



ST. STEPHENS EPISCOPAL CHURCH

Parish Profile

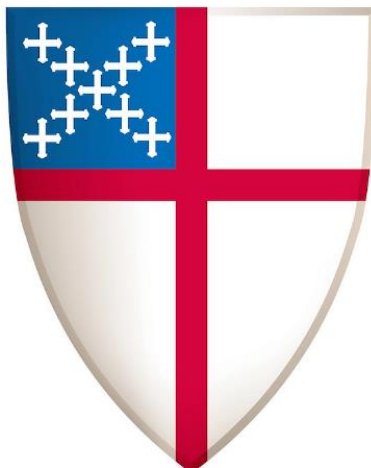
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Mission Statement

St. Stephens is an open sharing community devout in its worship, fellowship, and relationship with God. Through the faith of our parish community, we will continue to welcome all; serve the needs of others; work to restore faith and lift-up those who are destitute and suffering; and foster an environment where all are seen equally, loved unconditionally, and free to profess their faith shamelessly.

Hopes for the Future

We recognize that our congregation is small and aging; and our financial resources are limited. However, we can still effect change and make a difference through our main objectives' faith and focus. Welcoming and inclusive to all is our path.

Like most churches, St. Stephen's is facing challenging times, both internally and externally. There are the violent attacks on Christianity and mass shootings. The global pandemic gave members an alternative to attending the weekly service with the help of technology. Some members continue to watch online rather than participate in person. Mass shootings and other acts of violence have also made going to a house of worship take on a whole new landscape. The country is faced with a mental health crisis, attributed to the homeless calamity, harsh political animosity is around every corner and respectful human behavior has generally lost its way.

But through it all, we still have hope that we may find our way and make a difference. We still can do our part to help those in need. This is what God calls us to do! St. Stephen's is charged to color a brighter future, one person at a time.

Our church is immensely fortunate to be in the Lehigh Valley. It is a thriving community that continues to expand, with a wealth of resources. The people are widely diverse in race, color, religion, origin, and talent. Its location is in close proximity to Philadelphia and New York City.

We have already begun the work to make small strides in our objectives, as we are reaching out to build relationships in our communities. We are adding fund-raising events to our calendar to shore up our financial status. We are looking for external resources, both financial and human, to assist us in our community efforts. We understand that building relationships with those that have will allow us to serve those that need it.

*The challenge ahead is great, but we are **"a close-knit family"**, to quote many of our parishioners' responses (see Appendix A). This parish believes in itself and with God's grace will prevail. We are excited to take this journey and look forward to our next priest experiencing the same.*

We look forward to working with you and pray you will consider joining us in this challenging endeavor.

Vision and Growth

We believe we can establish a wider presence in our community through additional ministries to serve our communities and spread the word of God. The search committee created a questionnaire (see Appendix A) that was distributed to all parishioners. The information in the responses provided a roadmap to guide our vision for growth.

Our parish is prepared to change. Recommendations for growth to be explored include the following:

- *Establish bible study and vacation bible school for youth.*
- *Work toward training members in our parish to be lay readers and bible study leaders.*
- *Utilize more forms of music, livelier music in services and during socials and events.*
- *Develop relationships with our neighboring public schools to resource their band and choir for social events and holidays.*

- *Fund raising and event planning – more activities for fellowship in the community, i.e. game nights, ice cream or dessert socials.*
- *Partner and collaborate with organizations, schools, and groups in our community to provide resources and collaborate to help people in need and bring people together.*
- *Ministry to the sick/shut-ins, we need to do more of this including possibly nursing homes, assisted living, 55+ communities.*
- *Collaborate with parishes in our convocation to brainstorm and execute ideas to grow and work together.*
- *Explore the use of our facility more effectively and efficiently.*
- *Develop our use of technology to reach younger generations.*
- *Develop and promote stewardship, as we begin to grow our congregation to ensure the future stability of the church and enjoy the generosity of everyone's time and talents to assist in our ministries.*

Jeremiah 29:11
says, "For 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."

Qualifications for Our Clerical Leader

- *Part time Priest with the hope of sharing with another Lehigh valley parish. Our future expectation is to have a full-time priest when we accomplish financial stability and congregation growth.*
- *Seminary or online graduate from ministry school.*
- *Must love children and enjoy working with them. Would be a plus if he/she would be willing to participate with our school for chapel once a month and periodically be visible to the school children.*
- *Relatable to people on an individual level and deliver God's message in a manner that is meaningful and memorable to the recipients.*
- *Welcoming, open, accepting, and inclusive to all God's children.*
- *Embracing the community to attract cultures, generations, and ideologies that will help us grow.*
- *Forward-looking, flexible, and willing to embrace change, modern thinking, and technology.*
- *Willingness to embrace challenges and work towards solutions.*
- *Passionate in serving people and God.*
- *Willing and able to work with the congregation to irradicate fears, work with people experiencing mental health crises, expel racial injustice, and eliminate discriminatory fear of people.*
- *Seeks church and community ministries: Bible studies, vacation bible camp, visitations to the sick/shut ins.*
- *Active stance in outreach programs and development.*
- *Although we realize that a part time priest cannot possibly do everything, we understand that with the continued support of the members of the church stepping up to help, we can accomplish our goals effectively.*

Worship

St. Stephen's offers a service of Rite II Holy Eucharist each Sunday, currently at 11:00 am. The service is filled with music from our organist, Ellen Erb, playing the pipe organ (traditionally 3 hymns and sung fractional hymns where appropriate, adjusted for each service as necessary). Although we do not use the vocal choir or bell choir currently because of low parishioner numbers, we hope to bring back a senior choir when we have the ability and to incorporate a bell choir.

