



2025 ANNUAL REPORT

FOR THE FEBRUARY 1, 2026 ANNUAL MEETING



Emmanuel Church

The Episcopal Church on Mercer Island

A MESSAGE FROM THE INTERIM RECTOR

The Rev. Patrick Raymond

VESTRY

Senior Warden Message	Michael Spencer, Senior Warden
Parish Life Team	Marcia Palk, Sandy Maloof, Janet Bell
Property Team	Leslie Moore, Michael Spencer
Strategy Team	Polly Ogden, Jeff Zantek, Jon Fedele
Clergy Search and Transition Team	Nathan Ihle, Sandy Maloof, Polly Ogden, Michael Spencer, Lee Stiles, Debbie Wiegand, Rev. Marilyn Cornwell (chap.)

PARISH MINISTRIES / LEADS

Altar Guild	Pam Henderson, Lucy Vedrich
Faith Formation, Mindfulness, Prayer, Godly Play	The Rev. Patrick Raymond
Finance Committee	Sue Stiles
Flower Committee	Eugenie Ihle, Becky McKanna
Godly Play	Kaylee Fedele
Hospitality Ministry	Pat Angell
Liturgical Ministers Ministry	Debbie Wiegand
Memorial Reception Committee	Pam Henderson, Barb Shephard
Music Ministry	Fred McIlroy
Online Ministry	Michael Spencer
Ordination Candidate	Jeff Zantek
Outreach Ministry	Leslie Moore
Pastoral Care	The Rev. Patrick Raymond
Soup Group Ministry	Mary Kraft
Usher Ministry	Bob Baxter, Hugh Threlkeld

VESTRY & DELEGATES

Vestry Job Description
Vestry Nominations 2025
Diocesan Convention Delegate/Alternate Job Description
Diocesan Convention Delegate Nominations 2025
Diocesan Convention Delegate Alternate Nominations 2025
Nominating Committee At-Large Member Job Description
Nominating Committee At-Large 2025

ANNUAL MEETING MINUTES 2025



A MESSAGE FROM OUR INTERIM RECTOR

The Rev. Patrick Raymond

The Season after the Epiphany, 2026

Dear people of Emmanuel,

Preparations for any parish annual meeting mostly take place quietly, behind the scenes. Most who will show up for Emmanuel's February 1 annual meeting won't necessarily know, without my drawing attention to it here, how much time, care, energy, and thought will have gone into getting us all there and ready to go.

Some preparations began as early as last September, when Treasurer Sue Stiles and members of our finance committee began anticipating our 2026 budget. Other preparations – notably logistics, live-streaming and hospitality – will take place on the morning of the meeting itself.

At the risk of forgetting some, let me thank: the aforementioned treasurer and finance committee members, our vestry members, nominating committee members, those who have agreed to be nominated for election, all who will help and contribute and ask questions on the day of the meeting, and our parish administrator, Julene Levin, who has kept many of us 'on task' and who will be compiling this annual report in both electronic and paper forms.

My thanks as well to all who have written the reports and prepared other materials included on the following pages. I thank them, as well as those of you, named and unnamed, who share in all of our ministries and programs and who continue to offer kind, intrepid, faithful leadership and service for the good of all at Emmanuel and for our witness beyond.



The Rev. Patrick Raymond
Interim Rector



A MESSAGE FROM OUR SENIOR WARDEN

Michael Spencer

Dear friends,

Our annual meeting is an opportunity to reflect on where we've come from, where we are now, and where we go next. We are blessed with exceptional clergy and staff - Patrick, Fred and Julene - who provide more for us than any job description could encompass. This report is testament to the energy and determination in our parish to sustain and evolve our ministries, support each other and our neighbors and face our future with creativity and hope.

Many people - indeed all of us - are responsible for the health and vitality of our congregation. But I want to highlight and thank some individuals who have played key lay leadership roles over the past year, or who are about to step into them:

- Sue, whose 10-year term as Treasurer and has ensured consistent, responsible management of our resources, and exceptional partnership with Vestry, clergy and staff.
- Polly, Marcia and Leslie who have led the primary Vestry working teams - their extensive accomplishments in the past year are summarized in reports below
- Jon, Jeff and Polly, who are concluding their Vestry terms, but not their engagement in parish leadership
- Pat, Nathan, Stacy and Sue, who are stepping up for three year terms of leadership in the new Vestry.

The year ahead will no doubt bring surprises, but known challenges for 2026 include:

- Clarifying, communicating, and living into our mission and values
- Calling a Priest-in-charge, and bidding farewell to Patrick and Brooke
- Continuing to streamline our property management, including in particular the YTN lease

These will be priorities for the new Vestry which continues its work with a retreat next Saturday. As always, I welcome your questions, feedback and offers of support.



The Rev. Patrick Raymond
Interim Rector

PARISH LIFE TEAM

Marcia Palk – Junior Warden



The Vestry Parish Life Team this year included Marcia Palk, Sandy Maloof, Janet Bell (who transferred mid-year to the Property Team), and Stacy Dimmich, who joined the Vestry and the team in December 2025.

Our focus was to support established fellowship activities while seeking new ways to engage and connect the congregation. These efforts were collaborative, and we are grateful to the many parishioners who stepped up to lead, host and support activities throughout the year.

With this shared support, the parish continued valued events including Sunday Hospitality, monthly Friday Game Nights, the Agape meal, Mass on the Grass, and the Fall Harvest Dinner. New offerings also enriched parish life, including two Women's Retreats, a six-week Women's Mindfulness Meditation program, and an ongoing bi-monthly Mindfulness Meditation and Prayer group open to all.

Looking ahead to 2026, Parish Life plans to be more intentionally involved in supporting the Outreach Ministry through hands-on opportunities that encourage broad parish participation.



PROPERTY TEAM

Leslie Moore – Junior Warden

Focus: Maintain buildings and grounds in relation with:

- **Parish Needs** – Services and sacred events, meetings, retreats, social events, concerts, staff housing (Rectory)
- **Tenants** Youth Theatre Northwest, Emmanuel Day School, Patti's Playcenter (left campus in 2025)
- **Users** – Boy Scout, Girl Scout, Alcoholics Anonymous, Community rental (musical events)
- **Neighbors** – Issues include trees, wires, paths, signs
- **Vendors** – Lawn and parking lot maintenance, fine gardening, arborist, tree removal, building repair, furnace maintenance and repair, plumbing, drainage, roof repair, pest and rodent control, city permits, internet, phones, insurance.



Who is on the Team and what do we do?

- Julene Levin, Patrick Raymond
- Leslie Moore, Michael Spencer, Janet Bell, Carlos Obando (resigned)
- Fix-it Team: Mark Hall, Nick Bohlinger, Rick Bogar, Nathan Ihle, Alan Reed,
- Garden: Bobbie Morris, Bonnie Threlkeld, Marilyn O'Neill
- Parish Work Party Participants – 2 times a year
- Robert Boatsman, hourly employee

What have we done in 2025?

