

ST. GABRIEL EPISCOPAL

Portland, Oregon

A congregation ready for more.





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"With God, all things
are possible."
- Matthew, 19:26



A Prayer for Our Parish Profile

Heavenly Father, Earth Mother,
wellspring of life, we offer ourselves
to you in supplication.

We are a people in transition
learning to face and embrace
our growing-edges.

Help us, we beseech you, to reach
ever nearer to living your dream
for us. We offer here

who we are, with our history
and our hopes, our strengths
and our challenges. Our faith

is in You, that you will cause
the portrait we have created
to resonate with the one

who will join us, and who will
lead us into becoming
a people who shine with your
light and your love for all to see.

Amen.

By Henrietta Laustsen, church member

To Our New Rector

Dear Candidate,

We are a congregation motivated to move and change as the Holy Spirit guides. A truth about this congregation is that we are a people who encourage each other and say yes to challenges. We were birthed as a flock with a desire to plant a church. The gift of tight bonds in our original group extended out to new members as we deepened our roots in Bethany and built our sanctuary. Today we sense a call to grow up and out in many ways. We want to embody the deep and unbounded love that Christ shows us. We need help to heed the Spirit's call. Jesus asks all to take on injustice, to love our neighbor as ourselves, to remember the orphan, and widow. Help us to use our strengths and work on our weaknesses.

Welcome!

"The Holy Spirit will come upon you, and the power of the Most High will overshadow you." - St. Gabriel to Mary, Luke 1:35

Mission Statement

The mission of St. Gabriel the Archangel Episcopal Church is to share the knowledge and love of Jesus Christ and to help each other on our spiritual journey with God.

Our current mission statement was created in 1985 by Rev. Craig MacColl and the congregation at the time. It fit the small but mighty group of parishioners who were moving from space-to-space, looking for a permanent home. It may be time to look at expanding our mission statement, which is work we would look forward to doing together.

"I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."

—Jeremiah 29:11

The Rector Position

The Rector is to: lead the Church as pastor, priest and teacher; share in the councils of this congregation and of the whole Church, in communion with our Bishop; proclaim the Gospel, love and serve Christ's people, nourish them, and strengthen them in their Christian life by word and action, informed at all times by the Holy Scriptures, the Book of Common Prayer, and the Constitution and Canons of the General Convention and our Diocese.

Compensation

The position of rector is a full-time position. The salary will be calculated according to the current year Diocesan-approved compensation chart, and will include a full stipend with benefits.

Ministry at St. Gabriel

"And He said to them,
'Follow Me, and I will
make you fishers of
people.'" - Matthew 4:19

Looking to the Future

Our community is ready to do more. We have opportunities to deepen and expand outreach, operations, and space.

St. Gabriel's Ministry Focus and Action Plan:

1. Spread God's love into the world by serving people in our surrounding community who have been marginalized.
2. Improve church function to better support our community outreach goals.



1

Provide education, structure, and opportunities at St. Gabriel to spread God's love into the world by serving people in our surrounding community who have been marginalized .

Provide Education

- Present social justice theories, and the teachings of Christ, through classes and discussions; help the congregation connect the two.
- Create a safe space to ask questions to explore a radical rethinking ranging from how we use language, to our understanding of history, to learning how we have benefited or suffered from white privilege without realizing it.
- Form ministries around social justice theories, political reconciliation, and anti-racism to enable learning and put what we learn into action.

Provide Opportunities

- Communicate the community's needs to the congregation and tell them specifically how to get involved and donate.
- Provide a safe place by offering our building for community meetings and gatherings.

Provide Structure

- Reach out to community partners to: find marginalized and hidden groups in need nearby such as the working poor, financially struggling, DACA college students, unhoused people, isolated seniors; find what we can do to help.
- Take a stand by: reflecting our values in a new mission statement and our church's advertising language; improving our website to communicate and organize; creating outdoor and indoor signage; making inclusive changes to our liturgical language.

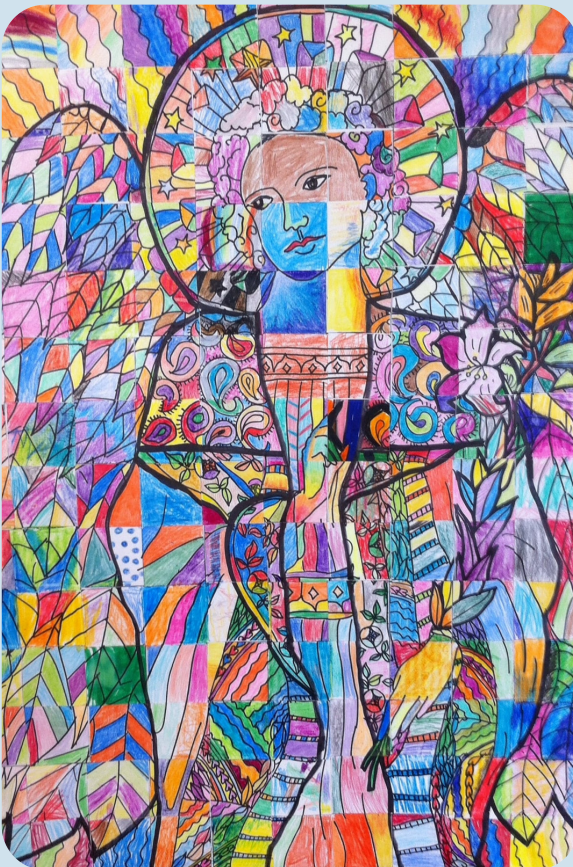


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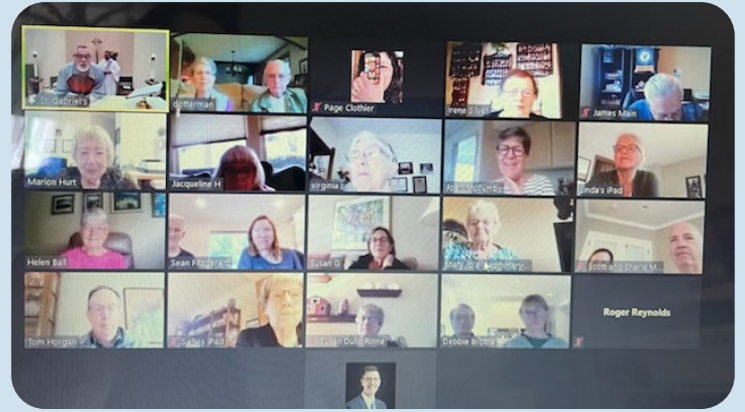
Improve the operations & physical structure of the church so it functions better and supports our community outreach goals.

Improve Operations

- Continue clarifying job descriptions to work efficiently, enabling us to respond and communicate when the community reaches out to us for help.
- Find ways to fund paid support positions within the church such as office administration, building maintenance and new positions that may emerge (e.g. a community outreach coordinator).



Collage of St. Gabriel. Each rectangle was colored by our children and youth



St. Gabriel's 8am service on Zoom during pandemic

Improve Physical Structure

- Create swing spaces by using creativity and cooperative agreements to solve the problem of lack of space for classes, meetings, office space, and storage.
- Move forward with building improvements and/or expansion of the building to support our community and social justice goals, including: a parish hall to host gatherings and meetings; an upgraded kitchen to make and offer meals; and unisex bathroom availability for LGBTQIA+ and parents caring for children.
- Fund and Implement technology upgrades to continue increased access online for Zoom worship, Adult Ed, and meetings; have efficient and accessible phone systems and church computers; and to provide high quality audio experiences within the building.

Ready to Grow

Our St. Gabriel Community

MEMBERSHIP & PLEDGES

2020-2021

- Registered members: 200 including children & youth (not including non-registered people who may attend)
- Church School Registration: 30
- Youth in Congregation 2021: 35
- Pledges: 102

AVERAGE WEEKLY ATTENDANCE

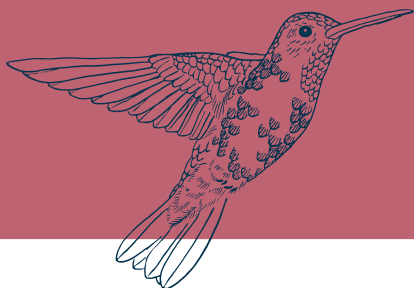
2019 In-Person

- Weds. Healing Eucharist 9:30 am: 6
- Sunday mornings both services: 129
- Sunday Church School 10:00 am: 14 children, 5 teachers
- Sunday Nursery 9:50 am: 5 children, 2 caregivers
- Sunday Youth Group 11:00 am: 5
- Easter Vigil and Sunday: 330
- Christmas Eve and Day: 264

AVERAGE ZOOM ATTENDANCE

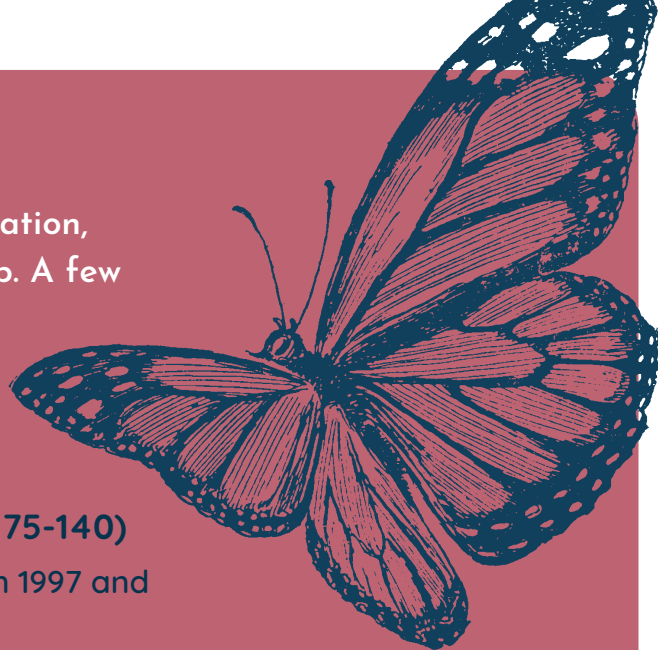
2020

- Weds. Healing Eucharist 9:30 am: 17
- Sunday mornings both services: 118
- Sunday Church School 9:30 am: 8 children, 3 teachers
- Sunday Nursery 9:50 am: (not held)
- Sunday Youth Group: (not held)
- Easter Vigil and Sunday: 244
- Christmas Eve and Day: 107



ST. GABRIEL IS A CHURCH IN TRANSITION

Our transition is as much about our growth in education, outreach, and structure as it is about our leadership. A few years ago our Senior Warden studied the growth phases of churches to determine where St. Gabriel was in its growth. Here is a summary of the findings:



Pastoral Church (Average Sunday attendance of 75-140)

St. Gabriel moved into its newly constructed building in 1997 and grew to this size almost immediately.

- Spiritual growth is met through a direct personal relationship with the rector
- Everyone recognizes everyone else
- There are financial resources for a full-time rector, some paid staff, essential operations and building maintenance, but programs are relatively modest and most ministries are focused on supporting the needs of the congregation
- There is often a drop in attendance and energy with a new rector

Program Church Characteristics (Average Sunday attendance of 225-400)

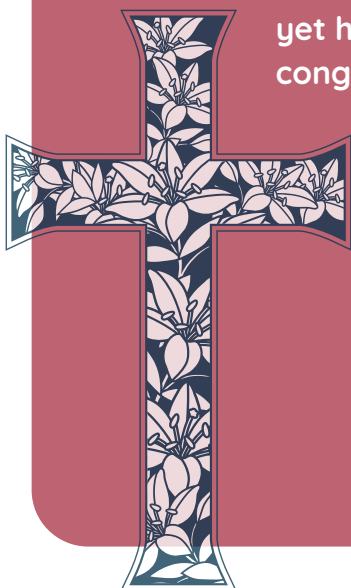
St. Gabriel has not yet grown to this size, but our survey results suggest it should and the surrounding demographics suggest it could.

- Spiritual growth is met through connections to the programs and ministries
- The Congregation has developed several ministries that meet external human needs and serve as a bridge to the community
- Programs support the congregation and surrounding community needs, and are run by part-time paid staff and trained volunteers managed by the rector
- Parishioners choose from many programs that meet their needs and interests

Transitional Church (Average Sunday Attendance of 140-225)

St. Gabriel has been here for at least 5 years - wanting to grow. We don't yet have resources to fund an expansion that would help us grow our congregation, programs and ministries.