Service is immediately followed with coffee and small plate servings available during fellowship in the Parish Hall.

Additional celebrations of traditional liturgical services include Christmas Eve, Ash Wednesday, Maundy Thursday, Good Friday using the Reserved Sacrament and Easter Sunday.



Our hope is to expand our opportunity for prayer by adding Bible study classes; Friday Lenten prayer services and reflection; Veterans Day worship service to honor our veterans; and St. Francis of Assisi Blessing of Pets service held on the lawn inviting our community neighbors to gather.

St Stephen's services are viewable via live stream on our Facebook page: [facebook.com/whitehallepiscopal](https://www.facebook.com/whitehallepiscopal). Want to learn more? Come and see, visit our website at www.saintste.com.

John 1:39 He saith unto them, Come and see. They came and saw where he dwelt, and abode with him that day.

Outreach and Programs

New Bethany Ministries

Annually during the Christmas season St. Stephens decorates the "giving tree" with parishioner donations of warm hats, gloves, scarves, and socks to benefit those in need of shelter, food and clothing through New Bethany Ministry, Bethlehem, PA. New Bethany provides comprehensive programs to help individuals and families work towards, achieve, and maintain self-sufficiency.

Whitehall Food Pantry

The food pantry program was established in 1974 and is a self-sustaining ministry of St. Stephens Church. It continues to expand its much-needed services to the community, as it currently serves approximately 175 families per month, or 385 individuals, which is an increase of 54% over the prior year. It is a choice pantry, which makes it unique. The Coordinator of the Whitehall Food Pantry is Doreen Wagner, who is a long-time member of our church community. St. Stephens partners in collaboration with other local community churches to service our patrons on Monday evenings from 6:00-8:00 pm. Seventy plus volunteers from our local churches and the community arrive earlier to setup the shopping experience and guide our patrons through the selections of their choice. Volunteers also help pick up and unload deliveries on Monday mornings, as well as stock the shelves. The food pantry is blessed to receive approximately 50% of its donations of cash and food items from a variety of sources including our local churches, businesses, schools, civic organizations, and individuals. The other 50% (food supplies only) is obtained from Second Harvest Food Bank through federal and state grants obtained based on the number of recipients. Second Harvest serves six counties in Northeast Pennsylvania distributing food to over 80 food pantries like ours. The increase in the number of families affected by rising costs makes this outreach program mission critical. We cannot say thank you enough and God bless to the generosity of our volunteers and donors who continue this mission with us.



St. Stephen's Episcopal School



The first class at St. Stephens School was enrolled in September 1975. Since that time a new educational wing opened in 1992 enabling expansion, resulting in the enrollment of 141 students. St. Stephens school provides an environment for children to develop a positive self-image, love of learning and are taught traditional Christian values. It specializes in nursery through kindergarten classes and is considered "best in class" in the Lehigh Valley for developing children who are pre-K through kindergarten ages, during their formative years. Additionally, the school introduced an extended care program that has become a great asset to the families of St. Stephen's students and offers a summer camp program. Generally, tuition is charged monthly for nine months.

Classes vary based on age: 3-year old's have either a 2-day or 3-day class; 4-year old's have either a 3-day, 4-day, or 5-day class; and 5-year old's have a 5-day class to prepare for first grade. The school itself is a self-sustaining program, managing its own budget and finances with the assistance of the church. Covid impacted the school tremendously. Enrollment has been increasing over the past two years. However, the post-pandemic revelation of working remotely has affected the school achieving higher enrollments, specifically afternoon classes. Therefore, maximum enrollment has not been achieved since Covid.



Fund Raising

As part of our retooling and rebuilding objectives, we recognize the significance of being noticed. We have planned to increase our fundraising activities, not only to fund current operations of the church, but as a steppingstone to reconnect with our communities, welcome everyone in, and provide greater assistance to groups or individuals in need. Several fund-raising events are planned, while other non-fundraising community outreach events are in the planning stages. Our fundraising committee has brought back takeout dinners and soup sales; a community yard sale; and are working on growing our largest event, the Basket Social, to be even larger than the last two years. The committee continues to brainstorm new ideas and is working very hard to make our events a success and our ideas reality. We are hopeful this will connect us with our community, developing new relationships that will add to our parish growth.

Matthew 25:40
And the King shall answer and say unto them, Verily I say unto you, Inasmuch as ye have done it unto one of the least of these my brethren, ye have done it unto me.

Ministries

Clerical Leadership

St. Stephens Church currently engages two supply priests to conduct our Holy Eucharist worship services. Thanks be to God for their active presence in our church and their willingness to work together on a bi-weekly schedule. Our supply clergy engagement began in August 2023, after the retirement of our Vicar, Father Jonathan Mayo, who served St. Stephens for nine years prior as a half time Priest.