Weekly meetings with Julene – Time to review and prioritize work

Employed an hourly part-time worker – Robert Boatsman

Ongoing maintenance

- Painting the Exterior of church, YTN office and CE building
- Interior Painting of Narthex, Brides Room, the West Entry
- YTN painted interior of Parish Hall
- Moving Godly Play Room to the Bride's Room to be closer to Sunday Service
- Toilets – multiple bathrooms in all buildings
- Interior repair: lightbulbs, door jams, wall repair, hanging pictures

What do we hope for in the future?

- Stable funding for maintenance and repairs
- Continued Vestry support
 - Donation to the Fix-it Fund (a designated fund)
 - Grants
 - Partnerships
- Metered utilities for each building
- Better Signage
- To be a positive resource for Emmanuel Strategy and the incoming Priest-in-Charge

Infrastructure repair

- Concrete Walkway Repair
- Drainage around the Parish Hall and CE Playground
- Roof repair on the Sanctuary and the Parish Hall
- Significant plumbing leak in the sunken garden
- New Furnace Installation in the Sacristy and PH building (a YTN grant!)

The Unforeseen

- The Bell toppling – repair, rebuild, and installation
- Tree fell on storage shed – Removal of fallen tree and two others
- A young driver hit and damaged a tree

The Rectory

- Roof flashing repair
- Garden clean-up and drip line watering system installation





STRATEGY TEAM

Polly Ogden - Junior Warden

The Vestry Strategy Team this year was chaired by Polly Ogden, Jon Fedele, and Jeff Zantek. Midway through the year, we were joined by Debbie Wiegand, Lee and Sue Stiles, Stacy Dimmich, Pat Angel, and Marilyn Cornwell. Additionally, we invited and encouraged other Vestry members to attend our meetings and discussions. . . and all of them participated.

Emmanuel's search for "a sustainable path forward" provides us with an opportunity to grow in discipleship, unity, and faith. Toward that end, our 2025 goals were to:

- Ground ourselves in prayer, listening for God's call to the people of Emmanuel.
- Explore a variety of future paths – in faith; being inquisitive, clear-eyed, and open to all possibilities – through books, internal discussions, and visits/conversations with Diocese and other parishes.
- Start to identify the real needs of our surrounding community and how our church could best help to serve those around us.

With these goals in mind,

- We hosted weekly Evening Prayer throughout Lent, reflecting on our parish and its future.
- We participated in small group conversations with parishioners to discuss possible paths forward and open ourselves to a variety of options.
- We read and discussed short books on the challenges of struggling churches, the common elements of revived churches, and what it means to lead when the future path is unclear.
- We developed standard interview questions to use as we reached out to local parishes that have successfully implemented strategic changes. We've visited and interviewed several churches and are continuing this activity.

As we move into 2026 and prepare for a new Priest-in-Charge to join us in this effort, we'll need to align our church with refreshed Mission and Vision statements, continue to learn from exploration and discussion, dig deeper into understanding our surrounding communities, and prioritize target areas at Emmanuel for experiments and improvement efforts.

And, yes, we'll need to continue viewing this work as a journey in discipleship that is grounded in prayer.



The vestry began laying the groundwork for our clergy search and transition team in May, 2025, by way of our meeting with Canon Cristi Chapman, during her Sunday visit to Emmanuel. Momentum that began to pick up in September has continued through the present. Some highlights include:

- parishioner town hall meetings to discuss our parish profile.
- completing the profile and collaborating in its posting on the Episcopal News Service website, the Diocese of Olympia website, and our own parish website.
- setting up an Emmanuel website page for search and transition updates.
- identifying a core team that includes vestry members and non-vestry members, under the leadership of the senior warden.
- reaching out to the new Canon for Transitions, the Rev. David Bishop, to assure optimal collaboration between the parish and diocese.
- setting a date, February 22, for another Sunday parishioner listening session.

All this, and we are still in the foothills of a process that will continue, by way of our welcoming and transition plans, even after a new priest has joined us. Please pray for our search and transition team, and please look for and respond to opportunities for your own participation.

CLERGY SEARCH AND TRANSITION TEAM

Nathan Ihle, Sandy Maloof, Polly Ogden, Michael Spencer, Lee Stiles, Debbie Wiegand, Rev. Marilyn Cornwell (chaplain)

WORSHIP MINISTERS/MINISTRIES

The Rev. Patrick Raymond

On the following pages you will read reports from individual leaders of the ministries mentioned by me here, but I also wish to ask:

Did you know that 15-20 or more parishioners take part in various worship ministries each week and for holy day services, funerals and weddings?
(Yes, we have a wedding planned for 2026!)

Some worship minister roles are obvious:

- Musicians
- Eucharistic ministers (who, vest, process, and serve at the altar), and
- lectors (readers/pray-ers).

But then, often behind the scenes or quietly serving, there are also:

- altar guild members
- flower guild members
- Ushers
- those generously preparing and offering hospitality in the narthex, and
- our live-streaming and technology team members, and
- even those who count and deposit our financial offerings.

Special thanks to David Bachman and Sue Stiles, both of whom had stepped away from ministry as Eucharistic Ministers for a number of years and who returned to those ministries in 2025.

Please let me or any of the worship ministries leaders know if you are curious about taking part in a worship ministry in 2026!

The Rev. Patrick Raymond, Interim Rector

PS Discouraged as I feel for you in doing so, I believe I should also provide here a 2025 attendance report, as shown in the chart. The data below is taken from the parish's Service Record Book – in which clergy are required by church canon to keep records of all services and attendance. The numbers are imperfect but provide at least a ballpark idea of trends. The numbers do NOT include online views. These numbers are reported in the parish's required annual Parochial Report; as of year-end 2024 the Episcopal Church does include an opportunity to include online participation, which we will include when the final data is compiled.



2024 Services:	8am	10am	9am	All/Total
Total by services:	497	1793	827	3119
# Sundays:	/35	/35	/17	/52
Averages:	14	51	49	60
2025 Services:	8am	10am	9am	All/Total
Total by services:	621	1675	594	2890
# Sundays:	/39	/39	/13	/52
Averages:	16	43	46	56
Change, 2024 > 2025:	2	-8	-3	-4
% Change:	15%	-16%	-6%	-6.5%
Easter Day 2024:	8am	10am	All/Total	
	31	118	149	
Easter Day 2025:	8am	10am		
	31	94	125	
Change, 2024 > 2025:	0	-24	-24	
% Change:	0	-20%	-16%	
Christmas 2024:	4pm	10pm	10:00 AM	All/Total
	123	85	7	215
Christmas 2025:	4pm	10pm		
	107	55	0	162
Change, 2024 > 2025:	-16	-30	-7	-53
% Change:	-13%	-35%	-100%	-25%

ALTAR GUILD

Pam Henderson & Lucy Vedrich

What is the purpose of your ministry?

