

## Basic Information

Including this information gives prospective priests a quick snapshot of your services and attendance. If you don't include these, folks will have to read through the narrative to find answers. ASA is also a searchable field, so if you don't include the ASA number here, priests won't be able to search for you by size.

Congregation \*

Good Samaritan, Sammamish

Weekly Average Sunday Attendance (ASA): \*

52

You may only use numbers in this field. Do not use commas

Number of Weekend Worship Services (non-COVID schedule): \*

2

You may only use numbers in this field. Do not use commas

Number of Weekday Worship Services (non-COVID schedule): \*

0

You may only use numbers in this field. Do not use commas

Number of Other per Month Worship Services: \*

0

You may only use numbers in this field. Do not use commas

## Compensation, Housing, and Benefits

This section spells out compensation details. I supplied the text in blue because those policies are built into the Letters of Agreement.

### Current Annual Compensation

Current Annual Compensation: \*

99368

Cash Stipend: \*

☐ Yes

☒ No

Your worshipping community provides your housing in the form of a cash stipend as compared to a specific place to live, such as a rectory.

Housing / Rectory Detail:

You may only use numbers and decimal points in this field

Utilities:

☐ Yes

☒ No

SECA reimbursement

☐ Yes

☒ No

SECA reimbursement options:

☐ N/A

☐ Full

☐ Half

☐ Other

Current Compensation Available for New Position - Copy \*

102,070

You may only use numbers and decimal points in this field

Negotiable:

☒ Yes

☐ No

Additional Compensation Notes:

120 hrs sick leave; 50% discount for preschool; \$1000 business meals; \$1000 mileage

100 character limit including punctuation and spaces

Housing Available for:

Pension Plan:

☒ Yes

☐ No

We're in compliance with CPF requirements.

Health Care Options

☐ N/A

☒ Full Family

☐ Clergy + 1

☐ Clergy Only

☐ Negotiable

Dental

☐ N/A

☒ Yea

☐ No

Housing Equity Allowance in budget:

☐ N/A

☐ Yea

☐ No

☒ Negotiable

Annual Equity Amount:

Vacation Weeks

Continuing Education Weeks:

Continuing Education Funding in budget:

Sabbatical Provision: \*

☐ N/A

☒ Yes

☐ No

Travel/Auto Account: \*

☐ N/A

☒ Yes

☐ No

Other Professional Account: \*

☐ N/A

☒ Yes

☐ No

Additional Comments:

100 character limit including punctuation and spaces

## Work History & Skills

Completing this section helps prospective priests get a sense of the recent length of tenure for your rectors.

For up to the last three prior rectors include

<b>Name</b> <div>Charissa</div> <div>Bradstreet</div> <div>First Name</div> <div>Last Name</div>		<b>Title</b> <div>Interim</div>	<b>Start Date</b> <div>Oct</div> <div>2022</div> <div></div>	<b>End Date</b> <sup>*</sup> <div>Current</div> <div></div> <div></div>
<b>Name</b> <div>Steve</div> <div>Danzey</div> <div>First Name</div> <div>Last Name</div>		<b>Title</b> <div>Rector/ Vicar /Priest in Charge (</div>	<b>Start Date</b> <div>6/2014</div> <div></div> <div></div>	<b>End Date</b> <div>9/2022</div> <div></div> <div></div>
<b>Name - Copy</b> <div>Suzi</div> <div>Robertson</div> <div>First Name</div> <div>Last Name</div>		<b>Title</b> <div>Rector/ Vicar /Priest in Charge (</div>	<b>Start Date</b> <div>1/2009</div> <div></div> <div></div>	<b>End Date</b> <div>1/2014</div> <div></div> <div></div>

## Formation statistics section

This section helps people understand the size and breadth of your formation programming.

Church School Name:

Good Samaritan Preschool

If none, please put in N/A

Number of Teachers/Leaders for Children School:

6

Number of Students for Children School:

12

Number of Teachers/Leaders for Teen/Young Adults School:

3

Number of Students for Teen/Young Adults School:

0

Number of Teachers/Leaders for Adults School:

2

Number of Students for Adults School:

45

Day School:

- ☐ Pre-K
- ☐ Kindergarten
- ☐ K-6
- ☐ K-12
- ☐ Other

Number of Students for Day School:

70

Number of Teachers for Day School:

12

Number of Total Staff for Day School:

2

Notes:

Number of Total Staff for Day School:

500/500

## Narrative

In our baptism we promise to proclaim by word and example the Good News of God in Christ, seeking and serving Christ in all persons. You are invited here to reflect on your ministry by responding to all of the following questions. You may answer in more than one language, if appropriate.