Lay Ministry

Although the church does not currently have any licensed lay ministers, it is the goal of the parish to obtain the necessary training of potential candidates that would help develop our Eucharist Lay Minister and Worship Leader programs.

Altar Guild

The Altar Guild maintains the Sacristy, vestments and vessels needed for services. They provide great care and attention to the altar and paraments. They are also responsible for procuring fresh flowers for special occasions and in memory of loved ones, as well as decorating the Church for Holiday seasons.

Lector Ministry

Members of the church volunteer to be Lectors and participate in the liturgy of the service on a rotational basis.

Acts 2:42 **And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.**

Building and Grounds

St. Stephen's Episcopal Church was completed in 1974. The architecture is unique. The St. Stephen's Episcopal School operates in its own constructed section of the Church building. There is a Columbarium opposite the small chapel with an exterior entrance for visitation to the niches.

There are 2 courtyards off the corridors inside the interior of the building. The building also contains an available 2-bedroom apartment (approximately 650 sq. ft.) with a separate entrance.

The parish hall is approximately 5,200 square feet. It is our indoor gathering space for fellowship, fund raising and other events. Additionally, our food pantry utilizes storage space within the hall for supplying groceries to our food pantry patrons, houses several freezers/refrigerators for cold food storage, and opens its doors on Monday evenings to service our patrons in need. A commercially built kitchen is situated adjacent to the parish hall.

The property has a horseshoe driveway at the main entrance with front and rear parking areas located on approximately 6 acres. There is a 2-story garage and the school playground at the rear of the property.



There are 2 courtyards off the corridors of the interior, one on the East and West sides of the church.



Apartment



ENTRANCE TO DINING, KITCHEN AND LIVING AREA



KITCHEN



DINING/LIVING WITH INTERIOR ENTRANCE



LIVING ROOM WITH EXTERIOR ENTRANCE



BATHROOM WITH SPACE FOR STACKABLE WASHER AND DRYER



TWO BEDROOMS



Our Community – Whitehall Township

This township has a rich history dating back to the 1700s, when it was part of the original Pennsylvania Colony. You can explore its heritage at the Helfrich Springs Grist Mill, the oldest industrial building in the township, or the Mickley-Hartzell Homestead, a historic house museum. You can also enjoy the outdoors at the Jordan Creek Parkway, a scenic park with trails, ponds, and wildlife. Whitehall Township is also conveniently located near the Lehigh Valley International Airport, which offers flights to various destinations.

Whitehall Township is located in the center of the Lehigh Valley. The Township is one hour north of Philadelphia and an hour and half from New York City. Settled in the early 1700's by Pennsylvania Germans "Dutch", it was founded and named by the British in 1752, incorporated in 1867 and a Home Rule Community in 1976. Today, Whitehall is home to 27,500 residents who reside in eight village neighborhoods who value our quality of life, municipal services, trail networks, parks, pools, events, and outdoor recreational opportunities. The community is home to 14 houses of worship.

Whitehall's MacArthur Road is known as the main shopping district in the Lehigh Valley. MacArthur Road was named in honor of General Douglas MacArthur, a World War II hero. Whitehall is home to the largest indoor shopping center in the Lehigh valley.

The Whitehall-Coplay School District is located on one central campus, with one high school, one middle school, one intermediate school, two elementary schools, two stadiums and our Community Library. The School District is known for its support of academics, the arts, and athletics. The School District just happens to be our next-door neighbor.

Whitehall Township video tour link is: [Whitehall Township, PA - Community Video Tour \(elocalink.tv\)](https://www.localink.tv/whitehall-township-pa-community-video-tour)

Romans 12 : 4-5

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.



History of the Church

While our traditional values are stressed in the eucharist celebration, our congregation is a progressive and open-minded group for the future.

Saint Stephen's originated when a group of young men expressed a desire to conduct Protestant Episcopal services in their community in 1870. With the aid of the Church of the Mediator, Allentown, their Rector, The Rev. F. W. Bartlett, held worship services in the old Catasauqua School for almost two years. The congregation began to dream of building their own church. From March 1898 to March 1899 the church families grew from 16 to 58, which increased Sunday services.

On May 7, 1899, the name of the mission was officially changed to St Stephen's Church. A lot in Catasauqua was donated by Mr. and Mrs. Leonard Peckitt for the new church. Building plans were drawn up by Frank R Watson of Philadelphia and the contract was awarded to Joseph F Martz and Company of Allentown.

The first services were held in the new church on Easter Sunday, April 7, 1901. This church was modeled after the most ancient of British churches, St. Martin's (225 A.D.), situated just outside the walls of Canterbury, and which was restored and used by Bertha the first Christian Queen of England about the year 580 A.D.

On Memorial Day, 1920, in observation of the fifteenth anniversary of the consecration of the church, three beautiful stained-glass memorial windows, donated by parishioners were unveiled and dedicated by Bishop Talbot. One of them portrays Christ in Gethsemane's Garden and was placed directly over the altar. The other two, representing Christ the Consoler and Christ the Good Shepherd, were placed in the side walls of the Sanctuary. These windows are now located in the Chapel of St Stephen's in Whitehall.