Working in teams, we "set the table" for church services



What does your Ministry do?

We set up and clean up for all church services – Sundays, special services (weddings, memorials, Holy Week, and Christmas celebrations). Members wash and press altar linens after each service. Periodically, we clean the silver, brass, and wood elements. We purchase supplies (wine, candles, and wafers) and keep the Sacristy tidy. Team members each cover one Sunday per month.

Current Participants:

Alan Reed, Barb Shephard, Mary Kraft, Betsy Peters, Debbie Wiegand, Pam Henderson, Polly Ogden, Renee Milkie, Lucy Vedrich, and Vyvienne Stumbles.

How can someone get involved in this ministry?

We welcome new members and provide written and hands-on training. No experience required! Please contact either Pam or Lucy

Faith formation and spiritual practices among adult members at Emmanuel in 2025 included a women's retreat in Lent, primarily led by the Rev. Marilyn Cornwell, and another in Advent, co-led by Marilyn and Brooke Raymond. Special thanks to them, and to Marcia Palk and others she orchestrated to provide food and drink and logistical help.

In August through October, Brooke Raymond also led five sessions devoted to reflection, discussion and practice based on Sharon Salzberg's book, Real Happiness. The resulting interest and momentum have led to continued gatherings, with rotating leadership, for diverse practices of prayer, meditation and reflection – on the first and third Thursdays of each month. Watch the Bell for current information.

Our Tuesday morning Bible study – 10:00 a.m. to 11:30 a.m. – nearly always features a reading of, reflection on, and lively engagement with the gospel text appointed for the upcoming Sunday. Attendance averages 7-10 members, some of whom are regulars, some come and go, and we get the occasional visitor. Zooming in is always an option.

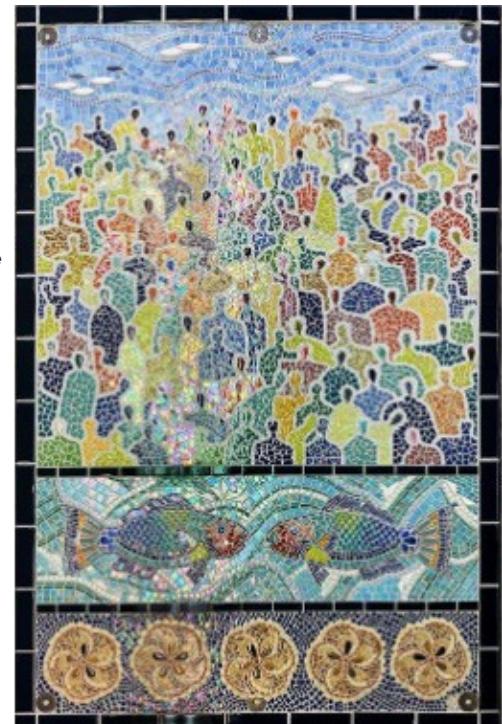


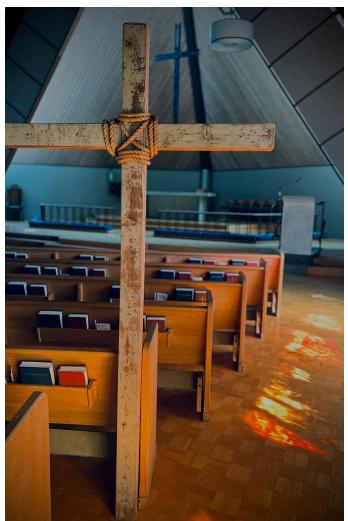
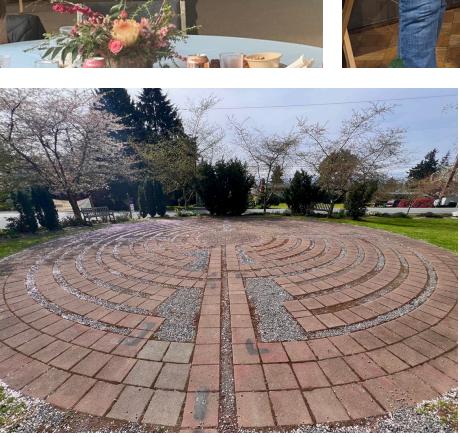
Meanwhile, faith formation and care for our youngest members has been intelligently and thoughtfully led by Kaylee Fedele. Her separate report may be found below. But I wish to point out that she envisioned and coordinated changes that have resulted in a shared nursery and Godly Play ministry, now taking place in the former brides' parlor – in closer proximity to moms and dads 'in church'! I also wish to thank all who

helped renew the new space, including Rick Bogar, who patched the walls and provided a new coat of paint, and others who moved items from the 'Ed. Wing' just in time for fall start up. The Godly Play/Nursery ministry relies on a weekly adult parishioner-volunteer. Thank you to all who have been, are, and will be showing care, faith and love to our children.

FAITH FORMATION, MINDFULNESS, PRAYER, GODLY PLAY

The Rev. Patrick Raymond





FINANCE COMMITTEE

Sue Stiles - Treasurer

What is our purpose?

The Finance Committee is responsible for preparing the annual budget and for developing strategies to operate within it. We also provide the Vestry with comprehensive financial data and recommendations – always acting in the best interest of the congregation.

What do we do?

The Finance Committee convenes five to six times each year to review financial reports and examine other relevant data to assess the church's fiscal health. We also run comparisons between actual and projected revenues and expenses, oversee investment activities, and propose Vestry motions for any necessary course corrections. Each year, three or four members participate in the annual audit, but the most visible deliverable is the annual budget, which guides the financial decision-making throughout the year.

What are we excited about happening in 2026?

We welcome our new treasurer, Pat Angell Hall, whose experience as a Certified Public Accountant will be invaluable. We look forward to working with and supporting the new Vestry and are excited to accept the challenge of beating our budget deficit!

Who are the current participants?

Alan Reed, Lee Stiles, Lucy Vedrich, Pam Henderson
Sue Stiles, Treasurer and Finance Committee Chair (Outgoing)
Pat Angell Hall (Incoming)

What are the estimated volunteer hours?

