cary
Mrs. Melinda Bass	Ms. Helena Champion
Mr. & Mrs. Kenneth Beall, Jr.	Mr. & Mrs. Thomas Chan
The Rev. & The Rev. Jeffrey Beebe	Duncan & Barbara Chapman
Mrs. Diana Bell	Mr. Shawn Cherry & Mr. Vincent Ruisi
Ms. Carina Bendeck	Mr. & Mrs. Walton Childs
Mr. & Mrs. James Bertles	Mrs. Etonella Christlieb
Ms. Victoria Bidwell	Mr. & Mrs. William Cini
Dr. & Dr. Arthur Block	Mr. & Mrs. Raphael Clemente
Mr. Berry Boland	Mr. Howard Cohen & Mrs. Dona Robbins-Cohen
Mrs. Nita Bowen	Mr. & Mrs. Peyton Cole
Ms. Linda Boyle	Mr. & Mrs. Loren Cole, Jr.
Ms. & Mrs. Stephanie Branscomb	Mrs. Cristina Condon
Mr. & Mrs. Mordelo Breckenridge, Jr.	Dr. & Mrs. Francis Conroy
Mr. Christopher Brehm	Mr. & Mrs. Paul Cook
Mr. & Mrs. John Brim	Mr. Paul Coombs
Mr. James Brodsky	Mr. & Mrs. Kenneth Corcoran, Jr.
Mr. T. Brooker	Mr. and Mrs. Howard Cox
Jane Brown	Mr. & Mrs. Lewis Crampton
Mr. Alfred Browne, Jr.	Mrs. Suzanne Crawford
Ms. Nancy Bubes	Mr. & Mrs. John Crompton

Mr. Richard Crone	Mr. John Frank
Mr. & Mrs. Douglas Daft	Mr. Charles Frankel, III
Mr. Timothy Dailey	Mrs. Sandra Fricker
Mrs. Carolyn Davis	Ms. Dora Frost
Mr. Evan Davis	Mr. & Mrs. Carlos Gabino
Lacy Davisson	Mr. & Mrs. James Garner
Mr. Richard Day, III	Mr. & Mrs. Gerald Geddes
Mr. Nathaniel Day	Mr. Edgar Gentry
Mr. & Mrs. Peter de Beer	Mrs. Sally Gibson
Ms. Pamela De Fina	Ms. Susan Gibson
Mr. Joseph Deary	Mr. & Mrs. Timothy Givens
Ms. Angela DeFina	Mr. and Mrs. Richard Glasebrook, II
Mr. and Mrs. Louis Devaleix	Mr. & Mrs. Thomas Glover
Mr. & Mrs. David Dickenson, II	Mr. Randall Gluss
Mrs. Edith Dixon	Dr. Jerri Goffe
Ms. Kim Do	Mrs. Gina Goldhammer
Mr. Michael Dobies & Mr. Rob Crook	Mrs. & Mr. Teresa Gonzalez
Ms. Victoria Donaldson	Mr. & Mrs. James Goodner
Mr. & Mrs. Robert Donnelley	Mr. Robert Goodnough, Jr.
Mr. Robert Douglass, Jr.	Mrs. Eleanor Gordon
Mr. & Mrs. W Anthony Dowell	Ms. Edythe Gordon
Ms. Nancy Drum	Mr. & Mrs. Peter Gough
Ronald Dwight	Ms. S Gravitt-Zamler
Ms. Edith Eglin	Mrs. Carolyn Green
Mr. & Mrs. David Ekstrom	Martin & Linda Greenberg
Diane Engelsmann	Ms. La Neil Gregory
Mrs. Lucia Englander	Mr. & Mrs. Richard Gregory
Mr. & Mrs. William Eyre, Jr.	Ms. Gay Gregory
Mrs. Nancy Farry	Mr. and Mrs. Tom Griffen
Ms. Cindy Fellabom	Joel Griffin
Mr. John Firestone	Mrs. Meredith Gustafson
Mr. & Mrs. Michael Fleming	Mrs. Allison Haft
Mr. & Mrs. Christopher Flowers	Mr. Charles Hagy & Mrs. Deborah Hale-Hagy
Mr. Michael Flynn	Mr. Hudson Hale
Mr. Kim Fonseca	Mr. and Mrs. G. F. Robert Hanke
Mr. & Mrs. Robert Forbes	Dr. Virginia Harper
Ms. Rebecca Fowler	Mr. Stan Hastey