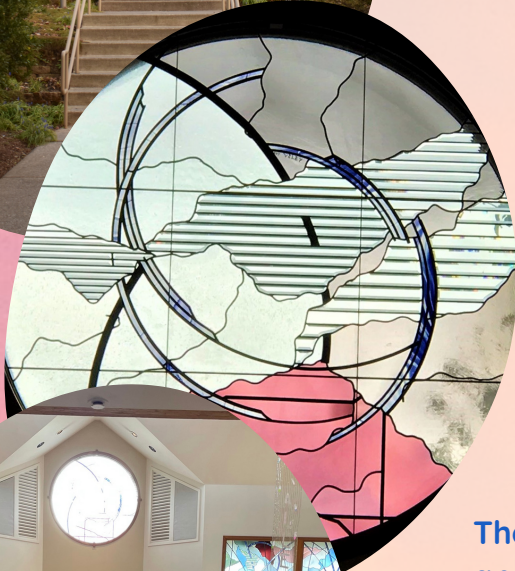
- Spiritual Growth becomes strained: The Congregation is too big for the rector to maintain a personal relationship with everyone. There are some programs and ministries, but not enough for everyone's needs.
- Programs are tested: There is often not enough money, leaders, or participants to sustain quality over the long run. Performance may be seen as lackluster. The rector is overstretched by attempting to meet pastoral needs and build programs.
- Transitional churches must either grow rapidly to become a program church or else shrink back to pastoral size.



Our Building & Land

We are located on a gentle slope with a soaring view to the coastal range of mountains and the tops of neighborhood houses below. The property occupies 3.5 acres on the northwest corner of NW West Union Road and NW Holcomb Road where the cities of Portland, Hillsboro, and Beaverton all meet. The church is located in unincorporated Washington County, in an area known as Bethany, within the Beaverton School District. The church is located approximately 1.5 miles north of Sunset Highway 26 leading to the coast in one direction and Mt. Hood in the other.

The church is a single-level building of approximately 6,200 square feet. Designed by architect David Richen, one of the Northwest's premier liturgical architects, it was constructed in 1997 for \$1.1 million. Upon entry of the red doors into the narthex, on the right side there is a glass-enclosed office complex with a reception area, copy room, rector's office with mountain views, a financial office, and a private restroom.



Our church has a number of flexible swing spaces which we use to the fullest. We don't have a parish hall and we know we need one. Although there was strong interest in expansion with solid plans drawn, our members decided paying off the mortgage (now done!) was top priority.

The window-enclosed sanctuary offers worship space for 299 people. It was designed to be a swing space, with the fabric-covered wooden pew benches and chairs and altar area movable so the same area can be utilized for community functions. The sanctuary is known by local musicians to be a sweet space for music, where the sounds of our choir, the Boston grand piano and Allen electric organ resonate. Through a nearby doorway is the library meeting space.

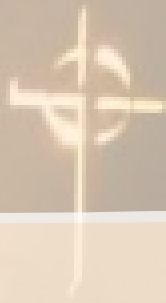
A sacristy is at the southeast corner of the sanctuary next to the entry to the Memorial Garden. Off the south end of the narthex, serving as our main swing space for coffee hour and community gatherings, there are four class-rooms including a youth room, a nursery, and two church school classrooms. These are also used for office space, meetings, and storage. Between classrooms is a kitchen and pantry, two restrooms, and a janitor closet.

We have parking for a total of 75 cars plus additional street parking. The large, undeveloped meadow at the bottom of our property is lined with conifers. There are three storage sheds and a small shelter with a picnic table next to our Community Garden.



Everything in the sanctuary was commissioned and designed especially for the space by local artists.

Questionnaire



WHO WE ARE

In simplest terms, our demographic is overwhelmingly white, married, and well-educated. We are an older population with 89% of respondents over 40, and 44% of respondents over 70. Only 25% of respondents report having school-age children at home. When factoring in couples both filling out the survey, that leaves a handful of households with kids at home. Almost three quarters of respondents are married and the female-to-male ratio is two-thirds to one-third. 81% of us have at least a Bachelor's degree.

CHURCH-SPECIFIC DATA

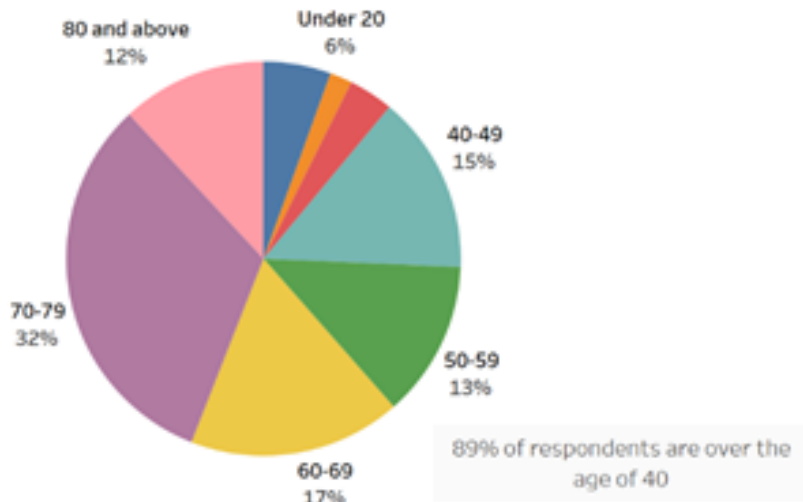
St Gabriel has a fairly loyal following, with almost 54% of respondents to our questionnaire reporting that they have been with the parish 10 years or more. 70% of respondents have been with St Gabriel for at least six years. Nearly 82% of people report that two or more people in their household attend church. 72% of respondents reported being married, suggesting a high percentage of couples attending services, even if occasionally.

There's a 50/50 split of people who have always been Episcopalian versus people who came to the denomination later. Despite only half of the questionnaire respondents being life-long Episcopalians, it is intriguing that 98% of people are baptized and 91% have been confirmed.



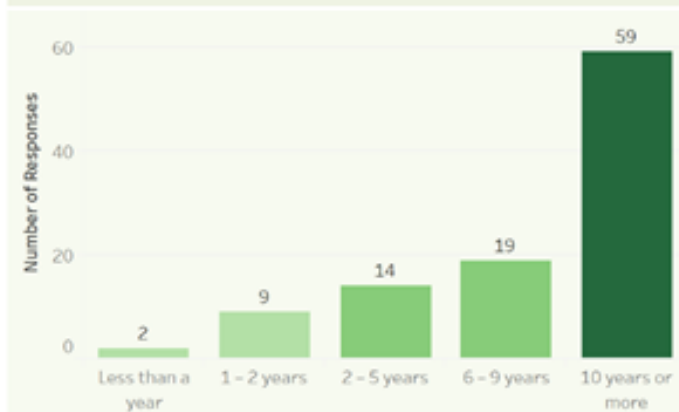
QUESTIONNAIRE (Continued)

AGES OF RESPONDENTS

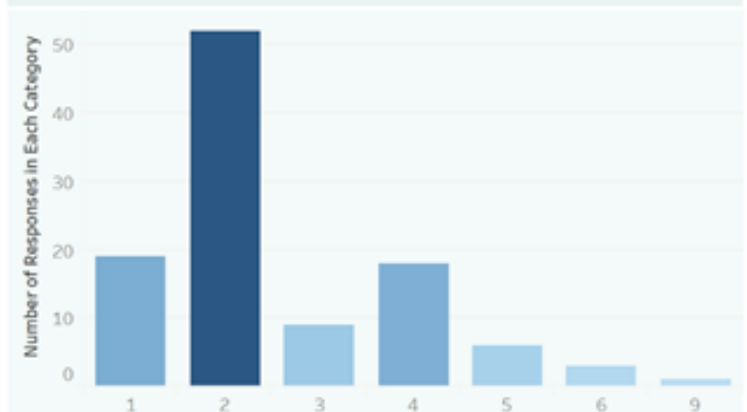


CHURCH-SPECIFIC DEMOGRAPHICS*

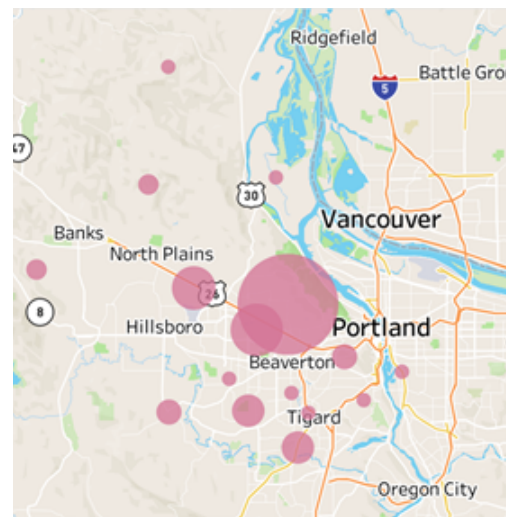
Years at St Gabriel



Number of Household Members That Attend



We asked congregants what zip code they live in and how long it takes to get to the church, in both time and distance. The church sits in the 97229 zip code, a very large area. People report living up to 10 miles away and spending up to 20 minutes to get to church, even if they live in the same zip code (48% of respondents live in 97229). Interestingly, 38% of people report passing up an Episcopal parish that is closer to them, in favor of St. Gabriel. It is notable that close to 51% of respondents reported that they chose St. Gabriel because it is close to their house.



**It is not reasonable to compare the demographics of the survey respondents to the vestry census data because of the large demographic gaps in the census data reporting.*

QUESTIONNAIRE (Continued)

Where Do We Go From Here

Our questionnaire asked for freeform answers in seven areas. The congregation identifies the “growing edges” of our parish. While there are differing reasons, there is definitely a strong voice for change, and that change is in the form of inclusiveness, connection with our community, embracing a wider variety of worship styles, using the resources of our facilities for a greater purpose, and championing those who are treated unjustly.

OUR WORSHIP & LANGUAGE

About a third of respondents are satisfied with the way things are. Whether that means two services, one using Rite I and one using Rite II, or if they are just happy with the format of the one service they attend isn't clear. But, it is undeniable many find comfort in the familiarity of the Book of Common Prayer.

“Follow the Book of Common Prayer in English.”

In contrast, nearly twice as many responders want to see change, with comments including inclusive language, multicultural or shared services with communities of color, broadening and diversifying worship, and Spanish or Sign Language options. Quite a few requested the consideration of adding a contemporary, or accepted optional format, evening service on Saturday or Sunday with more contemporary music. This was also endorsed by some who don't want to change our regular Sunday services, but suggest this as an addition to rather than change from, our current worship practice.

“More contemporary or alternate liturgies (New Zealand being one of my favorites). Also updating inclusive language, updating all those sexist pronouns!”

“Expand types of services with the use of the “Occasional Service” booklet and other materials as approved by the clergy. Some evening services would be nice. Use of inclusive language when possible.”



QUESTIONNAIRE (Continued)

OUR BUILDING & GROUNDS

Of the many and varied suggestions and opinions, it was clear that our current space is very limiting and confining. A push to keep up diligent maintenance was supported, with a probable need to replace roofing soon. A handful wanted to expand only if growth occurred first, and an equal number cautioned against incurring any debt to expand. The majority certainly wish to see an expansion, mostly for a creation of a Gathering or Parish Hall, and others suggested additional classroom, meeting and storage space.

The attachment to the land on which St. Gabriel sits is pronounced for a few, with a suggestion or two to use the space below the parking lot for some kind of temporary housing, or for a kind of meeting center for Youth or Seniors. Regardless, an inventive use of our current space resources, especially since the Preschool was disbanded, is definitely seen as necessary, and soon. And opening the building to broaden Outreach efforts, whether used for community groups to meet, or as a gathering spot for our Seniors, is supported.

"It was a gift that we did not embark on expansion when proposed. Need to raise more capital to expand."

"I truly hope we can enlarge our building in the near future. A larger gathering space would encourage more social interaction. We desperately need more Sunday School space and space for adult education."

"Open our building to the community--the elderly for a Seniors gathering once or twice a week; after school clubs for kids...mom and tot meeting space for neighborhood moms."

"I am not sure we are up for expansion in the next five years. Maintenance for the building and perhaps some inventive but inexpensive use of the lower 48 for the moment."



QUESTIONNAIRE (Continued)

LAY MINISTRIES IN THE PARISH

Overall, people seem to be satisfied with the breadth of lay ministries. Several mentioned difficulty in recruiting, and the real need to bring younger people into involvement. "Aging out" of our active volunteers can be seen in the largest age group responding to the survey falling in the 70- 79 year olds. Only one person responded in the 20-29 year decade.