20-30 hours per year (50 hours, if on Audit Team)

NOTE: Please see the review of our financial performance for 2025 below. More complete information will be included in a separate supplement, which will be available digitally as well as by hard copy for the Annual Meeting on February 1st

2025 Performance Review

Revenue/Expense Category	2025	2025	Actual to Budget	
	Actual	Budget	\$	%
Pledge/NonPledge	415,084	406,416	8,668	2%
Facility Use	145,683	146,354	(671)	0%
Total Revenue	560,767	552,770	7,997	1%
Personnel Costs	316,826	321,149	(4,323)	-1%
Program Costs	18,989	22,575	(3,586)	-16%
Support Costs	184,784	171,301	13,483	8%
Outreach/Assessment	75,743	75,881	(138)	0%
Total Expenses	596,342	590,906	5,436	1%
Surplus/(Deficit)	(35,575)	(38,136)		

FLOWER COMMITTEE

Eugenie Ihle & Becky McKanna

The Flower Committee is a part of the Altar Guild, a liturgical ministry. Our purpose is to enhance the worship experience and offer our creative gifts to God. We also hope to add a welcome to the church through floral arrangements. Altar flowers are prepared for Sunday worship, memorials, and the memorial reception unless the family requests otherwise. Our funding is included in the church's annual budget with additional support from special offerings at Christmas and Easter.

Members sign up to do the Altar flowers according to their availability. The average is about 5 Sundays per year. All are invited to participate in decorating for Christmas and Easter. This year, we have been more practiced with sustainable church floristry by using less floral foam and sourcing more flowers from the church's garden. The floral fund also supported interested members in an online floral arranging training.

Current members: Pat Baxter, Pam Henderson, Carol Heltzel, Eugenie Ihle, Kayla Laughlin, Becky McKanna, Bonnie Threlkeld, Barb Shephard.

We welcome anyone interested in joining the Flower Committee. No prior experience is necessary! We offer training, mentoring, support, and friendship.

Please join our ministry! Contact the committee chairs:

Eugenie Ihle at 206-459-0429
eugenie_nathan@msn.com

Becky McKanna at 617-504-0637
BeckyMcKanna@gmail.com



GODLY PLAY

Kaylee Fedele

What does your ministry do?

Our new Sunday School Room is now open every Sunday, September through May! We welcome children and babies of all ages to come for a quick story, "work" (play) time, and a snack before Communion. Our group of regulars is small, but part of this ministry is keeping the doors open for all new and visiting families.

We recently combined our Nursery and Godly Play programs into one space closer to the Nave, allowing us to use resources (including volunteers' time!) more efficiently. On the first Sunday of each month, I (Kaylee) tell a story from our Godly Play curriculum, and on other Sundays, our wonderful volunteers read a short story from a Storybook Bible.

What are you excited about making happen in 2026?

I'm excited to welcome more volunteers into our Sunday School Room. The adults of Emmanuel have much to share with the children of Emmanuel, and vice versa!

How can someone get involved in the ministry?

We need one volunteer every week from 9:45AM until communion. This both allows us to conform to Safechurch training and provides an opportunity for intergenerational connections at Emmanuel. Any amount of help is welcome. Please consider signing up even once per year to help keep this going! Talk to Kaylee to sign up or for more information.

Hospitality has been revived with 13 committed volunteers who host a post-service reception each Sunday for both services to assist building community in the parish. Parishioners are staying longer after services to connect with others. We're proud that our efforts yield positive results.

The Baker's Group bakes quarterly to fill the narthex freezer with sweet breads to support hospitality. We baked approximately 40 loaves in 2025.

Current Participants:

Sunday Hospitality: Pat Angell, Bryce Bogar, Fiona Crumrine, Stacy Dimmich, Ann Fenwick, Sandy Maloof, Renee Milkie, Lynn Milloy, Leslie Moore, Margaret Morency, Jane Morton, and Margaret Philbrick

Bakers include: Pat Angell, Eugenie Ihle, Renee Milkie, Brooke Raymond, Barb Shephard, and Debbie Wiegand

How can someone get involved in this ministry?

Yes, we need people! Contact Pat Angell

HOSPITALITY & BAKING MINISTRY

Pat Angell



LITURGICAL MINISTERS

Debbie Wiegand

What is the purpose of your ministry?

The purpose of our ministry is to assist the clergy in setting a reverent tone for Eucharist services and to help serve communion.



What does your ministry do?

Eucharistic ministers carry the cross for the procession and recession ahead of the choir; assist clergy with setting the altar table, and administer the consecrated wine to parishioners and visitors. Lectors read the appointed Hebrew Scriptures and New Testament lessons for that Sunday. Intercessors read the psalm and lead the Prayers of the People, including the most recent additions to the prayer list.



What are you excited about happening in 2026?

Some members are still not yet comfortable with in-person services due to COVID-19, which is surging in our communities once again (everyone get your boosters!). Therefore, a few services have been without an Eucharistic minister. Lectors and Intercessors often serve both roles. We encourage new people to join this ministry, and look forward to returning members as COVID's risk again decreases.



Active members include:

Bonnie Threlkeld (L/I), Debbie Wiegand (EM/L/I), Fred Milke (EM/L/M), Jane Morton (L/I), Jeff Zantek (EM/L/I), Nick Bohlinger (EM/L/I), Pat Angell (EM/L/I), Sandy Maloof (EM/L/I), Stacy Dimmich (EM/L/I), David Bachman (EM/L/I), Sue Stiles (EM/L/I)

How can someone get involved in these ministries?

People may contact Debbie Wiegand or any of the active members for more information.



What does your ministry do?

We provide a welcoming and gracious reception following funeral/memorial services at Emmanuel. Food donated by reception team members is arranged on silver platters, flower arrangements grace the tables, and we pour tea and coffee from a silver service. We are responsible for both setting up and cleaning up after each reception. Our interaction with the family members assures a warm link to the parish. It's a fluctuating group with a solid core of stellar volunteers.

Current members: Pat Angell, Barb Beatty, Kami Bohlinger, Ann Fenwick, Carol Heltzel, Pam Henderson, Eugenie Ihle, Mary Kraft, Kayla Laughlin, Linda Mullen, Sandy Maloof, Becky McKanna, Lucy Vedrich, and Peggy Way

How can someone get involved in this ministry?

Memorial Receptions welcomes new members to serve families who are grieving. Your time commitment is absolutely up to you! We are currently looking for new helpers - please contact Pam Henderson.

MEMORIAL RECEPTIONS

Pam Henderson & Barb Shephard



MUSIC MINISTRY

Fred McIlroy - Music Director



This was as active a year as ever for the Music Ministry at Emmanuel Episcopal Church. As Director of Music in writing this report, it is a time of summing up not only my work for the parish, but also the work of the many dedicated musicians who serve here.

These musicians are: Betsy Beuthel, McKenna Milici, Elizabeth Hardisty, Jane Morton, Abigail Brandt, Bonnie Threlkeld, Fiona Crumrine, Betsy Eason, and Polly Ogden. Emmanuel owes much to these people for keeping God's song going here. I would not be able to do what I do without each one of them.

