

Table of Contents

Annual Report 2013-2014

LOOKING BACK

- Administrators Report (Kirby White)
- Staff & Interns (Tamura Turney)

LOOKING NOW

- Pastoral Search Update (Mike Nealy)
- 3/14 Balance Sheet comparison (Kirby White)

LOOKING FORWARD

- Strategic Plan (Trevor White)
 - Café
 - Church Services
 - Other projects
- Evangelical Covenant Church (Patricia Kloster)
- Proposed 14/15 Budget (Aaron McConkey)
 - Staffing

Administrators Report

This last year at Emmanuel has been one of creativity, partnership, growth, and outreach. I have been Emmanuel's Administrator for almost a year now, and I have been blessed to have been a part of so many wonderful things here. This position has been as challenging as it has been rewarding, and I am grateful to have been able to learn and grow so much in this role.

Programs

UGM Shelter

November 3rd, 2013 was the opening date for the second year of our partnership to open a homeless men's shelter with Seattle's Union Gospel Mission. Almost a month later we were hosting 20 men each night and offering them a bed, a meal, some clean clothes, bus passes, and relationship. Volunteers came from Emmanuel, Mosaic Community Church, KapKa School, and our neighborhood to spend time with the men and encourage them in their lives. In January we hit our capacity of 33 men per night. We are sad that the need exists for homeless service but we are glad that we are able to provide the assistance needed. In total, Emmanuel was able to provide shelter, food, and love to approximately 3,500 homeless men this year.

Tzedakah

Our Tzedakah/Benevolence fund has been quite active this year. Trevor White has been leading the efforts to provide material assistance to those that need a helping hand. With a budget of \$5,000 for 2013-2014 we were able to offer grocery store gift cards, gasoline gift cards, bus passes, and several nights at a motel to individuals who approached us for assistance. In addition to material assistance, Emmanuel offers free or discounted counseling services through the Port & Anchor and has provided upwards of 150 hours of therapy to our neighbors.

Lease and Rental Activity

In addition to our long-term tenants, Mosaic Community Church and KapKa Cooperative School, we have added one other lease to the space: Harvest Logos Bookstore, one of the last Christian bookstores in Seattle. The Bookstore is currently located in a space in the Port & Anchor and also operates their business online through Amazon.com and at bookstand events throughout the city. We have also added a Music Instruction Room in the upstairs space that is used for 24 hours each week for music lessons to people in our community.

The gym has had a variety of sports activities take place throughout the year. Most nights of the week have been occupied with volleyball or basketball rentals, as well as preschool recess from our neighbor down the street, Northwest Montessori. We have had SideOut Seattle play volleyball, Seattle Transitions Hoops play basketball, and the Seattle Academy of Arts and Sciences use our gym for after-school basketball.

Renovations

Renovations are underway on the basement of the 50th Street parsonage. We have made significant progress already using labor donated by some of the men from the shelter, as well as from local craftsmen from Prima Plumbing and Farrington Electric. The goal is to

separate the top and bottom half of the house and to utilize the upstairs for pastoral housing, and the basement portion for staff or intern housing.

The largest renovation is going to take place in the gym over the next year. We have decided to move forward with KapKa as a long-term tenant and are allowing them to install a sprinkler system in the southern portion of the building, as well as make other improvements to increase fire safety in the building. This will allow our building permit to be updated to allow for an elementary school of their size to stay and grow over the next seven years.

Maintenance and Operations

Portions of the roof were repaired in March and April of this year to mitigate leaks that were growing from the heavy rainfall. We continue to have regular inspections of our fire safety equipment, boilers and heaters, and had an insurance safety review to identify areas of hazard and ways to correct them. Our landscaping service continues to be donated by members of the congregation.

Thank you for the opportunity to allow me to serve the church in this capacity.

-Kirby White,

Church Administrator

Emmanuel Staff, Interns, and Volunteers, 2013-2014

This year has been one of transition, simplifying, and working diligently to make things happen. From the opening of the Port and Anchor in October to Yuletide Sessions to hosting various outside groups and keeping things going on a daily basis, everyone working at Emmanuel has made much out of little every step of the way. As I look back at every event, it goes without saying that the staff of the church this year has been vital in creating a warm space for people to come together every day. Working alongside Josh, Kirby and Lexie to accomplish many of the churches goals and serve the community has been an encouragement and a privilege. Each of them contributed a unique perspective and skillset which fostered rich conversations and an exciting work environment throughout the year.

We have also relied heavily on the efforts of the intern team to carry out the mission and maintain operations on a daily basis. Kevin Engle and Ben Lewis have played a large part in the general upkeep of the building from crossing tasks of all sizes off of the ongoing to-do list for the buildings safety, security and comfort. Lisa Weaver has helped to streamline information sharing both within the congregation and out to the neighborhood as our communications intern.

Katie and Luke Clum have played a large part in leading and supporting the congregation through worship. Their efforts have diversified the Sunday service as they have coordinated musicians and offered their gifts and talents in creating a meaningful worship experience for us week to week.