The church was consecrated on May 1, 1905, by The Rt. Rev. Ethelbert Talbot, Bishop of Central Pennsylvania. In 1905 an organ fund was started for a pipe organ and in 1910 the vestry entered into a contract with the Esty Organ Company.

In March 1966, the Rev. Joseph S. Falzone became Rector of St. Stephen's. During his first year as rector a planning commission was established to evaluate the needs of the parish. The results indicated a need for expansion and a new site since there was no room for expansion at the present site. A site committee was selected and in 1968 eight acres of land were purchased next to Whitehall high school. It took two years of preparation to decide to relocate and build on this site. A year later, Mr. C. Thomas Fuller provided the funding to purchase eight additional acres for the purpose of building housing for the elderly in the future.

Final plans and specifications for the church construction were distributed to contractors for bid in March 1972. Serfass Construction was awarded the contract and construction began on August 28th in 1972.

The 1300-pound church bell, given by Dr. & Mrs. James Heller was raised in place in the tower in June of 1973. The original 1912 Esty Organ was enlarged by the Fritzsche Co. to 1,186 pipes and new parts procured through the generosity of Dr. And Mrs. James Weres.

The first service at St. Stephen's Church on Mechanicsville Road was held on Sunday, September 15th in 1974.

St. Stephen's Nursery School opened its doors on September 8th, 1975.

The Columbarium was installed in November of 1983.

In April of 1990, fourteen stations of the cross were installed in time for Holy week.

In 2001, Father Falzone left St. Stephen's to start St. Paul's, an Anglican church in Allentown. Many of St Stephen's congregation left to follow Fr. Falzone.

From 2002 to 2005, the church had Fr. Bill Ilgenfritz rector and Fr. Mark Lewis assistant rector who were at odds with each other. Decisions by The Diocese at 2003 convention to allow the blessing for same-sex marriage and woman ordained bishops had a significant number of members of St. Stephen's indicating their support was not to be used for the diocese. In 2004, St. Stephen's leaders had decided to redirect financial support (assessment dues) from the Diocese. The congregation was very conservative, and this was a time of great political upheaval and financial mismanagement.

In 2003, the original land donor's intent to sell the 10 acres behind the church and construct apartments to house residents 55 and older was realized with the sale to Larkin Associates.

In 2005, Fr. Mark became sole rector but would leave St. Stephen's in February 2006 over theological differences and traditional values. Attendance and financial support from pledges were down significantly in Fr. Mark's last year.

In 2007, the search continued for a new rector and the parish was concerned that the bishop or diocese would choose their parish priest, specifically since St. Stephen's congregation had very conservative views. St. Stephen's was concerned for the future of the Episcopal church USA. The election of a woman as Bishop and other actions taken at the general convention were very disturbing. The average attendance continued to drop from 200 to 130 and pledges dropped from 100 families or individuals to 62.

In 2008, Fr. Frank St. Amour became the new rector of St. Stephen's. By 2012, because of the year over year budget deficits, Fr. Amour stressed that it was the year in which serious decisions would need to be made to maintain the financial viability of this church and explore other ways to continue St Stephen's mission and ministry.

In June 2012, a transitional vestry was brought in by the diocese with St. Stephen's considered an "at risk" parish. There had been mismanagement of funds, drastic decline in attendance and dissention among the congregation. The average Sunday attendance dropped to 77. An announcement was made with a letter from the Bishop that a new vicar, Fr. Charles Warwick would start on April 8th 2013.

In October 2014, Fr. Jonathan Mayo became Vicar of St. Stephen's until his retirement in August of 2023. During his ministry, attendance and pledge numbers fell, due in large part to COVID having a significant impact on both, never returning to pre-covid numbers.

From the high point of 300+ members in the early 1980's, we entered a period of uncertainty and division. As the Episcopal Church USA became more open minded, issues arose in the parish which led to a period of discernment ultimately dividing the Church. Those that stayed chose to remain a part of the Episcopal Church USA and continue to be in communion with the Diocese of Bethlehem. It is in part because of this division that our congregation is in a period of rebuilding.

The congregation is now a progressive and open-minded group for the future with our traditional values emphasized in our celebration of the eucharist. We are currently operating with two supply priests. We have stepped up efforts to fundraise over the past year to financially support our ministries. We hope to get to a place where the community knows who we are and comes and celebrates with us. To reach more community members, we need a priest in charge to lead us through this development so that St. Stephen's can grow, carry on ministry work and continue to celebrate the eucharist and God's word.



Psalm 37:4-5

Delight thyself also in the Lord; and he shall give the desires of thine heart. Commit thy way unto the Lord; trust also in him; and he shall bring it to pass.

Financials

The financial data of St. Stephen's is maintained in an accounting software program entitled Realm. The church also utilizes Microsoft Windows to create, maintain and preserve documents outside of Realm.

For Average Sunday Attendance and Plate and Pledge, see Appendix B.