This is a time of great uncertainty for Emmanuel as we look forward to the calling of our Priest-in-Charge. It is also a time of great uncertainty for our wider world. What our music ministry has sought and will seek to do is to represent the great foundation of musical tradition that has characterized our particular branch of faith for over a thousand of years. People were doing what we do then, and they have done so through plague, tyranny, war, and other upheavals. Even in the face of so much doubt and despair. Even in the face of feeling that only doing the bare minimum really matters to anyone anymore. We will look forward to the other side of this chapter. We will continue to do the work we were called to do using the gifts and traditions God has given us. In doing that, we give the people here and in the wider community an image of God that they can turn to for hope and comfort.

The Online Ministry live-streams and records Emmanuel's 10:00AM Sunday services and special events on YouTube, enabling those who can't attend in person—as well as travelers, friends, family, and visitors—to participate in worship and revisit sermons, music, and special services. Launched in 2020, the ministry supports regular worship, feast days, concerts, memorials, and special events, with coverage shared by a small team.

Michael Spencer and **Nick Bohlinger** provide primary streaming support, assisted by **Fred McIlroy** and **William Spencer**; **Julene Levin** manages website updates, YouTube scheduling, and online bulletins.

All are welcome to help—no technical experience required; training is provided. Contact Michael Spencer to learn more.

ONLINE MINISTRY

Michael Spencer



ORDINATION CANDIDATE

Jeff Zantek

2026 marks the next phase of the process to discern my call to the priesthood, now incorporating others across our diocese. Alongside Emmanuelites **Linda Mullen** and **Barb Shephard**, three other discerners, liaisons from their congregations, and I will be working together through a curriculum designed by the Diocese of Olympia's Commission on Ministry to help us understand and flesh out our sense and understanding of our calls to ordained ministry. In their own words, the Commission expects to ordain leaders who: are spiritually grounded and Christ-centered, have a gift of gathering and developing a community, demonstrate emotional maturity, are committed to and engaged in anti-racism work, understand authority, and practice Christian stewardship.



This phase of the deep and holy work will last at least through August, after which the committee will recommend further discernment and/or formation, affirm a call to lay ministry, or affirm a call to ordained ministry, in which case I would seek nomination for postulancy from our vestry and our new Priest-in-Charge! Seminary, if it indeed is in my future, would still be at least two years away. I truly appreciate all your continued prayers, encouragement, and probing challenges as we all walk Jesus' good road together.



OUTREACH

Leslie Moore

The Outreach Ministry supports people in need through financial contributions, hands-on service, and community partnerships. In 2025, Emmanuel **donated \$22,300** to the following organizations,

This year, Emmanuel donated money to:

- Edible Hope Kitchen, Seattle (<https://www.ediblehopekitchen.org>) - \$8,500
- Mercer Island Youth and Family Services, Mercer Island. <https://www.mercerisland.gov/yfs> - \$10,000
- Footloose Sailing, Seattle <https://footloosedisabledsailing.org> , \$1,500
- Church Council of Greater Seattle. <https://www.thechurchcouncil.org> - \$2,300

The parish also hosted fundraisers, service drives, and community events benefiting Edible Hope, MIYFS, Wellspring Family Services, and Northwest Harvest. Two guest presentations highlighted local outreach efforts, and several parishioners volunteered regularly with Footloose Sailing and Edible Hope.

Looking ahead to 2026, with lower cash donations anticipated, Outreach will focus on increased hands-on involvement, including soup preparation and other giving opportunities as they arise. Soup Group members contributed approximately three hours per month seasonally, with additional volunteers delivering soup and supporting Edible Hope weekly.

Volunteer opportunities are announced in The Bell and posted in the Narthex. Outreach meets quarterly on Sundays after church, and those interested may contact Marcia Palk or Leslie Moore (lkmoore314@gmail.com).

Current participants include Marcia Palk, Leslie Moore, Margaret Morency, Jeff Zantek, Janet Bell, Leslie Threlkeld, Stacy Dimmich, Nancy McCraney, Sandy and Emmett Maloof, Mary Kraft, Polly Ogden, Alan Reed, Kris Dobbyn, Debbie Wiegand, Jane Smith, Bob Ewing, Dave and Barb Beatty, and Pat Angell.



"Stay on good terms with each other, held together by love. Be ready with a meal or a bed when it's needed. Why, some have extended hospitality to angels without ever knowing it!"

- The Letter to the Hebrews 13:1-2, The Message

Pastoral care is a religious term, but it does not always have a religious appearance. It's about how we show interest in, show up for, support, and care for one another. It's about how we see and support each other through life's many changes. And, yes, to return to the notion of what can make it "religious", we also pray with and for one another.

Emmanuel has long been blessed by a more formal pastoral care team. When I arrived in the parish in 2024, that team included 5 to 7 members who were meeting quarterly and whose various kinds of pastoral care - note-writing, home Communions, phone call check-ins - were being coordinated by parishioner Barb Beatty. Barb also took it upon herself to keep up with and keep a helpful record of homebound and other members, by way of phone calls, visits, and emails. With Barb's departure from Emmanuel last July, the pastoral care team has been without a coordinator. This does not mean that no pastoral care is taking place. A few participants have suggested that we organize a conversation soon to discern how we can be.

Meanwhile, I believe pastoral care is at the heart of a parish priest's ministry. While administrative responsibilities, preaching, general communications and participation in diocesan ministries are also weighty commitments, I have sought to respond to requests for pastoral care when asked and reached out in many circumstances where I've been made aware of a need. Pastoral care will continue to be a priority through the end of my ministry with you, and I welcome your related inquiries and/or learning of your interest in participating in offering pastoral care.

PASTORAL CARE

The Rev. Patrick Raymond



P-PATCH

Leslie Moore



What is the purpose of your Ministry?

To strengthen bonds in the community by providing a space to grow fresh, organic, affordable produce, fruits, and flowers.

What does your Ministry do?

The Emmanuel P-Patch consists of 12 individual garden plots surrounded by berry bushes and various edible fruit and nut trees. Three plots are dedicated to Emmanuel's ministries, including two for altar and other church flower needs. One plot produces vegetables and herbs for Edible Hope kitchen as part of Emmanuel Outreach, and another grows pumpkins and sunflowers for Emmanuel Day School students to enjoy as part of their Fall curriculum. Plots rented for \$100/each. In 2025, 7 of the 12 plots were rented to non-parishioners.

Activity in 2025?

In 2025, we extend our heartfelt thanks and congratulations to Troop 457 Boy Scout Lucas Miles, who completed his Eagle Scout project at Emmanuel P-Patch. Lucas designed and built raspberry trellises, enhancing the productivity of the garden.

This year, a water monitor was installed at the P-Patch. The cost of water usage matched very closely the user donations for garden access.

What are you excited about happening in 2026?

Improving signage and constructing a trellis entry door for the P-Patch.