And so much of what we do as a church would not be possible without the consistent efforts of the various people who volunteer their time and resources. We are blessed as a community to have such a wide spread of gifts and interests found in individuals who actively seek out ways to serve. From teachers to gardeners to musicians to counselors; and the hospitality-minded to the technology-savvy... everything we do and hope to

achieve as a family is made possible and infinitely better by the love and generosity of each of you. However you have stepped in and served, whether on staff, interning, volunteering or simply showing up with a smile, thank you for an incredible year of working alongside one another.

- Tamura Turney
Assistant Administrator

Pastoral Search Committee

2013 ended with the resignation of our Pastor. Under the direction of the Leadership Team and the vote of the congregation, a Pastoral Search Committee (PSC) was put in place to begin the task of finding a new Pastor of Emmanuel.

The following nine members of Emmanuel were selected to serve on the PSC by a vote of the congregation: Ruth Sandberg, Richard Burgi, Sue Lamar, Tamura Turney, Alexie McConkey, Dave Martin, Trevor White, Kirby White and Mike Nealy.

Kirby White was selected by the PSC to serve as the chairman. Additional officer positions: secretary, a shared position with Lexie McConkey and Tamura Turney; communications, Mike Nealy; and prayer coordinator, Ruth Sandberg.

On March 25th, the PSC met with Greg Yee, the Superintendent of the Northwest Churches of the ECC (Evangelical Covenant Church). Greg was instrumental in helping the PSC establish a well thought out, prayerful process for selecting a Pastor and continues to work with the PSC as we walk through that process. When possible, the PSC has met every other week, as we work through the detailed process of finding a new Pastor for Emmanuel.

Two important documents were critical to have in place before the PSC opened up the position of Lead Pastor at Emmanuel: a clear Job Description for our new Pastor and a Church Profile - information about the area, the city, the church history and hopes for the future.

In May, the PSC initiated a survey for the congregation to assist in understanding what the most important qualities Emmanuel was looking for in a lead pastor. The congregation indicated overwhelmingly that the two most important things were teaching and shepherding.

Based on the surveys, long committee conversations and thoughtful prayer, the Job Description has been completed and approved by the Leadership Team. The final Church Profile is nearly completed. The Job Description and Church Profile will be posted for potential candidates in the month of July.

The PSC will post the job description and church profile on the ECC website, as well as, other non-ECC websites for a short period of time. After closing the application process, the PSC will then begin the next phase of vetting the applications and selecting final candidates.

The PSC is humbled by the responsibility the congregation has entrusted us with – to seek for a person to lead this body in service to God, one another and this community. We ask for your continued thoughts and prayers as we walk through this important process.

- Mike Nealy

Teaching Team Leader

Strategic Plan

As we look forward to the future, Emmanuel will continue the legacy of bold ministry and all-encompassing love that has become our trademark. For so many years Emmanuel has had a vibrant ministry that has touched thousands of lives. One major area of ministry in the past has been overseas missions. I have heard countless stories from members here at Emmanuel of the faithful support and diligent work the congregants and missionaries have shown. At the place we currently are as a church, we are hoping to carry this spirit forward with a renewed focus on local missions and engaging our neighborhood, which we have felt a strong calling towards as our mission field.

One of our major investments in the past two years has been the Port & Anchor. We have remodeled and revamped the entire eastern wing of our building in order to better suit our mission for connecting with our community in very intentional ways. One of the major drivers of this vision has been Josh Phillips. Over the past few years Josh has poured countless hours making the Port & Anchor space what it is today and sustaining it by serving our neighbors in the café. However, our time with Josh being the talisman of our Café and community center has come to an end as he is moving towards pursuing his other passion, Teaching. While he will be missed, he has prepared an infrastructure for us to build on positively, and our new Café manager, Darcy Noonan, is going to carry us forward into the future with expanded hours, more volunteer services, and increased community events. All other Port & Anchor activities are going to continue going forward as planned, and we continue to serve people in a myriad of ways through this great space we have been blessed with.

As you all know, we are currently operating as a Church and Community Center without a Senior Pastor, and have been for this entire calendar year. As a member of the

congregation and leadership team I know that this is a challenge. However, as we go forward I can't help but think of how we benefit and grow stronger as a congregation due to this time. So many of our members and regular visitors have stepped up in the absence of a primary leader and filled all of the roles needed for us to both have positive Sunday worship experiences and provide meaningful ministry throughout the week. I know we have grown stronger as a community for this, and have sharpened our leadership skills through experience. Now, as we are in the hiring process for a new pastor we look to leverage these skills towards future growth. We are going to hire a pastor that will be a teacher, leader, and shepherd. We will not expect them to be CEO, and the leadership team will continue to manage the Port & Anchor and all Community Center operations. Kirby will continue to serve as the Administrator for the Community Center and Church and will collaborate with the pastor on future projects. We are a strong, gifted community, in the absence of a leader we have proven this tenfold. We are excited about welcoming a new Pastor, and work with that person to continue our already abundant ministry.