St. Stephens Episcopal Church Statement of Activities December 31, 2023 and 2024 Budget	Annual Budget 2024	Actual Jan 01, 2023 - Dec 31, 2023	% Change	Annual Budget Jan 01, 2023 - Dec 31, 2023	Annual Budget % Used Jan 01, 2023 - Dec 31, 2023
Revenues					
REGULAR CONTRIBUTIONS					
4001 INITIAL OFFERING	50.00	45.00		50.00	90.00 %
4002 PLEDGED OFFERING	28,840.00	31,590.00		36,592.00	86.33 %
4003 NON-PLEDGED OFFERING	6,000.00	9,560.00		2,000.00	478.00 %
4004 LOOSE PLATE GENERAL	500.00	458.00		1,500.00	30.53 %
4022 CAPITAL IMPROVEMENT	1,000.00	950.00		1,000.00	95.00 %
4025 OTHER OFFERINGS	1,000.00	6,645.00		-	0.00 %
4138 Online Processing Revenue	-	50.55		180.00	28.08 %
Total REGULAR CONTRIBUTIONS	37,390.00	49,298.55	-24.2%	41,322.00	119.30 %
HOLY DAYS OFFERING					
4011 CHRISTMAS OFFERING	275.00	265.00		500.00	53.00 %
4012 EASTER OFFERING	500.00	576.00		500.00	115.20 %
4015 OTHER HOLY DAYS	250.00	415.00		250.00	166.00 %
Total HOLY DAYS OFFERING	1,025.00	1,256.00	-18.4%	1,250.00	100.48 %
FUND RAISERS					
4151 PARISH DINNERS	2,800.00	20.00		1,000.00	2.00 %
4153 HALL RENTALS	300.00	-		-	0.00 %
4154 OTHER FUND RAISERS	1,000.00	1,357.50		4,000.00	33.94 %
4155 YARD SALE	1,500.00	1,597.00		-	0.00 %
4156 BASKET SOCIAL	8,000.00	6,764.50		-	0.00 %
Total FUND RAISERS	13,600.00	9,739.00	39.6%	5,000.00	194.78 %
OTHER INCOME					
4105 INTEREST INCOME	25.00	23.52		100.00	23.52 %
4120 PECKITT TRUST	10,200.00	12,300.00		14,400.00	85.42 %
4130 CONGREGATIONAL GRANT	5,000.00	-		-	0.00 %
Total OTHER INCOME	15,225.00	12,323.52	23.5%	14,500.00	84.99 %
MAINT & UTILITY \$					
4110 SCHOOL Maint & Utility	57,000.00	57,000.00		57,000.00	100.00 %
4115 FOOD PANTRY Maint & Utility	3,600.00	3,600.00		3,600.00	100.00 %
Total MAINT & UTILITY \$	60,600.00	60,600.00	0.0%	60,600.00	100.00 %
Total Revenues	127,840.00	133,217.07	-4.0%	122,672.00	108.60 %

ISAIAH 41:10

"So don't worry, because I am with you. Don't be afraid, because I am your God. I will make you strong and will help you; I will support you with my right hand that saves you."