How can someone get involved in this ministry?

Contact Leslie Moore (lkmoore314@gmail.com) for more information.

Current Participants:

Leslie Moore, Bonnie Threlkeld, Patrick and Brooke Raymond, 11 non-parish community members.



Connection to: Emmanuel Flower Ministry, Emmanuel Outreach, Hospitality, Emmanuel Pastoral Care, Emmanuel Day School, Property.

SOUP GROUP

Mary Kraft

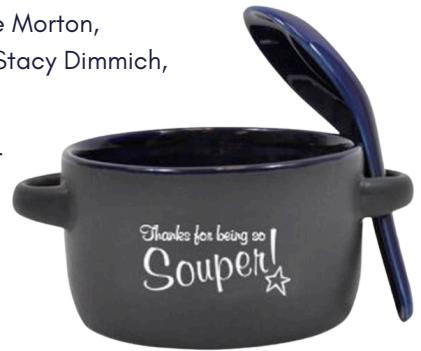
What does this Ministry do: The Soup Group started in the late 20th century, with a group of Emmanuel Parishioners with like minds who wanted to help fellow Parishioners who were temporarily unable to take care of their responsibilities to their families, such situations as a new baby in the family, a health difficulty for a family member, they gathered in the kitchen of one of the Parishioners, starting with meals and later including other gestures, such as cleaning up in the kitchen if needed, when bringing food, doing some of the shopping and driving those who had appointments or doing needed errands. And more. Over the years the group grew and outgrew the home kitchen where they started, and the group moved to the Parish Hall Kitchen. Several years ago, the group was asked to help Edible Hope (volunteers at St Paul's, UCC) with our soup, and our Ministry added Outreach to our Pastoral Care mission. The quantities of soup we make have grown from quarts of soup to gallons of soup.

This year we have met once in each of 8 months on the 4th Friday in the Parish Hall kitchen, through the year, making 4-6 gallons of the chosen soup for Edible Hope, and a few quarts for Pastoral Care, and have invited our fellow Parishioners to join us in making certain amounts of soup, and will regularly invite the Parish in the future so that Edible Hope can keep up with the increasing numbers of hungry people!!

Current Participants: Anne Affleck, Betsy Eason, Mary Kraft, Sandy Maloof, Bobbie Morris, Jane Morton, Linda Mullen, Marilyn O'Neill, LeeAnne Peccie, Peggy Way, Linda Wylie. Friends and Supporters: Stacy Dammich, Lynn Milloy, Leslie Moore, Marcia Palk.

Celebration: Our traditional Christmas Luncheon, where we enjoyed fellowship with each other and our friends and supporters out of the kitchen!!

How to get involved with Soup Group: Contact any of the current participants, including our friends and supporters. We would love to talk with you about joining us!

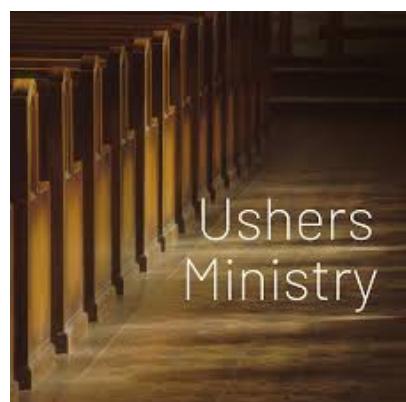


What does your ministry do?

Ushers welcome congregants and attend to their comfort before, during, and after services. They provide safe access to the communion rail, distribute bulletins, assist with seating, and help maintain a welcoming and orderly worship space. Ushers also secure offerings and tidy the pews after services, and serve at memorials and special services such as Easter and Christmas.

Ministry Activities in 2025

Ushers are regularly scheduled for the 10AM service. The 8AM service currently relies on congregants to step in as needed, with reduced usher duties due to smaller attendance.



Estimated Volunteer Hours

Ushers typically serve 1.5-2 hours per Sunday service. Memorial services require approximately 2-3 hours.

Current Participants

We thank Bob & Pat Baxter, Janet Bell, Nick Bohlinger, Kaylee Fedele, Nathan Ihle, Sandy Maloof, Dave McKenna, Michael Spencer, and Hugh Threlkeld for serving as Ushers in 2025.

How can someone get involved?

All are welcome to join the Usher ministry. It is a meaningful way to serve and connect with the congregation. Those interested may contact any of the participants named above

USHER MINISTRY

Bob Baxter & Hugh Threlkeld

This report is adapted from the report for the 2024 calendar year.

VESTRY & DELEGATES

Job Description - Vestry Member

All vestry members should strive to the best of their abilities to:

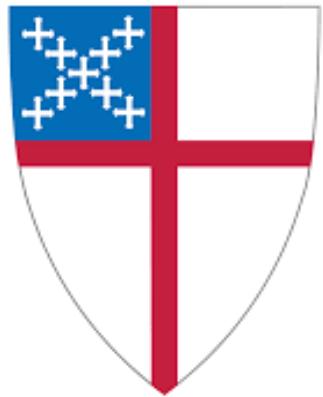
- Have a love of God and demonstrate a commitment to following the way of Christ
- Be active in and knowledgeable about the congregation, its programs, and governance
- Be fair, interact well with people, and strive to earn the respect of the members of the congregation
- Commit themselves to a partnership between vestry and clergy leaders, recognizing the success of an inclusive model of leadership relies on everyone's participation
- Offer talents to discern and support the congregation's mission and vision
- Be active ministers of the gospel in daily life and work.
- Pledge financial support early in the annual or other campaigns

All vestry members should be able to make the following time commitments during a three-year term:

- Attend 9-12 regular Vestry meetings per year (in 2026, held on 3rd Tuesdays) and other special Vestry meetings as called
- Committee work, in the form of, but not limited to, active participation in working task groups of the vestry
- Faithful attendance at weekly worship services (rotating occasionally if more than one)
- Congregational events: coffee hours, meals, fundraisers, adult education programs, etc.
- Diocesan meetings, as necessary
- Completion of Safeguarding God's Children and People trainings within the first 3 months of vestry service
- Annual meeting of the parish – **February 1, 2026**

Episcopal Church canons stipulate the vestry shall:

- *Be agents and legal representatives of the congregation in all matters concerning its corporate properties and the relations of the congregation to its clergy (Title I. Canon 14, Section 2)*



- Ensure that standard business methods, as outlined in The Episcopal Church's Manual of Business Methods in Church Affairs, will be observed (Title I. Canon 7, Section 1)
- When a congregation is without a rector, the officers of the vestry are responsible for the continuation of worship, including the calling of a new rector (Title III. Canon 9, Section 3)
- The vestry has responsibility for nominating persons for holy orders (Title III. Canon 5, Section 2)

All vestry members are responsible for:

- Bringing one's whole self to the table; being present – mind, body and spirit
- Risking openness with one's ideas, beliefs, and desires
- Praying daily for the rector, leaders and members of the congregation

You are eligible to be elected to the Vestry if you meet the following criteria (of an Adult Communicant in Good Standing, as defined by the Canons of The Episcopal Church I.17.2-3):

- At least 16 years of age.
- Baptized member of the congregation, which means you were baptized at Emmanuel; OR you have been received or confirmed in The Episcopal Church as an adult AND your membership has been recorded at Emmanuel.
- For the previous year you have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God.
- You have received Holy Communion at Emmanuel at least three times during the last 12 months.