Mr. & Mrs. Norman Hely	Mr. & Mrs. Christopher Lehman	Mr. & Mrs. Richard Miessau, II	Mrs. Suzanne Rewey
Ms. Maura Hennessey	Mr. & Mrs. Carter Leidy, III	Mrs. Lillian Miessau	Mr. & Mrs. Robert Reyers
Mr. and Mrs. Robert Hermann, Jr.	Mrs. Dorothy Letts	Mr. Reid Miles	Ms. Rochelle Reynolds
Mr. & Mrs. Michael Hertzberg	Ms. Sophia Letts	Mr. & Mrs. Bradford Miller	Mr. Wayne Riser & Ms. Madeleine Larson
Mr. & Mrs. Peter Hill	Dr. & Mrs. Leon Lewandowski	Mr. and Mrs. Peter Miller	Mr. & Mrs. Charles Roberts
Mr. Harold Hogue	Ms. Carolyn Lindsay	Mr. and Mrs. Terry Miller	Richard & Allison Roeder
Mrs. & Mr. Gentry Hoit	Ms. Anne De Lisle	Mrs. Keithley Miller	Mr. & Mrs. Herbert Roemmele
Carlota Holton	Mr. & Mrs. James Litzler	Roger Mitchell & Frank Peterson	Mr. & Mrs. Douglas Rogers
Mr. & Mrs. Barry Hoyt	The Hon. and Mrs. Robert Lloyd George	Mrs. Lucie Moffett	Mr. & Mrs. C Rose, Jr.
Mr. John Ilnicki & Mrs. Ayana Pineiro-Ilnicki	Ms. Joyce Lockwood	Mr. & Mrs. George Moore	Mrs. Helen Ross
Mrs. Susan Innocenzi	Mr. and Mrs. Albert P. Loening	Mr. & Mrs. John Morris, Jr.	Carrick Rowe
Dr. Carolyn Jackson	Talbot Logan & William Miller	Mr. James Murphy, III	Mr. Richard Russell
Dr. & Mrs. Jeffrey Jay	Mr. & Mrs. Peter Lombardi	Mrs. Loren Myer	Mr. Maurizio Russo
Col. William Johnson (Ret.) and Mrs. Peggy Johnson	Mr. & Mrs. John Long	Mr. & Mrs. James Myers, Jr.	Kevin Ryan & Carolyn Pressly-Ryan
Mr. & Mrs. Charles Johnson	Mr. & Mrs. Matthew Lorentzen	Ms. Robin Neary-Fitzgerald	Mrs. Shelley Salerno
Mr. & Mrs. Scott Johnson	Mr. & Mrs. K Scott Low	Ms. Jan Neville	Mr. & Mrs. John Sallee
Mr. & Mrs. David Johnson	Ms. Patty Lowdon	Mr. Thomas Norris, Jr.	The Rev. Tim Schenck & Mrs. Bryna Rogers
Ms. Emily Johnson	Mr. & Mrs. Edward Madden	Mr. & Mrs. Thomas O’Brien, III	Mr. & Mrs. George R Seifert
Mrs. Katharine Jones	Mr. Gregory Maddock	Mrs. Kristine O’Connor	Mr. & Mrs. David Semadeni
Mr. Dana Jordan	Mr. & Mrs. Lance Mahaney	Ms. Pamela O’Connor	Mr. and Mrs. Luke R. Semple
Mrs. Laurie Kasprzyk	Daniel Mahlbacher & Lisa Hastey	Mr. & Mrs. Dennis O’Kain	Ms. Carol Sewell
Mr. and Mrs. Edward Kassatly	Mr. Nigel Mann	Mr. Robin Owens	Mr. and Mrs. Rob Sherwood
Mr. & Mrs. Robert Kassatly	Mr. Andre Manzi	Mrs. Sandra Papas	Mr. & Mrs. Zachary Shipley
Mr. & Mrs. Bill Keefe	Mrs. Katherine Martin	Ms. Grace Parsons	Ms. Janice Shoobridge
Dr. and Mrs. Sebastian Kent	Mr. Anthony Martin, III	Dr. & Mrs. David Paulson	Mr. Robert Silva
Mrs. & Mr. Eaddo Kiernan	Mr. & Mrs. William Matthews	Marlyce Pedersen	Mr. & Mrs. Ronald Skates
Mr. Michael King & Ms. Travys Harvey	Mr. & Dr. Shawn McAllister	Brock & Stephanie Peoples	Mr. Thomas Skelly, III
Mr. & Mrs. Christopher Kirsten	Mrs. Deborah McCracken	Mr. Thomas Perry, III	Mrs. Nancy Sleuman
Mr. & Mrs. Dan Kiser	Mr. Richard McCready	Mrs. Sally Petito	Mr. Donald Smith
Mrs. Karen Kraatz	Mr. & Mrs. Charles McGill, III	Mrs. Sallie Phillips	Henry & Doris Smith
Mr. & Mrs. Douglas Lake	Mrs. Patrice McInerney	Mr. Louis Polk	Mr. Michael Smyser & Mr. Jonn Varga
Mr. Kevin Lamb	Mr. & Mrs. Donald McKenna	Mrs. Joanna Pryor	Mr. Dairell Snapp
Mr. & Mrs. Wesley Lang, Jr.	Mr. Walter McLaughlin & Mr. David Webb	Mr. & Mrs. Charles Purrington	Mr. & Mrs. James Snyder
Mr. & Mrs. Dennison Lanier	Mr. & Mrs. Christopher McQuarrie	Mr. Harold Pysher	Mrs. Caroline Sory
Mrs. Katherine Lavin	Mr. & Mrs. S Meigher, III	The Rev. Elizabeth Rankin	Mr. & Mrs. John Sory
Mr. & Mrs. Christopher Lazzara	Ms. Dale Mercer	Jessica Reed	Ms. Mary Speer
Mr. & Mrs. Stephen Leek	Mr. & Mrs. Mark Merrill	Mr. & Mrs. Dietmar Reichenbacher	Mrs. Ruth Staehle