St. Stephens Episcopal Church Statement of Activities December 31, 2023 and 2024 Budget	Annual Budget 2024	Actual Jan 01, 2023 - Dec 31, 2023	% Change	Annual Budget Jan 01, 2023 - Dec 31, 2023	Annual Budget % Used Jan 01, 2023 - Dec 31, 2023
Expenses					
PERSONNEL EXPENSES					
LEADERSHIP					
5002 VICAR SALARY	-	14,841.40		26,000.00	57.08%
5003 VICAR PENSION FUND	-	3,947.51		6,767.16	58.33%
5004 VICAR HEALTH INSURANCE	-	7,075.00		10,812.00	65.44%
5005 VICAR PROFESSIONAL DEVELOP	-	90.00		500.00	18.00%
Total LEADERSHIP	-	25,953.91	-100.0%	44,079.16	58.88%
PERSONNEL SUPPORT					
5011 ORGANIST STIPEND	7,280.00	7,109.26	2.4%	7,700.00	92.33%
5012 BOOKKEEPER STIPEND	-	615.20	-100.0%	2,100.00	29.30%
5013 CUSTODIAN STIPEND	3,000.00	3,000.00	0.0%	3,000.00	100.00%
5014 CHURCH ADMINISTRATION	10,800.00	5,940.00	81.8%	4,320.00	137.50%
5016 SUPPLY CLERGY	9,240.00	3,520.00	162.5%	-	0.00%
5017 PAYROLL TAXES	1,613.04	1,274.84	26.5%	1,200.00	106.24%
5019 WORKERS COMP INSURANCE	100.00	34.00	194.1%	700.00	4.86%
Total PERSONNEL SUPPORT	32,033.04	21,493.30	49.0%	19,020.00	113.00%
Total PERSONNEL EXPENSES	32,033.04	47,447.21	-32.5%	63,099.16	75.19%
BUILDING & GROUNDS					
5018 BLDG & PROPERTY INS	18,300.00	17,865.17	2.4%	15,800.00	113.07%
5101 REPAIR & MAINT	6,000.00	5,945.91	0.9%	6,000.00	99.10%
5102 SNOW REMOVAL	4,000.00	645.00	520.2%	3,000.00	21.50%
5103 LAWN CARE	7,500.00	7,200.00	4.2%	3,500.00	205.71%
5104 SEWER	1,200.00	1,214.42	-1.2%	800.00	151.80%
5105 WATER	1,700.00	1,635.02	4.0%	1,500.00	109.00%
5106 GAS	10,000.00	9,845.77	1.6%	10,000.00	98.46%
5107 ELECTRICITY	16,000.00	16,711.78	-4.3%	16,000.00	104.45%
5108 FIRE & BLDG PROTECTION	4,000.00	4,033.71	-0.8%	2,000.00	201.65%
5109 CAPITAL IMPROVEMENTS	5,000.00	1,200.00	316.7%	13,000.00	9.23%
5110 CLEANING SUPPLIES/SVC	1,000.00	993.70	0.6%	1,260.00	78.87%
5115 KITCHEN SUPPLIES	750.00	319.42	134.8%	100.00	319.42%
5118 PEST CONTROL	1,608.00	1,524.00	5.5%	1,608.00	94.78%
Total BUILDING & GROUNDS	77,058.00	69,133.90	11.5%	74,568.00	92.71%
ADMINISTRATION					
5131 OFFICE SUPPLIES	800.00	1,107.61	-27.8%	500.00	221.52%
5134 POSTAGE	150.00	129.00	16.3%	200.00	64.50%
5135 TEL & INTERNET	900.00	870.81	3.4%	872.52	99.80%
5136 REALM SUPPORT SYSTEMS	1,200.00	1,152.00	4.2%	1,152.00	100.00%
5137 WEB SITE	370.00	370.07	0.0%	160.00	231.29%
5138 Online Giving Processing Fee	375.00	374.88	0.0%	250.00	149.95%
5140 SUBSCRIPTIONS	100.00	103.03	-2.9%	50.00	206.06%
5141 ADVERTISING	450.00	409.86	9.8%	500.00	81.97%
5142 PAYROLL SERVICE	1,200.00	1,151.90	4.2%	1,350.00	85.33%
5145 BANK FEES	10.00	7.69	30.0%	-	0.00%
5146 LOAN INTEREST PAID	830.00	871.95	-4.8%	871.43	100.06%
Total ADMINISTRATION	6,385.00	6,548.80	-2.5%	5,905.95	110.88%
FUND RAISER EXPENSE					
5151 PARISH DINNER EXPENSE	1,000.00	-	#DIV/0!	250.00	0.00%
5154 OTHER FUND RAISER EXPENSE	200.00	1,184.20	-83.1%	1,000.00	118.42%
5155 YARD SALE EXPENSES	500.00	522.27	-4.3%	-	0.00%
5156 BASKET SOCIAL EXPENSES	1,000.00	1,139.73	-12.3%	-	0.00%
Total FUND RAISER EXPENSE	2,700.00	2,846.20	-5.1%	1,250.00	227.70%
OTHER PARISH EXPENSE					
5230 DIOCESAN ACCEPTANCE	250.00	200.00	25.0%	200.00	100.00%
5232 DIOCESAN ASSESSMENT	6,906.00	6,251.07	10.5%	6,191.52	100.96%
5305 GIFTS & AWARDS	175.00	160.90	8.8%	-	0.00%
5310 OTHR WORSHIP SUPPLIES	350.00	324.94	7.7%	500.00	39.68%
Total OTHER PARISH EXPENSE	7,681.00	6,936.91	10.7%	6,891.52	98.82%
Total Expenses	125,857.04	132,913.02	-5.3%	151,714.63	87.52%
Net Total	1,982.96	304.05	552.2%	(29,042.63)	-1.05%

Members of the Search Committee
On Behalf of the Vestry

APPENDIX A

Parishioner questionnaire responses

Question 1 - What do you love most about St. Stephens Church?

All the people and congregation get along.

It is a close family.

Worship, Food Pantry (Outreach), People, School.

Love the people.

The closeness of this parish community.

People truly care about one another.

Love our service. Always feel close to God each Sunday.

Love that it is like a second family; congregation is always ready to lend a helping hand to others.

The people.

The parish is close knit; like the service; it's under an hour.

Love the service and feeling close to the Lord.

Question 2 - What do like least about St. Stephens Church?

Can't hear a sermon since Father John retired.

Nothing I dislike.

No Bible Study, No Choir, No Community Outreach, Not Enough Laity.

The congregation is too small and aging rapidly. No human resources.

No Bible Study, need other forms of music, I hate that we don't do any real community outreach.

Service is slow and at a late time - 11 am. Would like an earlier service.

Sometimes the music is boring.

The Church never changed with the times. Music is depressing and goes on forever. Traditional hymns are fine at Christmas and Easter.

Right now, I do not like having supply priests switch every other week. We need a permanent priest to help with the problems related to repairs of the church, etc.

Question 3 - What are the most important qualities for our next Priest?

Must love children and work well with them. Take an interest in the school and the children.

Ability to connect with people and be relatable. Give sermons that are relatable to parishioners.

Open and inclusive to all. Someone who is encouraging and welcoming to all God's children.