2026 VESTRY NOMINATIONS



Pat Angell is an active member of Emmanuel. She and her husband, Mark Hall, raised their two daughters Katie & Becca at Emmanuel. She has served on the vestry, as treasurer, run fundraisers and assisted with pastoral care. Pat & Mark have been active members for almost 40 years. Pat is currently managing Hospitality & Bakers Group and serving as Eucharistic minister.



Stacy Dimmich has been an active member of Emmanuel for years, and love being a part of the community. I've served in various ministries, including Lay Eucharistic ministry, Outreach, Choir, Hospitality, and once before served on the Vestry. If elected, I would look forward to being a part of ushering in a new era at Emmanuel church.



Nathan Ihle grew up in the Northwest and, after returning to the Seattle area in the 1990s, he and his wife Eugenie settled on Mercer Island to raise their now-grown children. They were attracted to Emmanuel both for its programs and for the Episcopal Church's leadership in supporting Christian values globally. Nathan previously served one term on the vestry and has contributed to stewardship, facility management, and other behind-the-scenes efforts at the church. Throughout his career in biopharmaceutical research and development, he has focused on creating new treatments for cancer. Though he recently stepped away from full-time work, he remains active in the field as a consultant.



Sue Stiles has been at Emmanuel for 25 years, serving as Eucharistic Minister, Lector/Intercessor, Altar Guild Chair, Stewardship Chair, and Confirmation Sponsor to two young members. She served one previous term on Vestry, including 2 years as Senior Warden, followed by 10 years as Treasurer and Finance Committee Chair. She also completed a 2-year course at the College of Congregational Development. Sue is a cum laude graduate of the University of Washington with a degree in accounting. Her professional career began as an auditor at Price Waterhouse, followed by 40 years as a manufacturers' representative for a private company. Sue and her husband, Lee, have been married for 51 years. Now retired, they enjoy spending time boating, hiking, supporting Husky Football, volunteering with The Salvation Army, and spoiling their beloved dog, Lily. Their boat is aptly named "Gratitude," a reflection of the thankfulness they feel for multiple reasons, including every time they walk through the doors of Emmanuel,

JOB DESCRIPTION - DIOCESAN CONVENTION DELEGATE/ALTERNATE

Diocesan Convention Delegates should strive to the best of their abilities to:

- Have a love of God and demonstrate a commitment to following the way of Christ
- Be active in and knowledgeable about the congregation its programs and governance
- Be fair, interact well with people and strive to earn the respect of the members of the congregation and diocese
- Have an interest in the relationship of the congregation to the diocese
- Have enthusiasm and vitality for this ministry

Diocesan Convention Delegates should be able to make the following commitments during a two-year term:

- Faithful attendance at weekly worship services
- Attend the annual meeting of the parish
- Actively participate in congregational events: coffee hours, meals, fundraisers, adult education programs, etc.
- Attend 1-2 pre-convention meetings per year
- Attend and participate in the full duration of the annual Diocesan Convention (normally a Friday and Saturday in late October or early November), and any special Diocesan Conventions as may be convened

Diocesan Convention Delegates, at minimum:

- Are at least 16 years of age
- Have had their baptism recorded (either originally or by transfer) in the records of Emmanuel
- Have received Holy Communion at Emmanuel at least three times in the past 12 months
- Are a regular attendant at worship at Emmanuel
- Are a regular financial contributor to Emmanuel
- Are not a voting member of another Episcopal congregation in this or another diocese All Diocesan Convention Delegates (and Alternates) are responsible for:
 - attending convention, speaking and voting
 - attending regional ministry and pre-convention meetings
 - meeting together with other delegates from Emmanuel prior to convention to determine voting strategies and the congregation's position on issues



- reading materials prior to arriving at regional meetings, pre-convention gatherings, and diocesan convention
- helping conserve resources by printing only information needed for action at convention
- providing a major link between the congregation, the region and the diocese-at-large
- participating in regional activities and programs – supporting the work of the larger church through the regions providing input on the diocesan budget and budget priorities through online resources and preconvention meetings reporting back to the congregation after the convention (This includes a responsibility to bring back any charge from the convention to the congregation and to interpret actions of the convention for the congregation.)
- voting at convention on behalf of the congregation on resolutions that may affect the governance of the diocese and/or the congregation
- electing members to the diocesan governing bodies and deputies to General Convention
- building personal knowledge about the issues and cognizant of any potential impacts
- advocating within the diocese for "heartfelt" local issues
- working actively to gain input from their congregation and vestry prior to convention
- staying connected by reading their local newsletter, as well as signing up to receive the Across the Diocese weekly newsletter (as well as other diocesan newsletters) through the link on the diocesan website
- keeping the convention office advised of current email address

2026 DIOCESAN CONVENTION DELEGATE NOMINATIONS



Jon Fedele and his then fiancée Kaylee came to Emmanuel in 2021 shortly after moving to the Seattle area. He currently serves as member and Clerk of the Vestry. Jon enjoys Emmanuel's musical and liturgical excellence, along with the company of the friends he and Kaylee have met here. Jon works as a substitute teacher. If chosen as delegate to convention, Jon hopes to advocate for more coordination among area churches for resource-sharing.



Sandy Maloof, an Island native, has been active at Emmanuel since her confirmation in 1980, this will be her second vestry term. Over the past 44 years, her Emmanuel activities have been varied and include Fellowship, Newcomers, Soup Group, Memorials Team, Ushering, stewardship, and co-chair of the fundraising committee for Emmanuel's now completed Rectory. In 2024, she successfully completed the two-year program of the College of Congregational Development and plans to bring those skills to her work with the vestry. She and Emmett are members of the Bishop's Society and the Emmanuel Legacy Society.

2026 DIOCESAN CONVENTION ALTERNATE DELEGATE NOMINATIONS



Pat Angell is an active member of Emmanuel. She and her husband, Mark Hall, raised their two daughters Katie & Becca at Emmanuel. She has served on the vestry, as treasurer, run fundraisers and assisted with pastoral care. Pat & Mark have been active members for almost 40 years. Pat is currently managing Hospitality & Bakers Group and serving as Eucharistic minister.



