

Parish Status Report

for

St. Michael & All Angels Church
Portland, Oregon

June 2007

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Part One

Mission Statement, Overview and Priorities

Parish Mission Statement

Our mission is to continue Jesus' ministry in the world.

At St. Michael's we commit ourselves to:

- gather and grow a caring and dynamic community of faith;
and
- engage and empower all our members to live out the promises and covenant of holy baptism.

Overview

St. Michael and All Angels is an urban parish set in a mixed residential and business neighborhood in Northeast Portland. Most members live within 3 miles of the church. The parish consists of over 380 households (approximately 150 of them single person) with 800 members, predominantly Caucasian. San Miguel y Todos Los Angeles (our Spanish language community) consists of over 40 households (most with two or more persons) and at least 130 members; average Sunday attendance at this service in Spring 2007 has been about 80. For the entire parish, the average Sunday attendance in Spring 2007 has been 386, excluding Easter Sunday.

Our Hispanic congregation has been a part of St. Michael's since December 1994. Until 2003, the Rev. John Scannell presided at these liturgies. Since that time, the Rev. Carlos Núñez, vicar of Holy Cross/Santa Cruz Episcopal Church in Boring, has been the principal celebrant. Our worship is based on the Libro de Oración Común (BCP) as well as translations of the supplemental eucharistic prayers; our music is drawn from various resources.

We are a community grounded in and guided by our Baptismal Covenant. Therefore:

- We are intentionally open to God in our lives through the grace of the Holy Spirit.
- We strive to consistently care for one another, hearing and responding in active ways to God's word in the Scriptures.
- We believe we are "works in progress," and as such, we are called again and again to return to God: to open our hearts and spirits to receive God's healing word and respond to the invitation to an abundant life.
- We believe we are God's witnesses of love and reconciliation through what we say and how we act.
- We deliberately reach out across all that separates us, to be present with people wherever they are, and to ensure that this community is a safe place for all people.
- We believe that we are called to love, to venture for justice and peace among all people, to bring hope to those Jesus called the least of his sisters and brothers.

As a parish, we therefore work continually to be a hospitable and safe place that welcomes all people, whoever they are and wherever they are on their spiritual journey. We understand that conflict is not something to fear, and we choose to respond to it creatively. We strive to respond to the needs and strengths of the congregation by:

- Emphasizing that all are called to live into our Baptismal Covenant by discerning and acting on God's call to engage in ministry within and beyond the parish.
- Striving toward a variety of liturgical expressions of our faith, guided by an adventuresome spirit in worship, engaging the heart, mind and soul, and honoring the diversity of all who seek God through this community.

Mission Priorities through 2010

The St. Michael's community is growing and energized. Enhanced opportunities for mission and ministry are constantly being developed and parishioners are truly being engaged and empowered to live out the promises and covenant of Holy Baptism. Such growth and vitality requires intentionality and focus. Therefore, in Summer 2005, the Vestry identified a set of five priorities which were (and are) to guide decisions and leadership over the ensuing five years:

- Space: Upgrading and developing our facilities to serve our growing faith community and enhance our service to neighborhood and city.
- Staff Structure: Achieving justice and equity for our existing staff and hiring new staff to meet program and community needs.
- Hispanic Ministry: Providing parish support and sufficient clergy for our growing Spanish liturgy.
- Centennial Celebration: Appropriately marking St. Michael's 100th Anniversary in 2010.
- Transition in Leadership: Finding ways forward as our rector moves into retirement.

Part Two

Financial Condition of the Parish

Stewardship^{1*}

Stewardship Period	Number of Pledges	Dollar Amount Pledged
2007		
Operating Fund	266	\$476,459
Building Fund	26	13,576
2006		
Operating Fund	267	465,368
Building Fund	40	13,400

¹ * Numbers and amounts shown above are as of the Annual meeting in January 2007. Budget amount is discounted. As of May 31, 2007, there are 269 pledges totaling \$488,672.

**Parochial Reports
for 2006 & 2005**

THE 2006 REPORT OF EPISCOPAL CONGREGATIONS AND MISSIONS
 ACCORDING TO CANONS I.6, I.7, AND I.17
 (OTHERWISE KNOWN AS THE PAROCHIAL REPORT)

Parochial Report for 2006



Name of Congregation St Michael And All Angels		Diocese Oregon
Street 1704 NE 43rd Ave		City Portland
State OR	Zip + 4 97213-1402	County Multnomah
Mailing Address 1704 NE 43rd Ave		City Portland
State OR	Zip + 4 97213-1402	Congregation's Phone Number 503-284-7141
Federal Tax ID # 93-0399054	Congregation's E-mail address office@stmaa.org	Congregation's URL (Web Address) www.stmaa.org