"We have many thriving Lay Ministries that give parishioners opportunities to participate in the services."

"Altar Guild needs a few more new and younger members."

"Develop Adult Formation into an ongoing and active ministry."

"Be open to new and expanding lay ministry with the new rector"

"Create a major and ongoing service that many of the members can participate in."

"Fellowship and support for our seniors; support groups looking for meeting space (AA, NAMI and so forth)."

"More commitment to interacting with the community including more cooperation with other churches."

OUTREACH INTO THE COMMUNITY

When St. Gabriel's congregation is asked what it wants to see in Outreach, the answer is MORE! This could encompass more of the same, more activity, more help to the homeless, more presence in the community, more support in our budget. Ideas include having a presence at community events (school fundraisers, farmers markets), working with police, meeting with the AME church in Portland, and helping parolees and their children. Several mentioned searching for needs that haven't been met, and responding. Concerns for our Seniors and providing help or activities for them were consistently voiced, as they have also been regarding use of space in our building, and forming new ministries to meet their needs. Looking for community partnerships that could be formed for greater impact, or finding other churches with whom to form coalitions were also shared ideas. Many responded that they actively participate in food, clothing, and toiletry drives to support our ongoing efforts with Westview, Beaverton School District, and PCC Rock Creek, and want to see that continue.

"We could determine where the gaps are in current community services, particularly in our neighborhood -- houseless youth? Seniors?"

QUESTIONNAIRE (Continued)

PARTICIPATION AT THE DIOCESAN LEVEL

There seem to be two groups at St. Gabriel: those who know nearly nothing about the diocese, and those who feel St. Gabriel should have a presence, perhaps a prominent one, in the diocese. Convention delegates were mentioned as too often being the same, without others being encouraged to run. Others suggested it was important to inform the diocese when activities are happening at St. Gabriel that might be of interest to other congregations, such as Art Camp, or special concerts. It was also cautioned that clergy can become immersed in diocesan activities, to the detriment of the congregation, and a balance needs to be maintained.

"I know nothing about these things."

"It is important to represent our unique church at the diocesan level. We need a continuing voice in the decisions made in our state."

"I can't keep up (Age 85)."

"Always need to improve our use of technology to keep folks involved with the church. Live broadcast of services, live recordings of open part of Vestry meetings...."

"I believe upgrading the technology is the wave of the future. When we are back in the building I believe services should continue to be online. I also think committee meetings work very well online."

USE OF TECHNOLOGY IN OUR WORSHIP AND FELLOWSHIP

Zoom entered our lives and, however viewed initially, is a permanent and valued fixture. Connecting remotely during isolation, plus the ability to serve those who have difficulty attending in person, has made this a very useful tool. However, there is improvement to be made.

The need for up-to-date technology (cameras, sound system), and knowledgeable people was mentioned often. A way to incorporate those worshipping in the building with those attending remotely was suggested a few times. Further, technology improvement needs include the website, the church computer system, and the speakers in the Narthex. Sound, as a whole, needs an overhaul.

Remarks of a very positive nature included the ability to attend evening meetings without having to drive. Some said they were able to participate in groups and meetings more because of Zoom. While we miss each other and want very much to be reunited in our sanctuary, there is a general feeling that Zoom is here to stay, and that it is a good thing.

"Develop a set of audio/video equipment that can broadcast to Zoom and social media, so that people from all over can participate along with those in the sanctuary. Make it portable enough to use outside."

QUESTIONNAIRE (Continued)

SOCIAL JUSTICE

When the BLM movement had its resurgence during lockdown, with many feeling isolated and overwhelmed by the passion, rhetoric, and issues of the protestors, the “Safe Place to Ask Questions” Zoom meetings educated and inspired people into a whole new level of realization. Friends talked, books were read and shared, and people asked questions safely, without embarrassment, and found understanding and explanation.

The overwhelming response to the query for how we are doing in this category is “not enough.” Comments suggested more online “Safe Place” forums to address various current social justice topics. Education sessions, community events (when we can gather again) and focus groups were suggested. Global warming, LGBTQIA+ rights, and poverty are all voiced as concerns that need our time and commitment.

There are a few who feel these topics are not part of the experience they want at church, but they constitute a very small number. Overwhelmingly, our members want relevance and inclusiveness as part of our church culture.

“These challenging topics must be faced head on.”



“We get this from every corner. I come to church for the Biblical message.”

“We have a few members who are really leading the charge here and I’m grateful for them. We need to continue to behave in ways that separate us from toxic types of Christianity that seek to exclude and condemn, as opposed to include and understand. We need to continue to be a voice for those who don’t have one....”

OTHER GROWTH AREAS

These were some thoughts not echoed in other categories:

“Monitor the back door. Why people leave. Keep in contact before someone fades away.”

“Safe place for kids to get homework help. Parishioners and neighborhood kids.”

“We have soooo much more opportunity to grow! Stemming from our embracing of remote participants, and inviting locals who may not even participate in church, but who enjoy the parties we could host.”

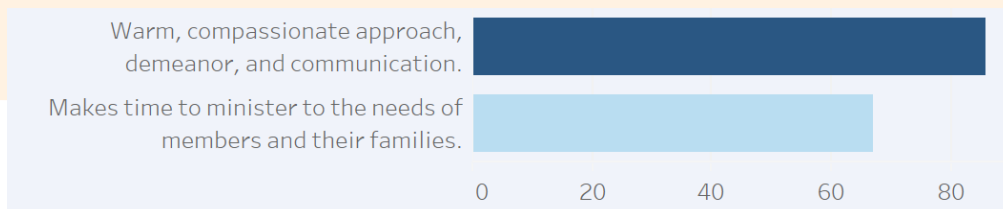
QUESTIONNAIRE (Continued)

What We Desire in Our Next Rector

Our questionnaire asked the congregation to identify the most desired traits in each of 12 areas important for a rector. Here, in no particular order, are the responses given most often, accompanied by comments from parishioners to illuminate the reasoning.

PASTORAL CARE

A warm, compassionate approach and communication style were strongly preferred. Making time to minister to the needs of the members and their families, whether via counseling or visitation to the sick or lonely were seen as necessary functions.



"St. Gabriel needs a Rector that can focus on pastoral care. Many of the members that helped build this church—in every sense—need pastoral care now more than ever...."

LITURGY & WORSHIP

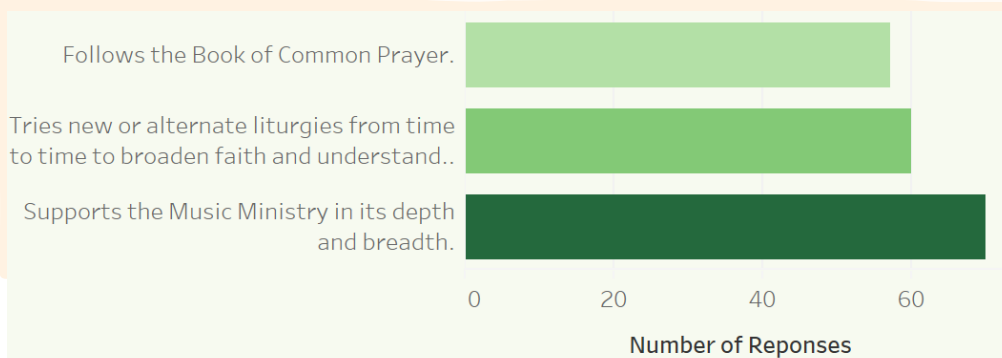
Support for the Music Ministry in its depth and breadth was mentioned more often than either the use of the Book of Common Prayer or trying new or alternate liturgies from time to time to broaden faith and understanding. Slightly more did want to see greater variety in forms of worship, and a use of inclusionary language.

"I think the church should be less conservative in all respects."

"Expand types of services with use of the approved "Occasional Service" booklet and other materials as approved by clergy. Some evening services would be nice. Use of inclusive language when possible."

"I am unsure about trying other liturgies. I know there is a hidden desire to try the New Zealand liturgy, but I am worried about losing the one we have.... Maybe add another service."

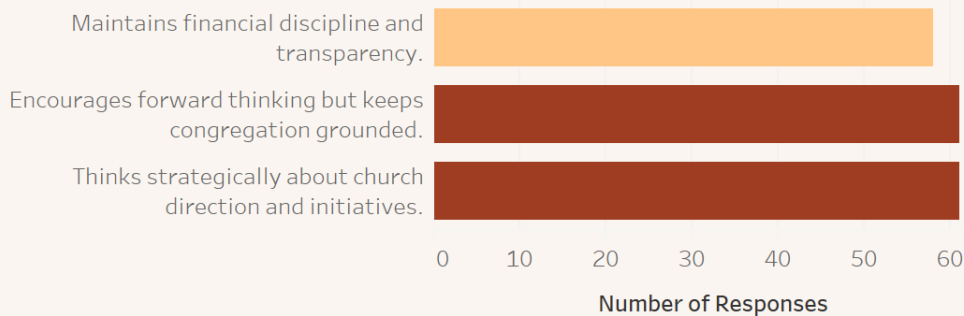
"I would REALLY like to see alternate, contemporary liturgies upon occasion, or offered as an evening service. I'd also like to see the 8:00 celebrate Rite II, and the 10:00 Rite I, once in a while."



QUESTIONNAIRE: What We Desire in Our Next Rector (Continued)

ADMINISTRATION

A rector who encourages forward thinking, but keeps the congregation grounded was equally valued with someone who thinks strategically about the church's direction and initiatives. An element of practicality comes through as a desired attribute regarding administration of the parish. Also highly regarded is the need to maintain financial discipline and transparency.



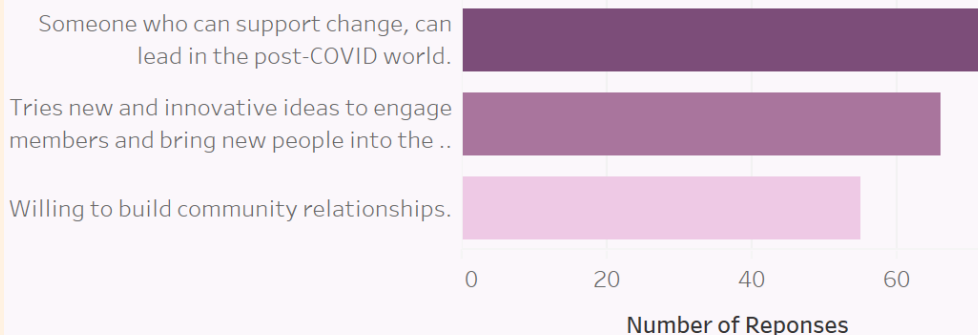
"Plans for the future should be realistic - I understand the desire and want to 'dream big' but it has to be realistic."

"Ability to communicate with parish members person-to-person as well as via electronic/printed media."

GROWTH & EVANGELISM

Our next rector should be someone who can support change, and can lead in the post-COVID world, with the adaptations that might bring. The new rector should try innovative ideas to engage members and bring new people into the church. This priest should also be willing to build community relationships. Recognizing the need to adapt to change after all social distance restrictions are lifted, both within the church and outside the wall, are directions many are looking for.

"Be a church that loves on the community where it is."



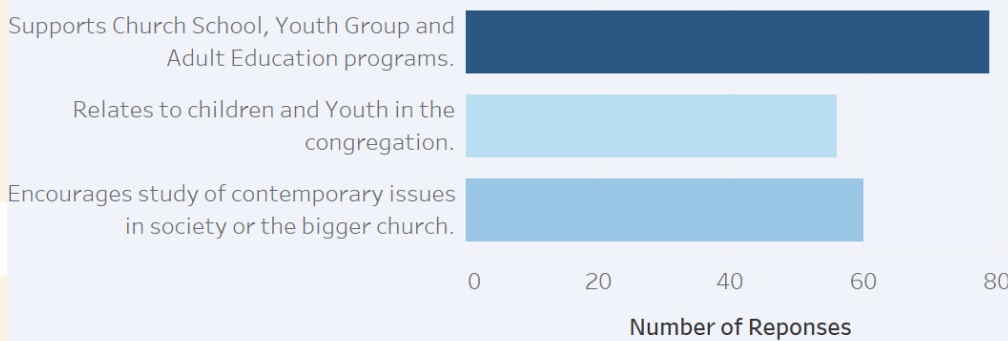
"This is a challenge to balance innovative ideas with established tradition.... We need the leader who knows how to grow the church."

"Progressive views."