Willing to think outside the box to attract cultures and generations that do not subscribe to old school religion.

Embraces the community. Willing to go out into the community and become involved with others.

Forward-looking, willing to embrace change, modern thinking, be flexible.

Willing to take on a challenge.

Be hands on with helping the church grow.

Passion for serving people.

Love for the church and its teachings.

Gospel worship, prayer, and community outreach.

Ability to work well with others.

Able to relate to issues like mental health.

Who wants to engage with our members, visit the sick/shut ins. Willing to visit the shut-ins, the hospitalized, or at home, etc.

Outgoing with outreach projects

Exceptional people person

Great social skills.

Someone who will live in the church apartment.

Vibrant, energetic, frugal.

Needs to be mindful of the time during service, especially sermons.

Needs to be sincere.

APPENDIX A

Question 4 - What do we need to do over the next 1-5 years to become a healthier and more faithful parish?

Bring in children - the parents will follow, and relatives. Then you can have more social events.

Have takeout dinners so more people will become familiar with the church.

The plan should be inward, upward, and outward.

We need to bring in families with children; to build programs around teaching.

We need a Priest to call St. Stephens home, even part-time. Then we can cultivate relationships with the community. Then we can grow the congregation. Worship - hymns, homily on lessons, value all who visit, fellowship via Bible studies.

Outreach - Ministries, recognized by our community, senior living facilities, schools.

Financial stability - grow pledges via added members; grow fundraising via added members, resources.

Right now, get our microphones to work routinely, so everyone can hear the priests speak, regardless of where they are on the altar.

Get our website up to date, modernized, and make it a living, welcoming, and ever-changing testament to who we are and what we do.

Develop relationships and partner with organizations, schools, and groups in our community to provide resources and work with us to bring people together, help others, and bring people in.

Communicate and work together with parishes in our convocation to brainstorm and execute ideas into reality to grow and work together.

Develop relationships with resources to provide music in our parish lives, at parish events and bring people together.

Work toward training members in our parish to be lay readers and bible study leaders.

Find a Priest.

Modernize our worship style; actively seek to grow our membership.

More activities for fellowship in the community. Ex. VBS, game nights, movie nights, ice cream/dessert socials.

A chance for people to get to know us.

I would not rush to replace our priest due to financial pressures.

We need to do more social things with the community to get new people to come in.

Grow. We need young people coming in. It would be nice to have Vacation Bible School & eventually Sunday school.

Try to get more parishioners.

Do more dinners, advertise.

Do other fund raisers all year long.

Question 5 - Are you willing to move towards a more welcoming, modern vision of this church?

If so, what does that look like? If not, please explain why.

No. Can't change the service. You can welcome the people more.

No. But if it happens, I will still be a member.

Yes. Priest who recognizes and welcomes new people - All-inclusive church.

If possible, add more enthusiasm to mass to alleviate dull nature.

Mass should be ceremonious and solemn so, not sure how to liven it up without losing meaning.

Yes. It is a church that is all inclusive. It celebrates and promotes faith in God. It is celebratory, livelier. Music!!!

We need to embrace technology and use it to attract younger generations. That may look like overhead TV screens that display the components of the service, i.e. prayers, and music, rather than rifling through hard cover books, bulletins, and hymnals.

The church needs to provide a support system to everyone from birth to death and be active in each members lives through fellowship, visitation, socials, working together on fundraising and events.

Yes, it's necessary. We need to entertain either a male or female priest. Must be inclusive to all.

Yes. An earlier service time with more upbeat religious music and sermons, that not only explain the gospel but how it relates to life.

It would look almost like it did when I first started church, Sunday school and youth group.

I guess so. I would like to do more social events, things to try and bring people in.

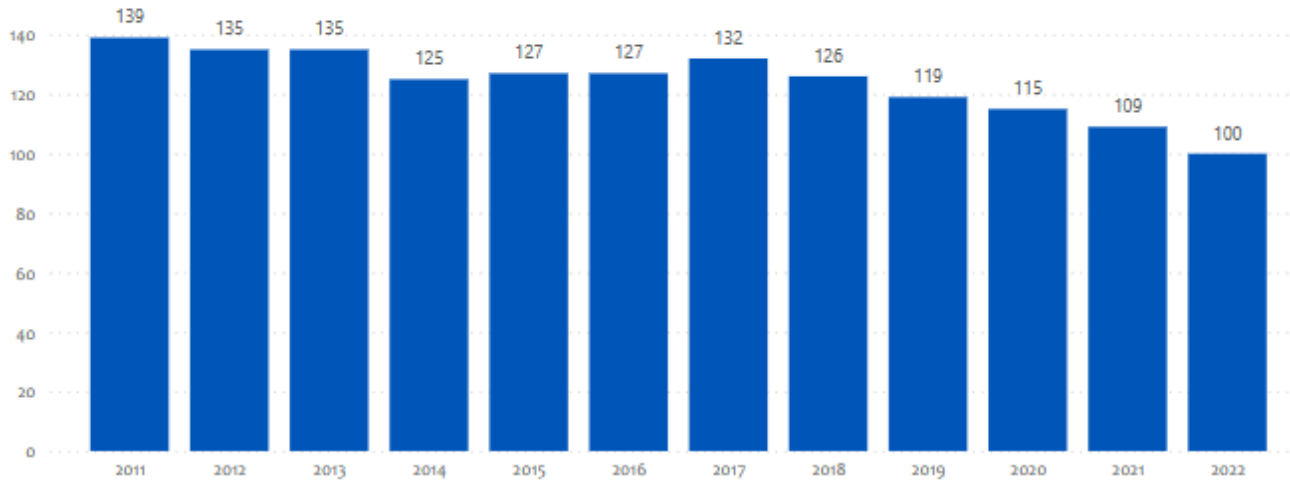
Yes. Providing that the parish grows.