# Office of Transitional Ministries - Narrative Questions

Good Samaritan Episcopal Church  
Sammamish, Washington  
March 2023

## **1. Describe a moment in your worshiping community's recent ministry which you recognized as one of success and fulfillment**

The Good Samaritan Preschool is our largest ministry. When the pandemic forced our school to close, we focused on two things: operating safely and maintaining good relationships with our preschool families and staff. We knew that we were entering a time of social and economic uncertainty, but our focus was on caring for our staff and families primarily. In March 2020, we issued refunds to parents since the preschool was closed, and also gave payroll assistance to the preschool staff. In the fall 2020, we re-opened the preschool at half capacity and operated in a deficit. We relied on a PPP loan to keep operating and supporting families. In the fall of 2021, we opened at full capacity and began operating with a balanced budget. The vast majority of our staff returned. Our preschool families also returned and told their friends and neighbors about our school as well.

Today our preschool is at full capacity with a wait list. We have one student on government assistance. Our reputation in the community remains strong and continues to grow. We have a staff of three full-time employees, nine part-time employees and a pool of two substitute teachers. During the weekday at Good Samaritan, our building is filled with a joyful noise.

## **2. Describe your liturgical style and practice. If your community provides more than one type of worship service please describe all.**

Good Samaritan Episcopal Church's liturgical style is a blend of traditional and contemporary practices. We use Rite 2 throughout the year with forms of the Great Thanksgiving from the BCP and Enriching our Worship.

Our 10:30am service includes a worship leader/crucifer and occasionally acolytes. The priest typically will wear just a stole, reserving the chasuble for feast days and the seasons of Lent and Advent. This service includes traditional and contemporary music, vocal leadership from the choir and the use of sanctus bells. Portions of the Great Thanksgiving are often chanted during Advent and Epiphany seasons. In addition to in-person worship, this service is live-streamed. The 8:00am service is a spoken service, without music or bells and uses the prayer corner within the sanctuary.

At all services, everyone is welcome to receive the Holy Eucharist.

### **3. How do you practice incorporating others into ministry?**

The importance of ministry at Good Samaritan is summarized by “many hands make light work.” Engagement deepens our community and spiritual experience. Incorporating others into ministry occurred as we emerged from Covid. To encourage people to return to in-person worship and re-engage in the life of our church, we created a Ministry Fair featuring 16 ministries to provide a way to explore a variety of opportunities. To those less engaged, the fair provided a way to lean into their Good Sam life. To those already entrenched, it was an opportunity to refresh their focus. For everyone, it was a chance to celebrate what goes on across our church community. We asked ministry leads to create displays explaining their ministry (like a science fair). We set displays up in the Narthex in a self-guided tour format and after Sunday service, encouraged everyone to “Walk the Ministry Way.” Participants wrote their name on ministries they wanted to learn about and they were entered into a fun drawing. We also had a potluck brunch. The result? Over 50 names were collected. Ministry leads followed up with more information. The welcoming nature of this event made it fun to explore new ministries.

### **4. As a worshipping community, how do you care for your spiritual, emotional, and physical well-being?**

Good Samaritan has a Pastoral Care Ministry Team which:

- Assists as Lay Eucharistic Ministers at worship services
- Takes communion to those who are ill or homebound
- Receives formal training from the Diocese
- Visits those who request additional help

During Covid, the team reached out to the congregation with:

- Personal phone calls to see how people were doing
- Delivering advent wreath kits to people in their homes
- Delivering food and pretzels with recipes during Lent to people in their homes

Good Samaritan has a substantive, well-attended adult formation session between the two Sunday services. Most sessions are offered by the Rector and Curate. We also have a parishioner with doctoral degrees in religious studies and theology who is currently leading weekly sessions on a wide range of topics.

Good Samaritans have participated in numerous pilgrimages including trips to Israel, Guatemala, Spain, and walking the Camino de Santiago in Spain, Portugal and France.

Good Samaritan has Sunday School for children from three years old through fifth grade, led by volunteer congregation members. We have a monthly evening program called Play, Pray and Pizza, and special events around holidays.