QUESTIONNAIRE: What We Desire in Our Next Rector (Continued)

CHRISTIAN EDUCATION & FORMATION

A “must have” in our next rector is support for the Church School, Youth Group and Adult Education programs. This person is also looked to for encouragement of the study of contemporary issues in society and the bigger church. Another requisite is someone who relates to children and youth in the congregation. Support for a vibrant Christian Formation program is valued by most, even though a large number of respondents do not have children at home.

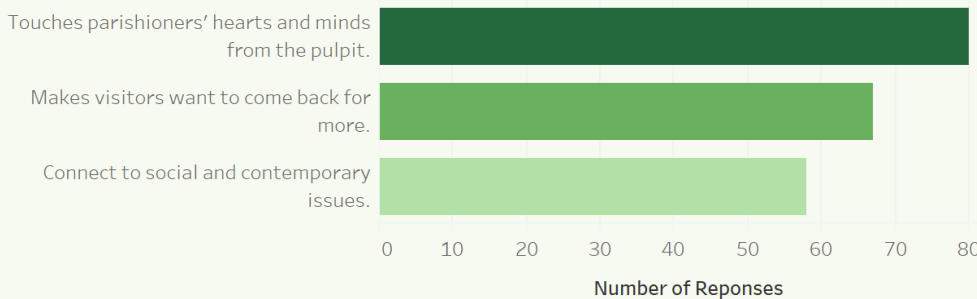


“Belonging to St. Gabriel and being an Episcopalian is an important, significant and relevant part of my engagement with the rest of the world.”

“Has experience teaching. Understands how humans learn and is eager to teach.”

PREACHING

A long tradition of excellent preaching has become a trademark of St. Gabriel, and the new rector will need to continue in this path. Requests for sermons that touch the parishioners’ hearts and minds from the pulpit, make visitors want to come back for more, and connect to social and contemporary issues were the top three choices. A vibrant preacher who is engaging and relevant is sought.



“Brings their personal experiences or current events into the lectionary reading.”

“Make everyone want to come back for more and never underestimate your audience.”

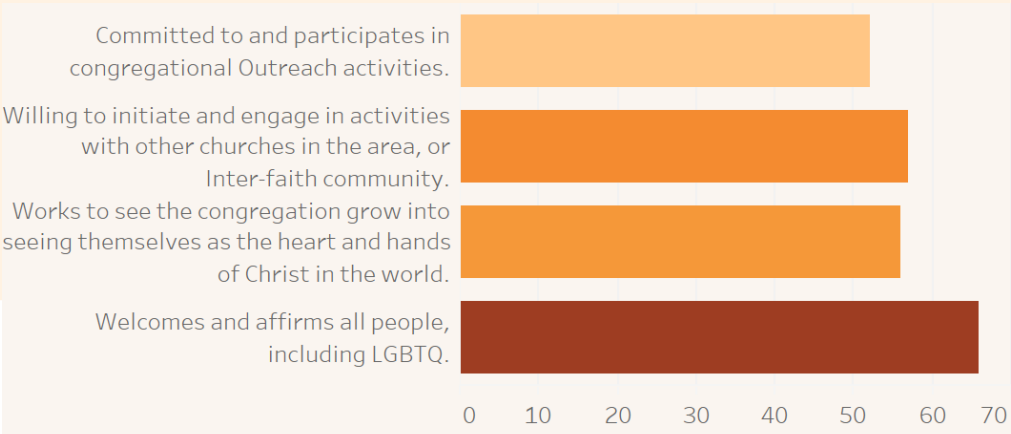
“Understands how to tell a story and enjoys the act of storytelling.”



QUESTIONNAIRE: What We Desire in Our Next Rector (Continued)

OUTREACH

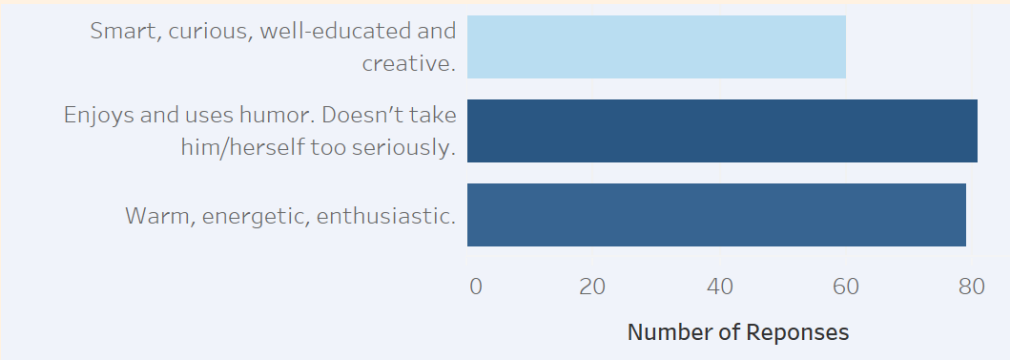
Responses show broad willingness to grow the outreach of the church and deepen recognition of meaningful ways to engage in our community and the world. In our rector these would be characterized by someone who: welcomes and affirms all people, including LGBTQIA+ people; is willing to initiate and engage with the inter-faith community; works to see the congregation grow into seeing themselves as the heart and hands of Christ in the world; is committed to and participates in congregational outreach activities.



“Honestly, they should do all of these things.”

PERSONAL DIMENSIONS

Our new rector would invite the congregation into spiritual practice by example and a variety of sources (writers, alternate liturgies, etc.) to strengthen spirituality for the congregation. Supporting workshops and retreats would also add emphasis to the importance of spirituality. The responses show a recognized need and hunger for spiritual deepening, possibly due to our seclusion during COVID times.



“A relationship with the divine feminine.”

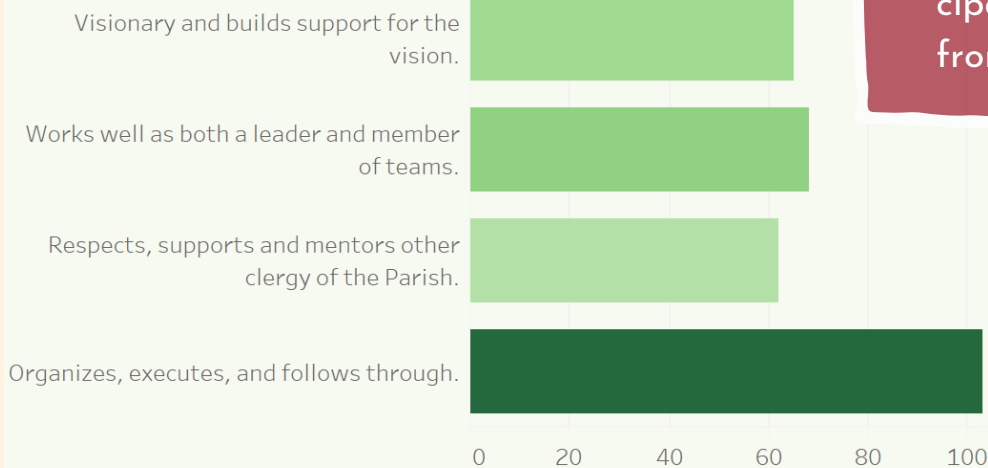
“All are good attributes.”

LEADERSHIP

By far the ONE attribute sought by nearly every respondent is the “organizes, executes and follows through” quality, incorporated with a person who works well as both a leader and member of teams, and is a visionary who helps build support for the vision. These attributes should be tempered by someone who is a team player and respects and supports the lay ministries that are central to St. Gabriel. (continues on next page)

QUESTIONNAIRE: What We Desire in Our Next Rector (Continued)

LEADERSHIP



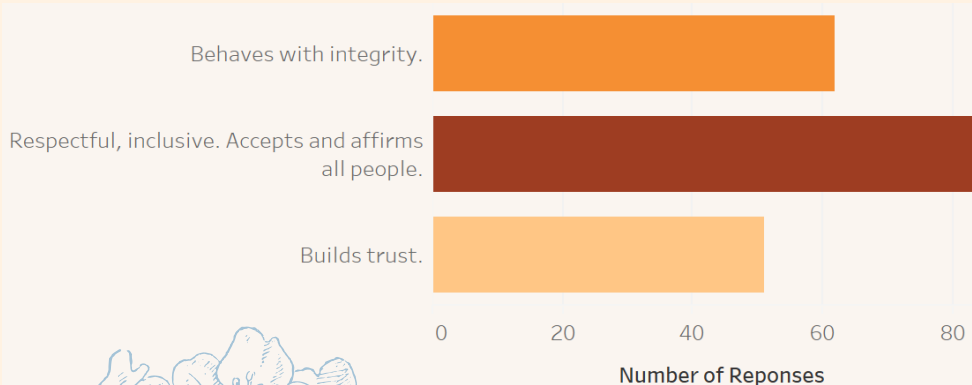
"Inspires people to participate through guidance from the Holy Spirit."

"...to work well as a leader and team member, has to have good execution and follow through."

"The new rector must be a team player, willing to join and contribute to all ongoing programs. Must not be a top-down leader. That fails with us."

CHARACTER

The character qualities St. Gabriel wants to see in its rector include someone who is respectful and inclusive, who accepts and respects all people. This person will also behave with integrity and work to build trust within the church and in the wider community. This inclusiveness quality is also mentioned often in the comments regarding outreach.



"Lives and encourages a Christ-centered life in others."

"Joyful and compassionate."

"A good listener."

"Must be an outspoken advocate for BLM and LGBTQ+."



Worship Services and Church Season Traditions

Our worship practices (Zoom modifications in parentheses)
Everyone is welcome to take the Eucharistic cup and bread.



WEEKLY WORSHIP SERVICES, IN-PERSON & VIA ZOOM

7:30 am Sunday Morning Prayer: Prayers are read out loud by our clergy in the sanctuary during in-person worship.

8:00 am Sunday Worship Service Rite I: A traditional spoken Rite I worship service. This quiet service tends to be more contemplative and does not include music but does include the sermon, liturgy readings, and other traditional worship elements. A coffee hour follows the final blessing. (The online service includes all the same elements except taking Communion by the congregation.)

10:00 am Sunday Worship Service Rite II with music: We have an organist and our choir sings three out of four Sundays during the school year, with guest musicians filling remaining Sundays. Announcements are given by the celebrant before the service begins. After the sermon birthdays, wedding anniversaries and other special occasions are celebrated. The sermons are offered on our [YouTube channel](#) for those who cannot attend, or are teaching church school. Youth and adult acolytes serve the clergy. At least twice a month after communion members of our prayer team offer private healing prayers. (During online worship a drive-through Eucharist is offered at least once a month after the 10:00 am service). A coffee hour follows the final blessing.

9:30 am Wednesday Healing Eucharist: We gather Wednesday mornings for an informal and intimate healing service at 9:30 am. The celebrant asks if anyone is in need of healing prayer, and the group lays their hands on them and says a prayer. The clergy leader also converses directly with the congregants within the service.

Additional

- 9:50 am Sunday Nursery Care
- 10:00 am Sunday Church School (9:30 am on Zoom)
- 11:00 am Sunday Youth Group

For more details on these offerings,
see the "Church Organization" section.

All shall be well, and all shall be well and all
manner of thing shall be well.

-Julian of Norwich, "Revelations of Divine Love"



CHURCH SEASONS AND TRADITIONS AT ST. GABRIEL

WINTER

All Saints Sunday: Parishioners are invited to place photos of loved ones who have died on the base of the altar. Children create a shield with the name and symbol of an Episcopal Saint to carry in a sanctuary procession. People bring treats made with recipes from their family tradition or the favorite food of a loved one.

Extended Advent: In its origin, Advent was nearly seven weeks long (paralleling Lent) until it was shortened to just four weeks in the 11th century by Pope Gregory VI. By expanding Advent as originally intended we found this quiet time of prayer and reflection becomes more meaningful as we wait for what God promised us - a surprising Savior born in a manger. For children, an earlier Advent allows time to take a pause, anticipate, and observe the quiet ritual around our sacred and ancient story before Santa and secular Christmas take over. St. Gabriel produces its own prayer booklets for children, youth, and adults. Children add ornaments to a Jesse Tree, and we have an evening Advent Party and an Advent Cookie Outreach Project.

Longest Night Service (December 21st) 7.30pm: (also known as Blue Christmas) This beautiful service is offered for any who have suffered a difficult life-altering event - be it through death, divorce, job loss, move, illness, or countless other sorrow filled human experiences. Candlelight, beautiful music, readings, prayers and time to simply be surrounded by holiness fill this service.