Ms. Holly Stachelberg
Mrs. Karen Steele
Mr. Murry Stegelmann
Mrs. Sandra Stern
Mr. Campbell Steward
Mrs. Zoe Stout
Mrs. Phyllis Strain
Mr. Ivars Strautmanis
Mrs. Christine Strawbridge
Mr. & Mrs. Gary Sullivan
Mr. & Mrs. David Supple
Ms. Margaretta Taylor
Ms. Debbie Thame
Mr. & Mrs. David Thayer
Mr. and Mrs. Charles Thomas
Mr. & Mrs. Joe Thompson
Wilson & Patricia Throckmorton
Mr. & The Rev. Dr. E Rodman Titcomb, Jr.
Mrs. Jane Told
Mr. & Mrs. John Townsend
Mr. John Tozzi
Mr. & Mrs. Wallace Turner
Ms. Susan Van Pelt
Mr. Royall Victor, III & Mrs. Wendy Victor
Ms. Dian Vujovich
The Rev. & Mrs. Clayton Waddell
Mr. Garth Wakeford & Ms. Jennifer Borg
Mrs. Nancy Walker
Mrs. Barbara Walker
Mr. & Mrs. William Wallace
Connie Walsh
Mr. & Mrs. Richard Wandoff, Jr.
Mr. and Mrs. James Ward
Andrew & Nadene Watson
Mr. & Mrs. Raymond Wean, III
Mr. Allen Webber
Mr. Karl Wellner & Mrs. Deborah Norville

Mr. John Wert
Dr. Graham Whitfield
Mrs. Terry Whittemore
Ms. Mary Widness
Mr. Peter Wilson & Mr. Scott Sanders
Mr. & Mrs. Ricky Wilson
Mr. and Mrs. Rick Wilson
Mr. & Mrs. Frederick Winseck
Mrs. Maury Wolfe
Mrs. & Mr. Watson Wright
Mrs. Susan Wright
Mr. & Ms. Robert Yaw, II
Mr. Mark Young & Mr. Martin Hatmaker
Mr. & Mrs. Ronald Young
Mr. Chester Zettler



The Church of
Bethesda-by-the-Sea
Love and Serve

Bethesda's Mission is to experience the clear and strong presence of God and to understand and spread Christ's teachings through collective worship, learning, and service.

CLERGY AND STAFF

The Rev. Tim Schenck, *Rector*

The Rev. Susan Beebe
Associate Priest

The Rev. Jeff Beebe
Assisting Priest

The Rev. Canon Elizabeth Rankin
Associate Priest

Dr. Stuart Forster
Associate for Music & Liturgy

Greg Knight
Director, Bethesda Center for Spirituality

Joseph Sanelli
Parish Administrator

The Rev. Dr. Cecily Titcomb
Deacon

The Rev. Clayton Waddell
Deacon

Ayana Piñeiro-Ilnicki, *Executive Assistant*
April Lawrence, *Fellowship & Membership Coordinator*
Beth Glass, *Bookkeeper / Receptionist*
Marisa Holliday, *Marketing & Communications Coordinator*

Carole Ann Vaughan, *Stewardship Director*
William Thompson III, *Lead Sexton*
Jonathan Rivera, *Sexton for Hospitality*

THE CHURCH MOUSE STAFF

Daisy Alvarez, *General Manager for Retail Operations*
José Cartagena, *Receiving Specialist*
Jesus Cartagena, *Receiving Specialist*

Hunter Gilman, *Retail Supervisor*
Jonathan Goodine, *Driver / On-Site Acquisition*
Laurie Kasprzyk, *Retail Associate*

WARDENS, OFFICERS, AND VESTRY

Beth Cole, *Senior Warden*
John Brim, *Treasurer*

Suzanne Crawford, *Clerk*

Gene Carter, *Junior Warden*
Robert Diffenderfer, *Chancellor*

Jim Bertles
Edythe Gordon
Matthew Lorentzen

Barbara Callahan
Lisa Hastey
Pam Miller

Randall Gluss
Sebastian Kent
Chuck Zettler

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