As people of the Word we are very drawn to stories, and the rich tapestry of Emmanuel's past is one I know to be quite transfixing. However, as we strategically plan for the future of Emmanuel, I would hope that we could honor the past and prepare for a world that is ever changing and ministries that may look different from they did throughout the storied history of our church. May we always endeavor to bravely imagine new directions God may take us as we carry on as a community and a church body, and prayerfully make decisions that reflect our passion and willingness to serve.

- Trevor White

Vice-Chair of the Leadership Team

Evangelical Covenant Church & Leadership Team Report

It hardly seems possible that more than a year has passed since the first meeting of the Leadership Team of Emmanuel, May 2013. We have grown together as a team as we have sought God's will and guidance for Emmanuel's mission on the hill at Phinney Ridge. As a church we have also grown in many ways this past year. As the reports in this document will attest, we have been blessed by a great teaching team as well as a multitude of talented musicians leading worship. We are a church re-inventing itself with God's prompting and much has transpired over the past 14 months. We continue to seek His direction through prayer as our Pastoral Search team readies for the next phase of the search, reviewing and recommending candidates for the position of pastor at Emmanuel.

I am just back from Chicago (before the deluge of rains hit) and the 2014 Annual Meeting of The Evangelical Covenant Church (Gather 2014 – Start and Strengthen Churches) and we are “officially officially” members of this denomination! It was a bit overwhelming being in a room of 500+ delegates, pastors and staff and seeing very few familiar faces. This didn't last long, as I met a pastor from Nebraska and we joined in the worship service together. I was welcomed by everyone I met and prayed for spontaneously when they learned I represented a new church to the Pacific NW Conference – quite a blessing!

The thoroughness and balance of this meeting was quite encouraging as well. There were wonderful times of worship and prayer, business matters presented and discussed thoroughly and prayed over, and some good-hearted humor throughout. While there were 7 churches closed across the country, 27 new church plants or adoptions were added. There were pastors and missionaries there from India, Congo, Kenya and many other countries. Prayer was lifted in Arabic, French, English, Spanish and more. The following mission priorities were presented and adopted:

Start and strengthen churches

Make and deepen disciples

Develop leaders

Love mercy – do justice

Serve globally

These 5 priorities echo many of the goals we have had as a church over many years of ministry. The purpose for streamlining the corporate structure of the ECC was two-fold: serve and accomplish the five priorities as well as be fiscally responsible in doing so. Emmanuel has much to offer and the ECC is at the ready to come alongside us and pray for our success and God's blessing as we serve Him.

Finally, I want to acknowledge two members going off the Leadership Team. As we all began together last year, we were faced with the necessity of moving into a rotation of members coming on and leaving the team so that we never lose a majority of members at one time. Both Josh Phillips and Kristin Spencer have been great assets to the team and we will miss them – but we realize their gifts and talents are now available to be used in other areas and they are able to rejoin us in the future.

I look forward to the next year and where God leads us. I invite you to pray for us as well as come alongside and see how God will bless you as you follow His lead in this body of believers. God hasn't forsaken us – we need to follow His leading!

Prayerfully,

- Patricia Kloster, Chair
- Trevor White, Vice-Chair
- Dave Martin, Secretary
- Aaron McConkey, Treasure
- Marilynn Moritz

- Josh Phillips
- Kristin Spencer

Proposed 14/15 Budget

Emmanuel has an amazingly rich story, and the church's financial narrative is certainly included within that. We find ourselves today in a very exciting place of returning to true financial health, while remaining creative and open-minded to the opportunities that surround us. Under the new constitution we adopted this year, the Leadership Team has formed a small committee known as the Finance Team. This team has worked diligently toward setting up a new financial culture moving forward-one that is focused on healthy growth, investing smartly in our future, and sustaining our ministries.

The finance team is excited to present the new Operational Budget for the 2014 fiscal year. At a glance, church members will notice that this is a radical departure from previous budgets. The focus with this new budget is simple-"simplify". We've reorganized the structure to be more readable, and we feel that it now better tells the story of where we are headed. A closer look will also show that we've cut some bloated expenses. The annual budget seen here is nearly \$20,000 less expensive than the previous iteration. That said, Finance Team is also working closely with our ministries to ensure that they have

what they need. It's important that there is a realistic budget that also serves the church and its mission to its fullest potential.

That is why we (led by the Leadership Team) have budgeted for ministries like the Port & Anchor to continue to be invested in and also grow. This year we anticipate great success in the P&A Cafe space, new partnerships, increase in church attendance and therefore giving, and a general stabilization of all finances.

It's amazing look back 100 years, 10 years, or even 1 year and follow the Emmanuel story. The Finance Team is delighted to share these developments and know that they too are part of that great narrative.

- Aaron McConkey,
Treasurer