Christmas Eve Family Eucharist (December 24th) 4pm: Celebrating the Nativity of Christ starts with a Family Eucharist. When a snowstorm took out power, warranting a simple, candlelit service, a new tradition started. Now we offer the Godly Play telling of the Nativity Story along with beautiful music and a "pew project" for children, and the Nativity Play has moved permanently to Epiphany Sunday.

Christmas Eve Carol Singing followed by a "Midnight" Eucharist: This service begins at 10:00 and traditionally ends with the candlelit singing of "Silent Night."

Christmas Day Eucharist (December 25th) 9:00 am: A Rite I service for adults.

Epiphany Sunday (Sunday closest to January 6th) 10am: A sudden snow and loss of electricity years ago changed the traditional date of our children's Nativity Play to Epiphany Sunday, when we can include the arrival of the "Wise Ones" (so called for the casting of all genders). Scripts vary each year, with many original offerings including ones focused on St. Brigid of Ireland, the Native American carol 'Twas in the Moon of Wintertime," and on the Mexican tradition of "Las Posadas". Afterwards we have an Epiphany cake with charms hidden inside that assign stewardship tasks for the year.

SPRING

Lent Madness: The month before Lent begins, St. Gabriel parishioners anticipate Lent not just by preparing for repentance and self-denial but also by preparing for Lent Madness by studying the stories of 32 saints who have been placed in basketball-type brackets by the team at Lent Madness. They choose which saint they think will win each bracket to capture the Golden Halo, and then vote daily on the brackets. In 2014 NPR featured St. Gabriel in a national radio story on our observation of Lent Madness.

Ash Wednesday Services: Held at 9:30 am and 7:30 pm.

First Sunday of Lent: A large "Alleluia" basket full of our Lent Madness votes and a pledge to put away our alleluias is raised to the rafters of the sanctuary by children.

Wednesday Evening Soup Suppers: Weekly panel discussion on a chosen theme.

Lenten Outreach Project: Supports a charitable organization, e.g. urgently needed items for the Beaverton School District.

Palm Sunday: A palm procession outside at the 10:00 am service.

Palm Sunday Community Egg Hunt: At 3:00 pm we hold a free egg hunt with the Holy Week story which is a great tradition in our neighborhood.

Maundy Thursday: Observed at 7:30 pm with foot washing.

Overnight Prayer Watch: All are invited to keep watch at the altar of repose.

Good Friday: Stations of the Cross at 12:00 pm; Good Friday Service at 7:30 pm.

Holy Saturday: The rector offers appointments for Reconciliation of a Penitent in private confessions. The Great Vigil of Easter starts at 8:00 pm with the lighting of the Pascal Fire.

Easter Sunday Services: 8:00 and 10:00 am. Worshippers entering the sanctuary see the Alleluia basket has transformed, spilling forth with an art installation symbolizing the new life of Easter and containing bells for the children and the name of the Lent Madness Golden Halo winner. Our music director provides special Easter music with guest musicians.

Pentecost Sunday: Parishioners are encouraged to wear red and enter the sanctuary to see the Alleluia basket art installation changed to the colors of fire. We have had spectacular music offerings including a Duke Ellington Pentecost Jazz service featured on Oregon Live, and Pentecost Trombones and Soaring Spirit Scarves. After the 10:00 am service we serve flaming s'mores toasted over a fire pit on the labyrinth patio.

SUMMER

End of the School Year Celebration: We bless all students and teachers who have completed the school year, honor graduates with a gift, and thank our church school teachers, youth leaders, and nursery care givers.

Wonder Wednesday Storytime and Art Project: We offer a free weekly literacy event to the community in our sanctuary.

Mission Trip: Often organized and hosted by the diocese for our Youth.

Summer Church School: Offered in the form of a one-room, all-age classroom. In July, children sit together at tables set up in the front of the sanctuary on one side with a quiet art project.

St. Gabriel Art Camp: Held in the third week of July, a tuition-funded camp for children in the community offering a full day of art immersion.

FALL

Our Feast Day of All Angels: Celebrated on the Sunday closest to September 29th, with a picnic and children's activities.

St. Francis, Blessing of the Animals: This has been a strong tradition at St. Gabriel with a pet blessing, and our Gabriel's Friends Animal Ministry. We often substitute some St. Francis-based readings and prayers during the services. Animals are welcomed into the sanctuary for a general blessing during the services and individual blessings afterwards outside.

Stewardship Season: Held in October, culminating with a food and music-filled In-gathering.



Church Organization

CLERGY



Rev. Canon Linda Potter, Part-time Interim Rector

Canon Linda has seen churches through many transition and we've been grateful to have her to shepherd us through this time. She began serving in February 2021 and will be here no later than February 2022. Canon Linda has embraced St. Gabriel with enthusiasm and humor and has shown great support and encouragement for the work the congregation is doing in our deliberation for our path forward.

Rev. Everett W. Charters IV, Transitional Deacon to Part-time Assistant Priest

Fr. Everett was serving at St. Gabriel under the mentorship of Mtr. LouAnn Pickering. Just days after her retirement in November 2020, Fr. Everett was ordained to the priesthood and since has been fully immersed in learning the job of priest on-the-fly. Fr. Everett has undertaken a revitalization of pastoral care during this time with us. His placement at St. Gabriel, beginning in December 2020, is for six months and may continue past that time.

Rev. Greg Rainey, Deacon

(Non-Stipendiary) was ordained in September 2019 and began his position at St. Gabriel the next day! Dcn. Greg has brought his passion for social justice to St. Gabriel through his leadership in the Gabriel Center and encouragement for outreach into the community. As per St. Gabriel's tradition, he participates fully in worship with our priests, including reading the Gospel, preaching, and the dismissal.

ADMINISTRATION

Paid Lay Staff

- Church Office Administrator (19 hours)
- Family Ministry (17 hours)
- Youth Minister (3 hours): Open
- Nursery Caregivers (1 hour)
- Music and Choir Director (15 hours)
- Organist (12 hours)
- Finance Assistant (4 hours)
- Sexton (4 hours)
- Janitorial Maintenance (4-6 hours)
- Landscape Maintenance (2 hours)

Senior Warden & Vestry

- Senior Warden Rod MacDow, Junior Warden Ginger Hess; the senior warden is appointed by the rector for a two-year period.
- St. Gabriel's vestry is currently composed of nine voting members with three-year terms, with new members voted in each year and meeting monthly.

ADMINISTRATION (Continued)

Church Office

Ann Horton, Office Administrator (19 hrs/week). They say the church office administrator is the brain of every parish, and with Ann that is the truth. We would like to see the hours of this position expanded to extend office hours, allow better communication and administration, and avoid off-the-clock or overtime work.

Personnel Committee

Joan McCumby, Chair of Personnel. Joan leads the committee tasked to follow the most current human resources practices and appropriate guidelines established by the Episcopal Diocese of Oregon, the State of Oregon, and the Federal government.

LAY LITURGICAL MINISTRIES

Altar Guild

Nicole Erickson, Director. The St. Gabriel Altar Guild is unique in the diocese as it is self-funded. Altar Guild members shape the ministry, being faithful to the spirit of the process, as opposed to the law of the process. Clergy give direction as-needed. We have five teams of two, which includes local sourcing of flowers and creating arrangements. The ministry is in need of member recruitment support.



Ministry and Worship Planning

Polly Bass, Leader. Our Ministry Planning and Worship Planning committees combined during the pandemic as events and building use changed. Members meet quarterly, or more often if needed.

Ushers, E-Ushers, Lectors, Eucharistic Ministers

Brad Battles, Scheduling Coordinator. When worship went online, the need for e-ushers arose to manage and record Zoom gatherings. The e-usher ministry will probably still exist when we move back into the building and offer hybrid worship. Although our lectors continue online, our Eucharistic ministers are currently on hiatus, with our clergy serving at our drive-through Eucharists.

Acolytes

Tim Reifsteck, Acolyte Master. Outside of pandemic, acolyte membership consists of 10-15 youth (ages 10+), as well as some adults. We are looking for new leadership for this important ministry as our current Acolyte Master has served for 16 years.

Service Technology

Kevin Murphy, Service Technologist. This ministry emerged when services moved to Zoom in March 2020. Kevin shares and sometimes creates videos of worship elements, and makes our amazing music ministry flow smoothly on Zoom. This ministry has expanded and will continue when we return to our building.

MUSIC MINISTRY

Music and Choir Director

Jessica Israels, Director (15 hrs/week). Jessica is an amazing singer, conductor, and educator with a background in jazz and classical music. During the pandemic she has brought ingenuity to specially recorded and live music on Zoom with our organist David. Their offerings have become well-known and admired in the Diocese. She often invites guest singers and musicians such as: her partner Erik Hundtoft; her mother, flutist and vocalist, Margot Hanson; her father, jazz legend and Grammy-winner, Chuck Israels; her vocal students; and choir members. Jessica grew the St. Gabriel's choir from six to 17 members before the pandemic hit. We are currently building a choir robe storage closet and eventually hoping to invest in risers.



Church Organist

David Saffert, Organist (12 hrs/week). David is our talented church organist and pianist who is also a professional musician around Portland. He plays for the 10:00 am service, High Holy Days, and rehearsals. David chooses preludes and postludes from a wide range of musical traditions, recorded at home and shared by video. For hymns, he audio records his accompaniment and sends it to Jessica, who adds singing and other instrumentation.

CHRISTIAN FORMATION



Church School and Nursery

Page Clothier, Family Ministry (17 hrs/week). We offer 3 age-based classrooms including a strong Godly Play program. At the 10:00 am service, children come directly to Church School and then join their families for Communion. Every 4-6 weeks we have family worship together as part of the main 10:00 am service. During the summer we bring all ages together. During the pandemic, a team of 3 teachers offers all-ages Zoom Church School, with consistent attendance of 6-13 students using activities dropped off to students' homes.

We know we have work to do regarding intergenerational relationships and would look to a new rector's help. Our questionnaire revealed that as our parish ages, church school and family ministry have less relevance for our congregation. Pre-pandemic we had 30 students enrolled in Church School (down from 50 five years ago). Average attendance is 12-15 students with a rotating team of 13 teachers. When worshipping in person we provide nursery care for children from newborn through age 3 ½ years in our church nursery during the 10:00 am service.

CHRISTIAN FORMATION (Continued)

Youth Group (Teens)

Open, Youth Minister (3 hrs/week). St. Gabriel's youth ministry serves middle - and high - schoolers 7th through 12th grades. Before the pandemic, our youth group sat together at service, then took early Communion and met right after. Once a month they had a service project or fun outing. Although we have 35 youth in the congregation, only 8-10 participated in youth group. We had a paid youth minister, summer mission trips and a highly attended confirmation class in December 2019. Since the pandemic, our youth have been severely disengaged and expressed a desire not to meet at all on Zoom. In October 2020, we formed a 14-member youth mentor group to reach out to them, delivering a monthly themed gift bag and note to their front porches. This has been an important and successful point of connection during a very socially isolating time for our youth. Although we currently don't have a youth minister we still have a 3 hour per week budget to hire one, and we are open to restructuring our youth program with fresh ideas from a new rector.



Adult Education

Open, Coordinator. Adult education at St. Gabriel has historically been a bit of a struggle. Our questionnaire revealed that people are most interested in seasonal topics that they can attend via Zoom so we plan to explore that. We have two scripture reading groups and a faith-based book group which are continuing to meet online. We are looking for leadership to strengthen this ministry.

PASTORAL CARE

Healing Team, Prayer Chain, Prayer Shawl Guild

Carol Nelson, Healing Team; Carol Fox, Prayer Chain; Olwen Sanderson, Prayer Shawl Guild. Our Healing Team is a foundational ministry with deep roots at St. Gabriel. The seven lay members offer healing prayers in the sanctuary during services and any other requested location, and during the pandemic, over the phone or Zoom. Our Prayer Chain consists of 18 members who are committed to pray directly for anyone who requests it for themselves or for others. Since 2005, Prayer Shawl Guild members pray as they knit or crochet shawls at home for anyone who needs comfort. Blessed shawls are always available. Formerly robust, a lack of knitters leaves us pondering how to continue this beloved tradition at St. Gabriel.

Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. -Phillipians 4:6-7



PASTORAL CARE (Continued)

Gabriel's Friends Animal Ministry

Henrietta Laustsen, Head of Ministry. The purpose of our Gabriel's Friends Animal Ministry is to celebrate and acknowledge the importance of the animals who share our lives, and to offer prayers and support if an animal friend faces health challenges, or for those facing the loss of an animal companion. Our animal ministry is unique to the Diocese of Oregon, but not nationally, and we expect it to expand.