Alan Reed retired after a 40-year career in healthcare and emergency services leadership. He and Polly Ogden were married at Emmanuel 15 years ago. A former Senior Warden, Alan remains active in a variety of parish ministries.

Their household usually includes one to three dogs, often with a foster in the mix—a daily reminder of unconditional love, mutual care, and listening across differences. Alan believes the Episcopal Church continues to be a vital source of peace, tolerance, and service in a turbulent world, and that conviction supports his participation in church governance.



Leslie Threlkeld

Bio unavailable at time of printing.

JOB DESCRIPTION - NOMINATING COMMITTEE AT-LARGE MEMBER



Nominating Committee At-Large Members should strive to the best of their abilities to:

- Have a love of God and demonstrate a commitment to following the way of Christ
- Be active in and knowledgeable about the congregation its programs, people, and governance
- Be fair, interact well with people and strive to earn the respect of the members of the congregation and diocese
- Have enthusiasm and vitality for this ministry

Nominating Committee At-Large Members should be able to make the following commitments during a two-year term:

- Faithful attendance at weekly worship services
- Attend the annual meeting of the parish
- Actively participate in congregational events: coffee hours, meals, fundraisers, adult education programs, etc.

- The Nominating Committee consists of six (6) members: a Junior Warden (chair), the Rector, and four (4) Members-at-Large.
- The report of the Nominating Committee is due to the Vestry no later than thirty (30) days prior to the first day of the month in which the Annual Meeting is to be held. Typically, the report is due December 1 for an Annual Meeting held in January.

Source: *Emmanuel Parish By-Laws, 2017.*

Nominating Committee At-Large Members, at minimum:

- Are at least 16 years of age
- Have had their baptism recorded (either originally or by transfer) in the records of Emmanuel
- Have received Holy Communion at Emmanuel at least three times in the past 12 months
- Are a regular attendant at worship at Emmanuel
- Are a regular financial contributor to Emmanuel
- Are not a voting member of another Episcopal congregation in this or another diocese

Nominating Committee At-Large Members are responsible for:

- Prayerfully seeking out those parishioners who possess the necessary qualifications and willingness to assume the responsibilities of Vestry member, delegate or alternate to Diocesan Convention, or Nominating Committee member, and any other vacant office requiring election by the Parish.
- Invite and confirm one (1) candidate for each vacant position. About the Nominating Committee

2025 NOMINATING COMMITTEE AT-LARGE MEMBERS



Polly Ogden is a recently retired healthcare administration manager with expertise in IT projects, financial and regulatory analysis, and process improvement. Since retiring, she has focused on fostering rescue puppies, spending more time outdoors, and expanding her cooking interests. She is married to Alan Reed.

Born and baptized at Emmanuel, Polly has been part of the parish most of her life. A lifelong choir member, she is also active in the Altar and Flower Guilds and enjoys participating in Diocesan Convention to build skills, relationships, and ideas that support Emmanuel's ministry.



Jeff Zantek

Bio unavailable at time of printing.

2025 ANNUAL MEETING MINUTES

Minutes of the ANNUAL MEETING Sunday February 2, 2025.

The meeting was called to order at 11:37am in the nave by Senior Warden Polly Ogden, who then ceded leadership of the meeting to Interim Rector, Reverend Patrick Raymond. Reverend Brian Gregory was appointed as chaplain and Jon Fedele as Parliamentarian. There were 47 people present.

I Welcome and Approval of Agenda: The Rev. Patrick Raymond

Roy Palmer moved to accept the agenda as presented; Malaika O'Rourke seconded and the motion passed.

II Bright Spot: Mimi Katano, Executive Director, Youth Theatre NW

Mimi gave a brief presentation about the theatre school where she has worked for 26 years. YTN has been a tenant at Emmanuel for the last ten years and teaches theatre skills as life skills. It's about community, collaboration and a mission to teach empathy.

III Wardens' Report: Polly Ogden and Jon Fedele

Polly outlined the accomplishments made by the vestry during 2024. Emmanuel Day School and Patti's both renewed their leases for three years. The education wing has been refurbished with new paint, carpet and thermal blinds, all following installation of a new roof. Between February and August, the vestry supported all aspects of administration of the church in the absence of a rector; in August, they hired Father Patrick Raymond as Interim Rector for two years. They also spent time developing a Behavioral Covenant, a preliminary outline of who we are and who we want to be.

IV Gratitude: Father Patrick

Thanks was given for the 2024 Vestry with special note of Bob Baxter, Nick Bohlinger, Christy Kenyon, and Barb Shephard who are at the end of their terms. Father Patrick also expressed gratitude for our staff, Julene Levin, Fred McIlroy and John Pritchard, and for all Emmanuel program leaders, volunteers and parishioners. 2025 will be a pivotal year for Emmanuel as we find a sustainable path forward. Father Patrick emphasized continued community building, and housekeeping tasks (bylaws, job descriptions, goal setting and mutual ministry) to provide a solid foundation on which to invite a new rector. The church of tomorrow doesn't look like it did yesterday. We are smaller in number but still large in abundance, talents and skills; how do we invest those attributes with continuation of God's purpose for us?

V Election of Vestry Members and Diocesan Convention Delegates for 2025: Father Patrick

The following uncontested slate of candidates was approved by acclamation:

Candidates for Vestry, 2 year terms: Sandy Maloof and Michael Spencer

Candidates for Vestry, 3-year terms: Leslie Moore, Carlos Obando, Marcia Palk

Candidates for Diocesan -Convention Delegates:

1 year terms: Pat Angell and Alan Reed

2 year terms: Jane Morton and Barb Shephard

Candidates for Diocesan Convention Alternates:

1 year terms: Kaylee Fedele and Polly Ogden

2 year terms: Sandy Maloof and Jeff Zantek

Nominating Committee At Large: Nick Bohlinger and Debbie Wiegand

VI Bright Spot: Leslie Moore

Leslie spoke briefly about our P-Patch, 12 community garden plots which provide flowers for Altar Guild, veggies for Edible Hope, pumpkins for preschoolers and joy for gardeners. She also thanked Rich Witek for salvaging wood from a deteriorating tree on campus and creating a new altar for our chapel.

VII Financial Report: Sue Stiles

Sue's detailed report is outlined in the printed version of her Power Point presentation (attached to these minutes). Highlights included a \$4000 surplus in the Operating Fund at the end of 2024. She presented the 2025 Budget, noting revenue is down and expenses are up, resulting in a deficit budget for next year. She noted three restricted funds we received last year: a \$100,000 directed gift; a continuing maintenance fund for the garden from the Kraft family; and a Fix-It fund for deferred property maintenance from the Angell-Hall family. She ended by thanking the Finance Committee (Pam Henderson, Malaika O'Rourke, Alan Reed, Sue Stiles and Lucy Vedrich) for their continued hard work.