### **5. Describe your worshipping community's involvement in either the wider Church or geographical region.**

Over the past 12 months, parishioner engagements included:

- In conjunction with the Diocese of Olympia Resettlement Office, Good Samaritan coordinated and supported the resettlement of an Afghan family.
- Two parishioners and our curate attended “Better Together: A Faith Formation Mini-Conference.” This conference trained leaders in children and youth ministry.
- Parishioners donated funds on multiple occasions to Episcopal Relief & Development.
- Parishioners provided financial support for the American Friends of the Episcopal Diocese of Jerusalem (AFEDJ).
- One of our parishioners is on the Board of Directors for the Cathedral Foundation of the Diocese of Olympia and helped develop a video titled, “[Collaborative Stewardship](#).” This video describes how to create a last will and testament, which help yield \$11.8 million in legacy gifts in 2022.

Over the past 12 months, clergy engagements included:

- Rector served on Standing Committee.
- Rector, curate, and four parish delegates participated in 2022 Diocesan Convention.
- Rector coordinated and led a pilgrimage to Holy Land.
- Rector and curate attended annual clergy conference.

## **6. How do you engage in pastoral care for those beyond your worshipping community?**

Good Samaritan’s Faith-in-Action (FIA) Committee focuses on putting our faith into clear, Christian action within our community through three principle thrusts: cross-cultural outreach, social justice support, and basic needs assistance. Over the past two years, our cross-cultural outreach included sponsoring an Afghanistan refugee family, and helping each family member settle into this new country and culture.

Social justice support identified inequities in our community surrounding the death of George Floyd, Breonna Taylor and many others. Working with Lake Washington Institute of Technology, we established a scholarship fund focused on people of color and awarded grants over the last two years. During Advent 2022, Good Samaritans raised additional funds for the scholarship through the sale of Christmas trees, wreaths and poinsettias.

Our basic needs assistance team offers free meals to 15-30 individuals with food insecurity in a safe and warm environment alongside other churches and organizations in the area. This team also provides backpacks to children every new school year and hygiene kits for the homeless who desire them.

## **7. Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about it?**

The Faith-in-Action ministry referenced in Q6 has developed into a highly valued community program over the last few years. The list of accomplishments is long, but more relevant is to

consider the human impact of this ministry. Imagine, being a family a few months removed from being on one of the last refugee planes to leave Afghanistan, who's precarious escape included being present at the airport bombing that took so many lives. Imagine, losing and then thankfully finding, your young child during that chaos. Imagine, being transferred among military bases until finally arriving in Seattle. That's the Babakarkhil family. Imagine, finding yourself in a situation to help this family. That's Good Samaritan Church. After hearing a resounding 'yes' from our congregation when asked if they wanted to help refugees, we contacted the Diocese's Refugee Resettlement Office and were assigned the Babakarkhils. We helped them settle in a new home, register for schools, attend doctor appointments, get Covid shots. The list goes on. We found new friends and benefited as much by exposure to their culture as they have from their new home in the US. The ministry team can share all their efforts.

## **8. How are you preparing yourselves for the Church of the future?**

We work hard to ensure that we have a resilient foundation from which to support our parish and community in an enduring fashion. We have a stable financial base supported primarily by families that make an annual pledge commitment and tuition from our preschool. Our preschool is operating at full capacity with approximately 70 students (full enrollment, plus a waiting list).

As we navigated the post-Covid lockdown world, we quickly realized we needed to create opportunities to encourage members to return in person and rebuild our community. At the same time, we have remained open to experimentation with new modes of worship in the post-Covid era, for example continuing our online services, executing our successful drive-thru Ash Wednesday service in 2023, and experimenting with a "Play, Pray and Pizza" program in 2022.

Finally, a key way that we are preparing for the future is through our rector search itself. To that end, we have been intentional in our discovery and discernment phases of the rector call process and, in our Sunday worship services, collectively pray that "we may see [God's] vision for the Church of the future and have the grace and power to get there."

## **9. What is your practice of stewardship and how does it shape the life of your worshipping community?**

Our stewardship is shaped by our community. And the fruits of that stewardship fund the events that bring us together as a community and that allow us to go out and minister to our greater community. We view contributions to stewardship to be time, talent, and treasure. A small team that is representative of our congregation creates a stewardship campaign that is formed around a theme that reflects the current state of Good Sam. For example, this year's theme was "Explore the Mystery with Good Sam" which represented our church's state of transition, the post lockdown world, and the uncertainty in our politics. We then took this message and incorporated it into the sermon series, had members share video messages answering questions about faith and Good Sam, had a stewardship packet pick-up dinner party and celebrated ingathering where members delivered their pledges to the altar.