Memorial Garden

Rev. Thomas Lang, Deacon, Memorial Garden Administrator. St. Gabriel has a serene Memorial Garden that can be seen from our sanctuary where some of our beloved parishioners and their family members lie in rest.



PARISH LIFE

Fellowship

Open, Coordinator. We would like to appoint a coordinator to help us figure out how we can gather again safely, and to assign various events to people willing to plan and put them on.

Coffee Hour

Susan Dulis-Rinne, Coordinator. Our questionnaire indicated that coffee hour is beloved and important to our community. People have joined the church because of conversations that took place at coffee hour. It is offered after both Sunday services, with people signing up to make the coffee and provide treats. At the end of online worship we have virtual coffee hour, with clergy and congregants checking in on one another and sharing news while drinking coffee they brewed themselves.

OUTREACH

Community Garden

Tom Horgan, Church Contact; Carl Johnson, Manager. Established in 2010, our Community Garden offers individual plots to church members and neighbors, who make up about $\frac{2}{3}$ of the membership. It is supported by member fees and fundraising, and its infrastructure is continually improved by Boy Scouts working towards their Eagle Badges. Our gardeners donate over 10% of their produce to food pantries with volunteers delivering the donated produce to the pantries.



OUTREACH (Continued)

Communications & Technology Support

Nicole Erickson, Webmaster; Rod MacDow, Technology. Historically, St. Gabriel has not emphasized technology in its worship and events, other than using standard microphones in the nave and audio/video on occasion. When the COVID lockdown was announced in March of 2020 we chose Zoom as our broadcast application and began using it the next week, along with assisting new users. Within a month, we had music, conversation before and after services, online worship bulletins, church school, and attendance near the level before the lockdown. Underneath it all, however, our technology infrastructure was inadequate for the new world we were living in. Our first step was to upgrade the internet speed and ethernet network to gigabit service, and replace the aging WIFI with high capacity mesh equipment, on the assumption the combination of in-house and remote communication would continue. Service attendees now include people from several other states and the UK. With the church closed, there is more dependence on internet communication, so we have expanded our weekly emailed newsletter "The Messenger" and website to provide more information to our members and the community. Now we are engaged in two technology projects. The first is to move church information from on-site servers to the cloud for greater reliability and ease of maintenance. The second is to add hardware and software so we have a dedicated set of cameras, microphones and computing devices for services and other events, along with a group of people trained to use them. Our goals are to provide a meaningful worship to everyone, regardless of where they are, and free our priests from having to manage the technology while leading the service.

Website, Newsletter, E-Blast, Social Media, YouTube

Nicole Erickson, Web Creator; Page Clothier, Web editor. Our church website stgabrielonline.org was recently updated and redesigned by Nicole Erickson who creates and manages the website and Page Clothier who writes content. Currently we are experimenting with new web tools to allow multiple editors on the website and event calendar while maintaining a consistent look. We have become more reliant on our emailed church newsletter "The Messenger" during the pandemic. Editor Page Clothier has enhanced and expanded it to a weekly Friday publication via Mailchimp to our subscribers. Fr. Everett sends out a weekly emailed "e-blast" on Thursday containing links to our Sunday worship services, info about church school, adult ed, special events happening that week, and worship booklets in three formats. Page, along with several editors who can add content, maintains a church Facebook page and Instagram account for our church. This has been less active during lockdown. Kevin Murphy maintains our YouTube channel offering the most recent Zoom services for those who couldn't attend them live.



OUTREACH (Continued)

The Gabriel Center

The Rev. Greg Rainey, Deacon, Head of The Gabriel Center. The Gabriel Center, formed in 2006 (as the Yew Life Center) to be of service to the community but not as an evangelistic effort. Through it, we have been working to respond to the congregation's expression of their growing desire to strengthen and expand its outreach program, which was overwhelmingly reflected in our questionnaire. Historically, outreach has been handled several different ways, including originally being funded by 4% of the annual pledge income, then self-funded by fundraising, and now partially funded as a budget line item. Our current partners for outreach are the Beaverton School District, Portland Community College, various food pantries including donating produce via our Community Garden, and donations to organizations or churches responding to emergency needs. The Gabriel Center has offered many classes for caregiver support, good health, and activities for children. We also have Project POOCH led by Dcn.Tom, which provides opportunities for youth in corrections to care for and train shelter dogs for adoption. Perhaps the biggest challenge the Gabriel Center faces is the relatively small space available to serve the community on our premises, given there is no Parish Hall or commercial kitchen. After we can return to the building, we would like to find ways to use our church during the week for outreach activities now that our preschool has closed. The Gabriel Center is looking to: expand its membership and funding; link with more community partners to identify marginalized and hidden groups in need nearby (e.g. the working poor, financially struggling and DACA college students, unhoused people, and isolated seniors); and find what we can do to help.

Art Camp

Coordinator, Page Clothier. Given the church's multicultural neighborhood, our Art Camp was developed as an alternative to VBS, focusing on art with a gentle spiritual component. For a week in July children preschool through grade school can attend as campers, with middle and high school youth serving as group leaders supported by adult volunteers. Professional artists and teachers are hired and paid to design and present each segment. Throughout each day campers engage with art making, drama, music and movement, storytelling, and ecology based on a theme. The camp is non-profit, with tuition charged on top of receiving some financial support from the church, and scholarships are available. After its first year (2017) the camp no longer needed to be advertised because it would fill to capacity. Because of the pandemic, Art Camp could not be offered in 2020 or 2021 but we hope to host it again in 2022 with a theme based on local Native American tales. Eventually, expanding Art Camp to several weeks each summer should be explored.



OUTREACH (Continued)

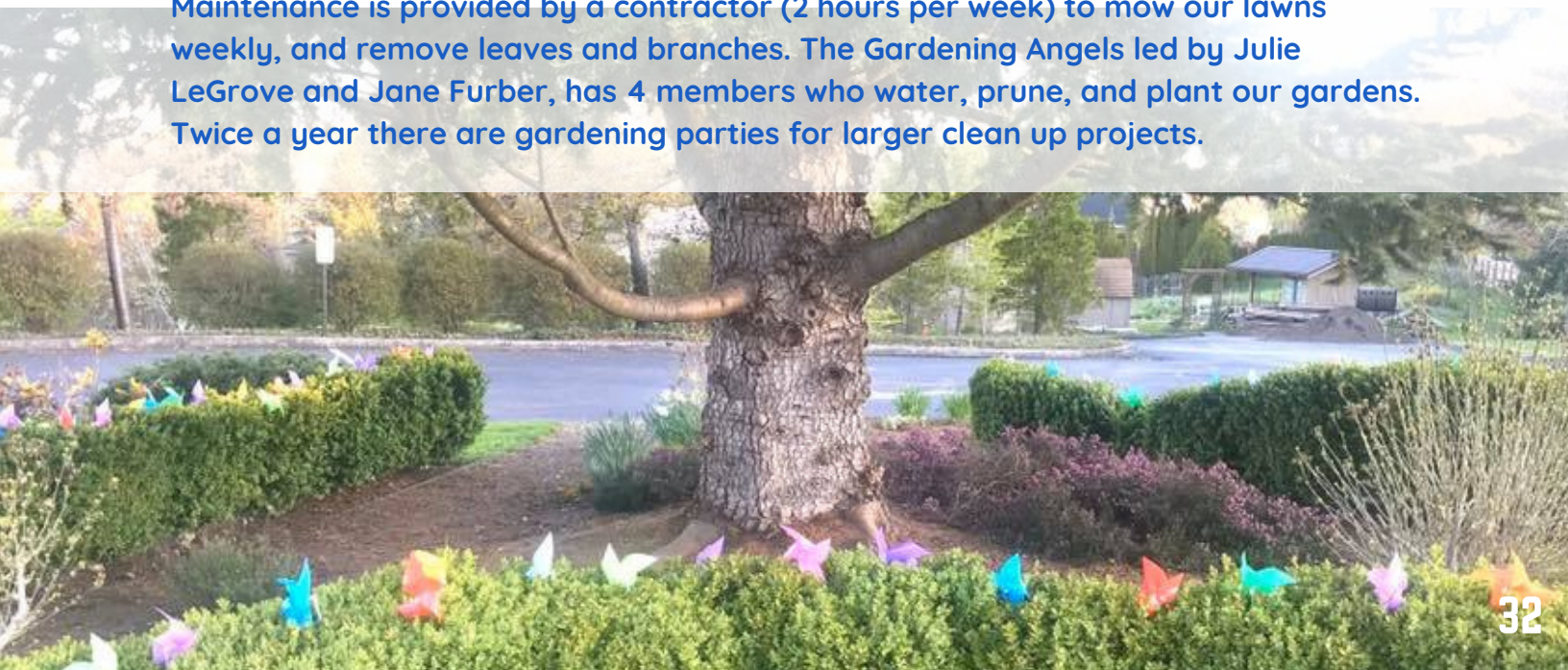
St. Gabriel Episcopal School- Preschool (Closed)

Page Clothier, Contact. After reaching out to our Bethany community to determine what our church's mission should include we heard that a Reggio Emilia-influenced preschool - modeled on Oregon Episcopal School's and The Opal School's programs - was needed. In response St. Gabriel Episcopal School (SGES) opened in September 2014. It offered a student interest-led, play-based learning experience, immersed in nature, with high quality teachers, classrooms, and learning materials. The school was run by a board, had a separate budget from the church, and paid rent for use of the building. Unfortunately, the COVID-19 epidemic forced the school to go entirely online from March 2020 - June 2020, and then forced the difficult decision not to open for the 2020 -21 school year. Unable to present our program online, before the end of 2020 the church vestry made the decision to permanently close the school due to financial restraints and no sign of schools re-opening. With public preschools being proposed and twice the number of preschools open in the area now, there is no plan to re-open another preschool.

BUILDING & GROUNDS

Building and Grounds

Ginger Hess, Junior Warden and Minister of Building and Grounds; Don Erickson, Sexton. Building and Grounds is considered a permanent Standing Committee of the vestry and works with the sexton. Our Sexton Don Erickson (4 hours a week) works with the junior warden and has been cutting back on his duties and we are looking for someone to assist him or take over from him when he is ready. Janitorial Maintenance is provided by a contractor (4-6 hours a week, currently on hiatus). When we reopen we will have to determine and negotiate how many hours will be needed for the janitorial contract now that the building is more lightly used (with the preschool closed) but the standards of cleaning are more strict. Landscape Maintenance is provided by a contractor (2 hours per week) to mow our lawns weekly, and remove leaves and branches. The Gardening Angels led by Julie LeGrove and Jane Furber, has 4 members who water, prune, and plant our gardens. Twice a year there are gardening parties for larger clean up projects.



Opening Committee

Rod MacDow, Chair. This new committee focuses on and makes decisions about when and how the church building can re-open and host in-person worship again. The group uses the latest guidelines from the CDC, the State of Oregon, and the Episcopal Diocese of Oregon to make any decisions about how to come together again safely. At this writing no in-person gathering for worship is allowed, but the clergy is allowed to work and hold live-streamed worship services in the building, and offer drive-through Eucharists, if they follow strict guidelines.



FINANCE

Finance Committee

Ginger Dietzman, Finance Chair

- Finance Chair: Ginger Dietzman is responsible, with the committee, for putting together the annual budget and submitting it to the vestry; for jointly reviewing the closing statements at the end of each month; and compiling monthly report statements.
- Treasurer: Aaron Gillespie has fiduciary responsibility for the church. He approves all big purchases, and is responsible for all financial accounts (checking, endowment, restricted, etc.). It is his job to make sure expenditures are in alignment with the approved budget. He also has responsibility to oversee financial issues such as insurance and employment.
- Treasurer Emeritus: Ellen Adamoksky was the only treasurer St. Gabriel ever had until she retired recently. She still consults with the committee.
- Finance Assistant: Robin Haglund (4 hours a week) serves as bookkeeper. His job is to balance the books and reconcile the various accounts.

Stewardship Committee

Trey Parker, Stewardship Head for Fall 2021. Our Stewardship Season is usually during the month of October and runs for four weeks.