Yes. Don't change the service. Allow other forms of music to be brought into the church, etc. Become modern and go with the times.

APPENDIX B

St. Stephen's Church data from the National Church on Average Sunday Attendance and Pledge and Plate

Membership



Average Attendance

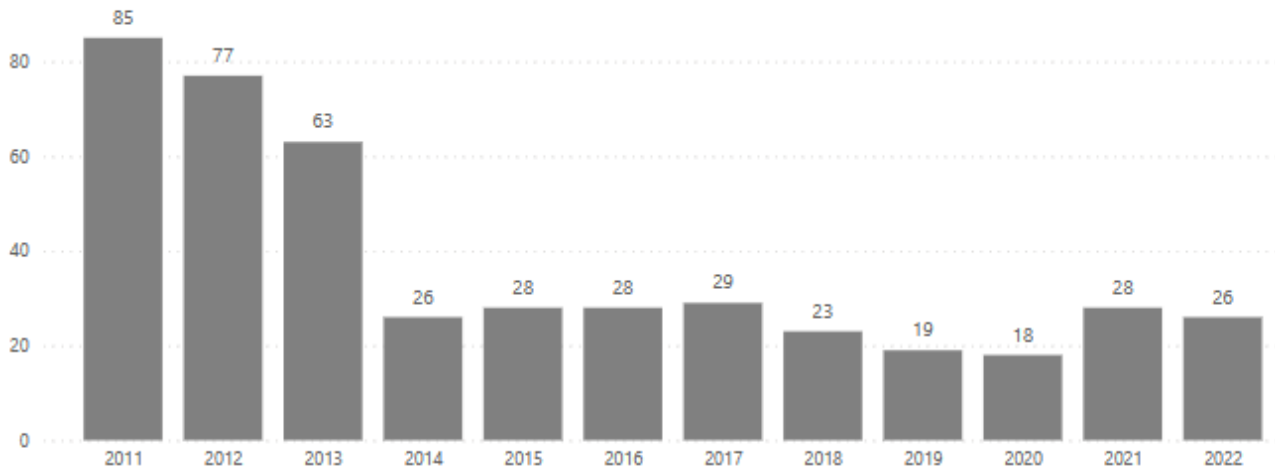
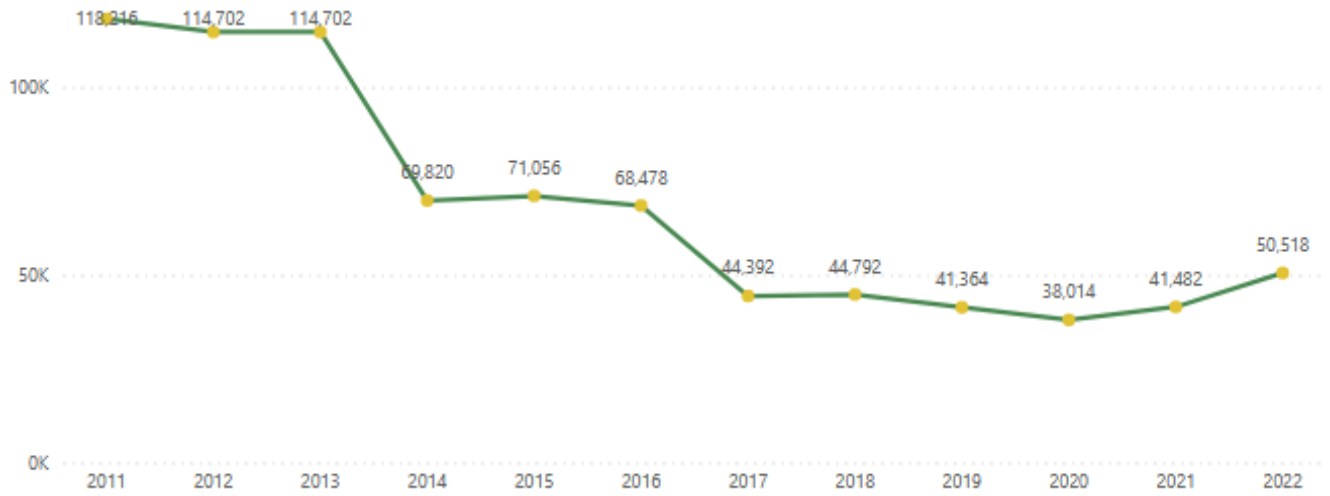


Plate and Pledge



Participation and Giving Trends Report