We are blessed with a strong, committed core of pledging families and a vibrant preschool that generates income. Our average pledge grew from \$4,480 to \$4,978 this year, and over half of the pledges were increased by an average of 10% over last year. We had a total of 47 pledging families, with seven pledging families moving away this year and one new pledging family joining the parish.

**10. What is your worshipping community's experience of conflict? And how have you addressed it?**

We are fortunate to not have conflict in our community now but that hasn't always been the case. We feel that conflict is not inherently bad as it's through spirited debate that great insights are gained and progress made. The issue is when conflict is expressed in misdirected or disrespectful ways. Under Fr. Steve's leadership, and given our maturing worship community, the last few years have been essentially conflict free. It is worth reflecting on what's gone right to minimize conflict at Good Samaritan. Leadership spent considerable time aligning around our core mission. We've learned the importance of transparency and the great value of addressing topics of concern through discussion and from the pulpit. We try to live an "assume positive intent" mindset and know that a little well-placed humor can be priceless. Years ago we did navigate through a period of conflict. Looking back, it seems we too often embraced "triangulation", were not fully transparent on critical topics and allowed things to fester. Today, we feel healthy around conflict, but also humbled. We realize a supportive, drama-free worship community must be earned by creating a safe and inclusive environment.

**11. What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? What did you learn?**

About eight years ago, we decided to stop renting our classroom space to a private secular preschool provider and instead open an Episcopal preschool. The foundation for this change was both spiritual and fiscal. However, we began speaking about it mostly from a business point of view. Fiscally and spiritually this change was the right decision. But parishioners felt something was "off" and were uneasy with the change. We were too focused on the business side of the decision rather than the spiritual side which has allowed us to present Christ to children and families in our community in a positive way. We should have always kept that first in our decision making.

About five years ago we identified that our average pledge was lower than other churches. Instead of lots of parish meetings, we prayed and preached about the issue, educating our parishioners on the meaning of tithing. We approached our problem from a faith point of view first. We learned that keeping Christ in the center of our conversations and prayers helped us make good decisions fiscally and spiritually. Change happened slower with this method but parishioners connected with the need and responded positively.

**12. Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.**



Our Parish Survey provides in-depth insights into what our future leaders will need to be in order to be successful at Good Samaritan. A brief summary would be: Collaborative Leader, Thoughtful Preaching, Engages Newcomers, Evangelizing Vision.

# Vestry Goals

Good Samaritan Episcopal Church

At its annual retreat in 2022, the vestry found itself called to three focus areas: re-engagement, fellowship and evangelism.

**Re-engagement:** Like most churches, Good Samaritan shifted almost entirely to remote service during Covid. As we navigated the post-Covid lockdown world, we quickly realized encouraging our members to re-engage was perhaps the most important and highest-impact action we could take. We needed to create opportunities to encourage members to return in person and rebuild our community. Examples of our efforts included holding a well-attended ministry fair (each ministry created a display and parish members were encouraged to sign up to join or learn more) and placing personal invitation calls to fellow parishioners for events such as Father Steve's farewell service.

**Fellowship and Food:** When reflecting on what has worked well in the past, we acknowledged that our congregation finds comfort and strength in getting together and breaking bread, particularly after the extended isolation of Covid. We hosted a range of in-person activities created specifically to encourage members to connect with each other and rediscover what they love about Good Samaritan. Our excellent coffee hour is always quite well-attended. We tend to talk and linger; some days the time we spend at coffee hour almost surpasses the time dedicated to Sunday service!

**Evangelism:** This is a word that can be off-putting to some, but to us, evangelism means simply celebrating our unique spirituality and reaching out to invite those around us to engage in our journey with Christ together. While we do have a robust faith-in-action ministry and outreach efforts, we know there is much more evangelism work we can do in collaboration with our new rector.

At the 2023 vestry retreat, the vestry identified the following three areas of focus for 2023:

**Congregational Engagement:** getting church members together throughout the year, and getting to know all members.

**Redefining Evangelism:** focusing on our social media and website and reaching out to members, preschool, and our community.

**Facilities Stewardship:** long-term planning around our aging facilities.