It is the Lord who goes before you. He will be with you; he will not leave you or forsake you. Do not fear or be dismayed." -Deuteronomy 31:8

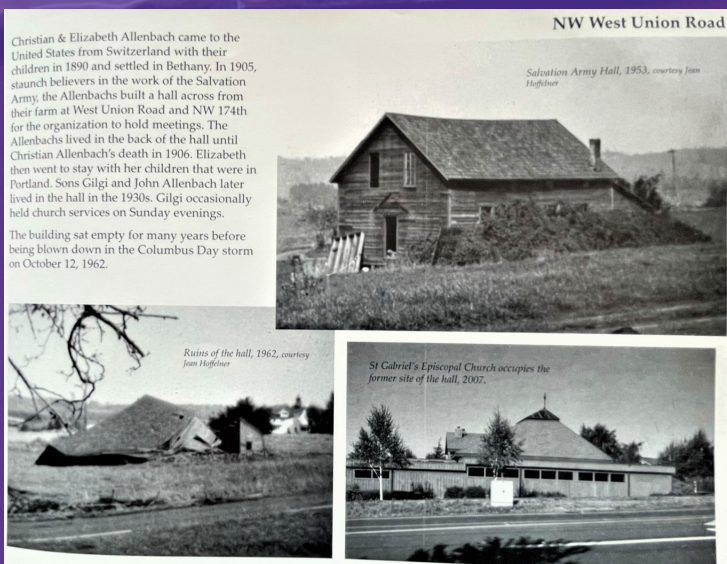
Our History

The History of St. Gabriel the Archangel Episcopal Church

Before recorded settler time, the Chinook, Kalapuya, and Atfalati original peoples of this land traveled over the gentle slopes and through the wetlands now known as Bethany, passing by small conifers struggling to reach up towards the sky. By the 1870s the West Side Stage Coach line ran throughout rural Washington County, including along West Union Road. There was a stage stop along the way marked by a Pacific Yew tree, where travelers could stop and refresh themselves before continuing their journey.

In 1905 the Allenbach family replaced the stage stop with a Salvation Army meeting hall across from their farm where church services were held. In 1962 the abandoned hall blew down in the infamous Columbus Day Storm and the property became an empty field again atop a gentle slope with a vista to the coastal range of mountains.

In 1982 The Ven. Lincoln Eng from St. Bartholomew Episcopal Church in Beaverton advised the Diocese of Oregon that the Rock Creek area was growing and needed a mission church planted there. The Diocese sponsored a seminary student to conduct a survey of the Rock Creek and Aloha areas to assess the possibility of a new mission supervised by St. Bartholomew. On the basis of her survey the Diocese decided to support a mission church in the Rock Creek area.



In 1983 a small but enthusiastic group of ten families began having Sunday evening services at Somerset Covenant Church in Rock Creek, borrowing priests from their sponsoring church St. Bartholomew. In 1984 worship moved to the Lenox Elementary School cafeteria in Rock Creek. In 1985 some church members staged a sit-in at the Diocese office until the Bishop agreed to send a priest to lead the congregation, and Rev. Craig MacColl was called as the part time priest.

The History of St. Gabriel the Archangel Episcopal Church (Continued)

The congregation began to grow and in 1986 they moved worship to the Day Bridge Learning Center. Faced with hour-long set up and take downs, St. Gabriel's Land Search Committee looked for and bought a 3.5 acre plot at NW 174th and West Union Road for \$80,000 that had once been the stagecoach stop. There was just one tree on the entire property: the Yew tree still standing at the outer corner. The fact that English Anglican churches often had Yew trees planted on their properties seemed to have special symbolic meaning.

By 1988, Fr. Craig became full time vicar. In 1989 the congregation of 75 families moved to St. Vincent Health and Lifestyle Center, still enduring setups and takedowns. Architect David Richen, one of the Northwest's premier liturgical architects, was hired to design a master plan for St. Gabriel. David put a great deal of effort into incorporating the old Yew tree as a key design element during the church design process. In November 1994 Dcn. Katharine Holland joined the congregation and began the tradition of St. Gabriel's strong reliance on our deacons participating fully in worship with our priests. Dcn. Katharine was instrumental in forming our healing ministry.

In 1995, fundraising for a church building began in earnest and by 1996 church construction began, with the church's Memorial Garden enveloping the old Yew tree, its branches visible through the rose stained glass window. Altar and sanctuary furnishings, stained glass windows, and even vestments were commissioned and created by local artists. Phase I of the church was completed for \$1.1 million and on April 20, 1997 the church was dedicated and consecrated.

Later on that year the congregation was stunned to hear that after growing the church for 12 years and completing the church building, Fr. Craig had been called to a parish in Texas. An interim priest Rev. Chris Laing came to lead the congregation while a vicar search was conducted.

Rev. David Brownmiller from Colorado joined St. Gabriel as our vicar in January of 1999. Fr. David's tenure was difficult, with the congregation grappling with huge debt and strained relationships. Dcn. Katharine left St. Gabriel in 2000 and our visionary Fr. Lincoln Eng, now retired, served as associate priest.



The History of St. Gabriel the Archangel Episcopal Church (Continued)

In late 2003 Fr. David departed by mutual agreement after a recommendation following a year-long meditation facilitated by the Diocese of Oregon.

An interim clergy team from St. Bartholomew tended the congregation until November 2004 when Bishop Itty decided that St. Gabriel needed special attention and leadership for healing and reconciliation. Rather than conducting a vicar search he decided the right person to lead St. Gabriel would be Rev. LouAnn Pickering, who was the chaplain at Oregon Episcopal School at the time, and he appointed Mtr. LouAnn as the part time vicar. Mtr. LouAnn was the first priest in Oregon to be allowed to “learn on the job” and study independently under the Bishop’s advisory rather than attending seminary. A long-time member of St. Gabriel, Dcn. Thomas Lang who had just been ordained, became our deacon.



St. Gabriel began to blossom under Mtr. LouAnn’s care. In 2006 the Yew Life Center, named after our beloved Yew tree, was formed to offer support and care to the community including opening a Community



Garden on the church property. Mtr. LouAnn continued to oversee the church’s growth until she was able to become the full time vicar in July 2007. That year she commissioned an artist to paint a labyrinth on our cement patio and invited the public in to walk and pray. Our sanctuary became known for its acoustically sweet musical space and hosted many musicians, concerts, and recitals.

In 2014 Mtr. LouAnn was instrumental in establishing a preschool. The Reggio Emilia-influenced St. Gabriel Episcopal School opened in September, sharing classrooms with church school but with the goal to eventually have dedicated classrooms.

In April 2016 a part time transitional deacon Rev. Marianne Allison joined St. Gabriel and served as a stable presence, and she was ordained as a priest in 2017. About the time Dcn. Tom Lang made the decision to retire, Dcn. Roger Reynolds joined us in September 2016.



The History of St. Gabriel the Archangel Episcopal Church (Continued)

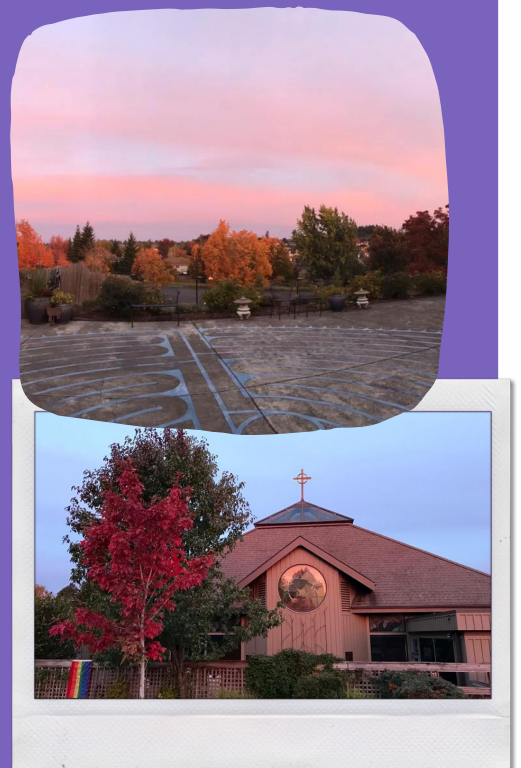
After many years of sharing a summer VBS program with St. Bartholomew, in July 2017 St. Gabriel designed and held our own week-long Art Camp for kids, a full day arts immersion with a gentle spiritual component led by paid artists and teachers. It was a good fit for our multicultural neighborhood. The non-profit camp that is funded by tuition and some assistance from the church has filled up every year it has been held since.

The church began a fundraising campaign and built on Mtr. LouAnn's relationships to find donors in order to reduce our debt, and in November 2017 St. Gabriel was finally able to transition from a mission to a parish and Mtr. LouAnn from vicar to rector. A growing congregation, over-full church school, and busy preschool were pushing our building use and storage space to the limit. The lack of a parish hall limited church celebrations and outreach opportunities. A committee was formed to consider starting a fundraising campaign to move to Phase II of our Master plan to add a gathering hall and more classrooms with the price tag estimated at \$5.7 million. A survey and request program to major donors showed that we were well short of that goal.

The committee engaged an architect to re-design to meet our most important needs at a lower cost, and the resulting design was less than half the price. The committee went to the congregation with the goal of having them choose between the building expansion project, or concentrating instead on retiring our existing mortgages of about \$175,000 before taking on new debt. The people of St. Gabriel overwhelmingly chose to pay off the mortgage, and so a campaign was organized to do that, and in September 2018 the congregation held a joyful mortgage burning celebration.

By 2019 our Yew tree was ailing. At noon on Good Friday of that year we held a somber vigil, watching and praying from the sanctuary as arborists cut our iconic Yew tree down to the ground. The beautifully grained wood from the trunk and largest branches was saved. In September we had more goodbyes as Mtr. Marianne found a full time position as assistant priest at St. John the Evangelist in Portland and Dcn. Roger retired. Then, in two cases of beautiful timing, we were able to welcome a new transitional deacon, Rev. Everett W. Charters IV and a new deacon, Rev. Greg Rainey.

2020 brought many changes. At the January Annual Meeting the expansion committee presented a five-year plan focusing on strengthening our operating budget and mission programs for the first several years before embarking on a major expansion campaign, with the goal of beginning to build in year four or five.



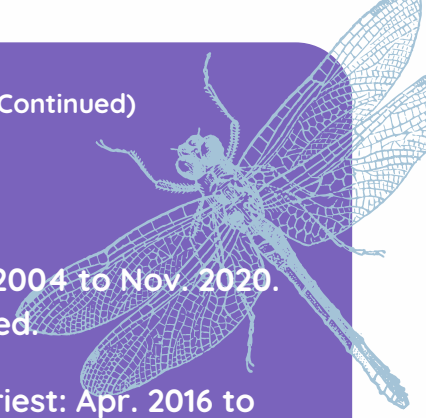
The History of St. Gabriel the Archangel Episcopal Church (Continued)

The Yew Life Center changed its name to The Gabriel Center after the loss of its namesake. In March the COVID-19 pandemic descended and our church building and the world shut down. Thankfully the sudden move to remote worship was deftly handled by St. Gabriel's technical volunteers, clergy, and musicians, and we didn't miss a single service. Via Zoom we continued to offer all of our services - our Sunday 8:00 am Rite I and 10:00 am Rite II services with music, our Wednesday Healing Eucharist, as well as online church school at 9:30 am, which has been uncommon in the Diocese. The preschool managed to move to remote learning and an emailed curriculum, and limped through to the end of the school year. We had to cancel our summer Art Camp.



In June 2020, the pandemic continued to rage. The vestry made the difficult decision to permanently close the preschool. After the death of George Floyd triggered a resurgence of the Black Lives Matter movement, a congregant started an online anti-racism group to create a safe space to explore a radical rethinking of everything from how we use language, to our understanding of history, to learning how we have benefited or suffered from white privilege without realizing it. By the end of the trying year it became clear to Mtr. LouAnn that it was time for her to retire, and she did so in November. Shortly after that Fr. Everett was ordained to the priesthood and he and Dcn. Greg led us until experienced “retired” priest Rev. Canon Linda Potter joined us as our interim rector in February of 2021.

We have not been idle even while the building has been closed to worship and events. A great deal has been done to clear away unneeded items and gain more usable storage space, paint and refresh classrooms, offices, and the library, and make our current space more flexible and usable when the church reopens in the coming months. In 2022, we will engage once more with our spiritual community and assess how expansion, including the option of a simpler addition of building a parish hall on the labyrinth patio footprint, fits in with the church that emerges from this time of pandemic. In our search for a new rector, we are looking for a leader who can help discern the direction we should take, and if expansion is desired and warranted, help drive our plans and campaigns into a future reality. Meanwhile, awaiting the congregation of St. Gabriel when they are allowed to return to the church sanctuary to worship, is a beautiful new processional cross, made by a local artist from our Yew tree, now poised to lead us and live on.



PRIESTS PREVIOUSLY SERVING AT ST. GABRIEL

- ✚ Rev. LouAnn Pickering, Part-time Vicar to Rector: Nov. 2004 to Nov. 2020. Mtr. LouAnn was appointed by the bishop and served until she retired.
- ✚ Rev. Marianne Allison, Transitional Deacon to Part-time Assistant Priest: Apr. 2016 to Sep. 2019. Mtr. Marianne was appointed by the bishop to be mentored by Mtr. LouAnn. She became full-time associate priest at St. John the Baptist in SW Portland.
- ✚ An Interim Clergy Team led by Rev. Ken Dorsch and assisted by Rev. Jennifer Cleveland and other clergy from St. Bartholomew: Oct. 2003 to Nov. 2004. The team was appointed by the bishop for the transition period.
- ✚ Rev. David Brownmiller, Vicar: Jan. 1999 to Sep. 2003. Fr. Brownmiller was called by a search process and eventually left by mutual agreement after a recommendation following a year-long meditation facilitated by the Diocese of Oregon.
- ✚ Rev. Chris Laing, Interim Vicar: Dec. 1997 to Jan. 1999. Fr. Laing was appointed by the bishop for the transition period.
- ✚ Rev. Craig MacColl, Part-time to full-time Vicar: May 1985 to Nov. 1997. Fr. MacColl was appointed by the bishop as vicar and served until called to a new parish in Texas.
- ✚ Rev. Robert Young and Rev. William McKenzie, Clergy Team: Sep. 1983 to Sep. 1985. The team were appointed by the bishop to serve on a very limited basis, on loan from and still serving with St. Bartholomew in Beaverton.

DEACONS PREVIOUSLY SERVING AT ST. GABRIEL

Rev. Roger Reynolds, Deacon: 2016 to 2019. In 2019 Dcn. Roger moved to Montana to care for family but he still attends St. Gabriel remotely and preaches sermons for us online from his deck.

Rev. Thomas Lang, Deacon: 2004 until 2016. Dcn. Tom retired in 2016, but he still attends St. Gabriel and fills in as our deacon when needed.

The Ven. Lincoln Eng: 2000-2004. Retired priest Fr. Eng assisted Fr. Brownmiller in place of a deacon and remained a member of the congregation until his death.

Rev. Katharine Holland, Deacon: 1994 to 2000. She began her ministry here and stayed with us through the transitional years after Fr. MacColl moved in 1997, and felt it best to seek another parish ministry in 2000 following the installation of Fr. Brownmiller.

PRIESTS AND DEACONS RAISED UP AND/OR MENTORED AT ST. GABRIEL:

St. Gabriel is known in the diocese as a priest incubator

- Rev. Everett Charters, now assistant priest at St. Gabriel, Portland, OR.
- Rev. Marianne Allison, now assistant rector, St. John the Baptist, Portland, OR.
- Rev. Andy McQuery, now assistant rector at St. Paul's, Salem, OR.
- Rev. Marlene Mutchler, now rector at St. Bede, Forest Grove, OR.
- Rev. Jon M. White, now rector at St. Luke's, Camillus, NY; also national editor of The Episcopal Cafe.
- Rev. Thomas Lang, Deacon, now retired.
- Rev. Wes Sedlacek, now head of chaplain services at Samaritan Health in Lebanon and Albany, OR.

Better is the end of a thing than its beginning, and the patient in spirit is better than the proud in spirit. Be not quick in your spirit to become angry, for anger lodges in the bosom of fools. Say not, "Why were the former days better than these?" For it is not from wisdom that you ask this. Wisdom is good with an inheritance, an advantage to those who see the sun. -Ecclesiastes 7:8-11



ST. GABRIEL PROFILE COMMITTEE

- Rod MacDow, Senior Warden & Consultant
- Henrietta Laustsen, Chaplain
- Emily Alleman
- Michelle Battles
- Page Clothier
- Ian Erickson
- Nicole Erickson
- Ann Horton
- Tamara Knowles
- Kathy Prenger
- Evelyn Shoop Mathew
- Julie LeGrove, Editor
- Don Otterman, Proofreader
- Kevin Murphy, Additional Photography

ST. GABRIEL SEARCH COMMITTEE

- Rod MacDow, Senior Warden & Consultant
- Polly Bass
- Ian Erickson
- Ginger Hess
- Tom Horgan
- George Kyler
- Joan McCumby
- Tim Reifsteck

Financials & Budget

ST. GABRIEL BUDGET

For part of 2019, we had a halftime associate rector whose salary was covered by a grant from the diocese. When the grant ran out, the associate rector received a full-time position elsewhere and we decided not to backfill the position. 2019 totals are included with and without the associate rector cost.

Our building was closed for most of 2020 due to COVID. We were able to maintain our services online. Our pledge income increased but all of our other income decreased. During this year we redefined “Holiday & Plate” income to include online giving that was not associated with a pledge.

Due to COVID we applied for and received the following additional grants in 2020:

- \$2,958 in pension payment relief (included as a reduction in “Rector” expense)
- \$10,000 EBOF relief grant (included in “Other Income”)
- \$59,437 in PPP loan, which we shared with our preschool, and for which we have applied for forgiveness. The loan does not appear in the budget but rather as a liability on the balance sheet; we expect to book the revenue in 2021 provided the loan is forgiven.

We ran a surplus of \$6,410 in 2019, the last typical year. In 2020, we ran a surplus of \$25,180, but that number is atypically large due to a month without a rector (\$10,819) plus pension relief (\$2,958) plus the EBOF grant (\$10,000). Without those one-off effects our underlying surplus would be \$1,403. Thus in 2020 our decline in revenues approximately matched our decline in expenses due to COVID.

2021 BUDGET

The 2021 budget consists mainly of guesswork due to the uncertainty of both COVID and also expenses due to our rector search. We have hired both a half-time interim rector and a half-time assistant priest on short term contracts. We expect our other expenses to be somewhere between the 2019 and 2020 actuals. Lastly, we expect to recognize \$35,818 for the church’s share of the PPP loan forgiveness. With that one-time revenue gain we expect to run a surplus, although our expenses with respect to other revenue may be in deficit.

Some of our expenses are off budget. We typically receive several significant restricted gifts each year to meet specific needs of the church. For example, in the past year we have received \$2,600 in restricted gifts to update and improve our network and computer capabilities in order to effectively host online services, and we have also received a \$6,000 restricted gift to procure new robes for our choir. We also receive countless smaller in-kind gifts throughout the year that are impossible to account for fully.

The rector receives a discretionary account that is funded monthly from the general budget at a current annual rate of \$1,000. Our previous rector received occasional gifts to augment that account.

FINANCIALS & BUDGET (Continued)

BUILDING & GROUNDS

Building and grounds is funded by dedicating 5% of our pledge income, as well as occasional additional gifts. The total building and grounds revenue for 2020 was \$17,427. From this revenue we make our \$500 per month loan payment to the diocese for the loan to purchase the land on which our church is located (we paid off our building loan in 2018). We fund repairs and minor improvements from this fund on an as-needed basis. We have been targeting surpluses in this account (\$4,012 in 2020), and have built up a \$92,110 reserve fund. However, our building is approaching 25 years old and things like the roof, the furnaces, and the windows are starting to show their age. Thus, we expect a significant increase in annual upkeep costs in a 10-year timeframe.

The building and grounds reserve fund spending is controlled by the Jr. Warden. The Jr. Warden is authorized to make any repair/improvement they see fit up to \$1000. Above \$1000, the Jr. Warden must get approval from the vestry.

EXPENSE MANAGEMENT

Our Finance Committee puts together an annual budget each year. This is made primarily by examining the prior year's actual spending and discussing potential changes with each ministry head. If the budget does not balance, the finance committee proposes changes to achieve balance. The vestry then determines which changes to make and approves the final budget.

Over the course of the year, the ministry heads are aware of their budget and are free to spend without direct oversight. On a monthly basis the finance committee meets and reviews the spending from the previous month for each ministry. If a ministry is significantly over budget, the Treasurer discusses the situation with the ministry head to achieve resolution for the remainder of the year. Over the course of a year, it is typical for about half the ministries to be 10-20% over budget and the other half to be 10-20% below budget with our overall budget balancing; we do not micromanage discrepancies at that level. We have not had an issue with a single ministry breaking the budget in recent memory.

If an unanticipated need arises over the course of the year, we follow one of several paths. In some cases, a restricted fund already exists that can meet the need. In this case the Rector and Treasurer agree to meet the need from that fund. Other times a donor appears and makes a confidential restricted gift. In that circumstance the Treasurer and rector work together with the donor to ensure the need is met. If there are no restricted funds, the need goes to the vestry and the vestry can decide either to fund the need out of the operating reserves or hold a special fundraiser to meet the need. The church has demonstrated the capability of raising as much as \$15,000 in occasional special fundraisers.

ALTAR GUILD

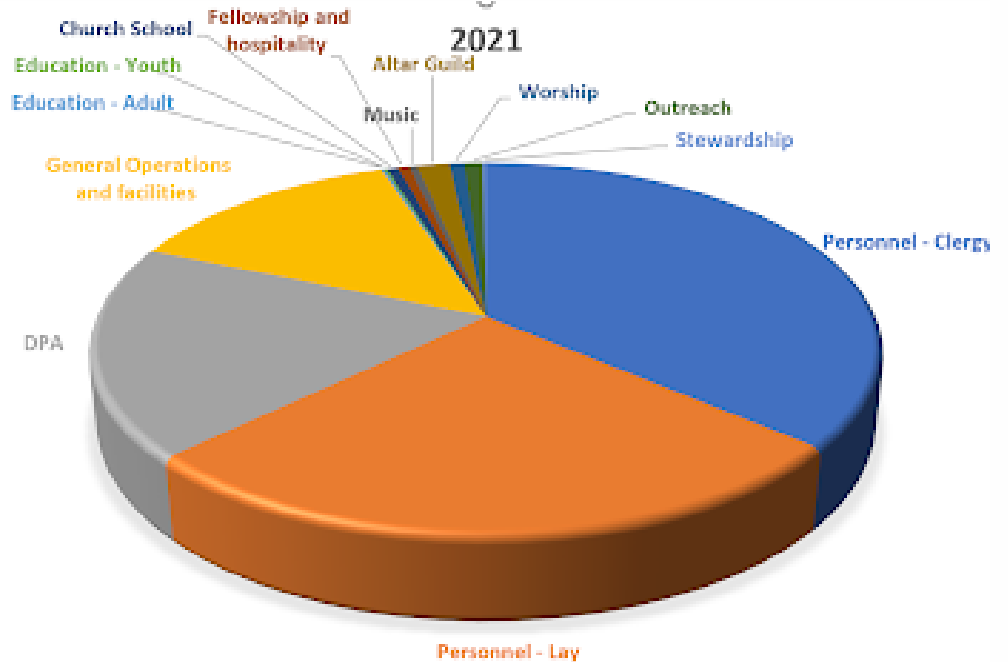
Lastly the Altar Guild has its own budget out of restricted accounts. The Altar Guild also raises its own revenue through a sequence of small fundraisers throughout the year. The finance committee reviews the altar guild's revenues and expenses as part of its monthly review. The Altar Guild has not required any additional oversight in recent memory.

FINANCIALS & BUDGET (Continued)

GRAPHS & CHARTS

2021 Forecast

Personnel - Clergy	\$98,572.00
Personnel - Lay	\$72,636.00
DPA	\$50,164.00
General Operations and facilities	\$37,009.00
Education - Adult	\$ 350.00
Education - Youth	\$ 350.00
Church School	\$ 1,475.00
Fellowship and hospitality	\$ 1,475.00
Music	\$ 1,100.00
Altar Guild	\$ 4,245.00
Worship	\$ 1,950.00
Outreach	\$ 2,400.00
Stewardship	\$ 500.00



2020 Actuals

Personnel - Clergy	\$121,901.00
Personnel - Lay	\$ 73,123.00
DPA	\$ 46,514.00
General Operations and facilities	\$ 47,882.00
Education - Adult	\$ 190.00
Education - Youth	\$ 405.00
Church School	\$ 1,164.00
Fellowship and hospitality	\$ 829.00
Music	\$ 1,576.00
Altar Guild	\$ 1,158.00
Worship	\$ 628.00
Outreach	\$ 1,971.00
Stewardship	\$ 165.00