Report Preparation

Page 2 Prepared by <i>(Print or type name)</i> John S. Scannell	Daytime Phone 503-284-7141
Page 3 Prepared by <i>(Print or type name)</i> Martin Jetton	Daytime Phone 503-596-3181

Certified by the Clerk of the Vestry

Certified by <i>(Print or type name)</i> Georgia I. Beardsley	
Signature	Date 2/22/07

Certified by Treasurer/Financial Officer

Certified by <i>(Print or type name)</i> Martin Jetton	
Signature	Date 2/22/07

Certified by Rector/Vicar/Person in Charge

Certified by <i>(Print or type name)</i> John S. Scannell	
Signature	Date 2/22/07

Vestry Approval

Indicate date the Parochial Report was approved by the Vestry or Bishop's Committee (Canon I.6.1)	Date 2/22/07
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Membership, Attendance and Services of the Reporting Congregation

<i>Using Last Year's Report:</i>	
Active Baptized Members of the Reporting Congregation Reported Last Year	Using the 2005 Parochial Report, record the Number of Baptized Members Reported as of December 31, 2005. (See your 2005 Parochial Report, Box M05) Members Reported Last Year = M05. <input type="text" value="926"/>

<i>Using the Register of Church Membership and Rites:</i>	
During the Report Year	1. Increases during year: All members added to the baptized members section of your congregation's Membership Register during 2006 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.
Increases in Membership	Total Increases = 1. <input type="text" value="47"/>
Decreases in Membership	2. Decreases during year: All baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count. Total Decreases = 2. <input type="text" value="41"/>
Active Baptized Members of the Reporting Congregation At Year-End	M06: Add the increases entered in Box 1 to Box M05. Then subtract the decreases entered in Box 2 for the total active membership as of December 31, 2006 Total Active Baptized Members (end of report year) = M06. <input type="text" value="932"/>
Communicants in Good Standing of the Reporting Congregation	3. All communicants in good standing: All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God." All communicants (adults and youth) in good standing = 3. <input type="text" value="842"/>
Youth in Good Standing	4. Those communicants in good standing (counted on line 3) who are under age 16. Communicants in good standing who are under age 16 = 4. <input type="text" value="238"/>
Others Active	5. Others who are active whose baptisms are not recorded in the Parish Register, or in another Episcopal congregation. Others = 5. <input type="text" value="0"/>

<i>Using the Service Register:</i>	
Average Sunday Attendance for 2006	6. Sunday & Saturday Evening Attendance: Divide total Sunday attendance by number of Sundays. Average Sunday Attendance = 6. <input type="text" value="334"/>
Easter Attendance in 2006	7. Easter Attendance (7) <input type="text" value="891"/>

Sacraments & Services:	
Number of Holy Eucharists Celebrated During 2006	8. Sunday & Saturday Evening Eucharists (8) <input type="text" value="214"/>
	9. Weekday Eucharists (9) <input type="text" value="64"/>
	10. Private Eucharists (10) <input type="text" value="80"/>
	11. Daily Offices on Sunday (11) <input type="text" value="2"/>
Daily Offices and Other Services Held During 2006	12. Daily Offices on Weekdays (12) <input type="text" value="101"/>
	13. Marriages (13) <input type="text" value="8"/>
	14. Burials (14) <input type="text" value="8"/>

<i>Using the Register of Church Membership and Rites:</i>	
Baptisms in 2006	15. Baptisms 16 years and older (15) <input type="text" value="1"/> 16. Baptisms under 16 years of age (16) <input type="text" value="39"/>
Confirmations in 2006	17. Confirmations 16 years and older (17) <input type="text" value="3"/> 18. Confirmations under 16 years of age (18) <input type="text" value="0"/>
Received in 2006	19. Received by a bishop (19) <input type="text" value="9"/>

Education:	
Children and Youth	20. Total Church School Students Enrolled (20) <input type="text" value="69"/>
Adult Education	21. Do you have any regular Sunday or weekday adult education program(s)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Stewardship and Financial Information of the Reporting Congregation**Giving Information for 2006 :**

Number of Pledges	1.	Number of signed pledge cards for 2006 -report year	(1)	<u>267</u>
Total \$ Pledged	2.	Total dollar amount pledges for 2006-report year	(2)	<u>\$465,368</u>

Report of Revenues and Expenses for 2006 :

Operating Revenues	3.	Plate offerings, pledge payments & regular support	(3)	<u>\$504,530</u>
	4.	Money from investments, used for operations	(4)	<u>\$941</u>
	5.	Other operating income, including unrestricted gifts & restricted gifts used for operations, & contributions from congregation's organizations	(5)	<u>\$0</u>
	6.	Unrestricted bequests used for operations	(6)	<u>\$6,443</u>
Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A				\$511,914

7.	Assistance from diocese for operating budget	(7)	<u>\$0</u>
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Total Operating Revenues (A + 7) = B				\$511,914
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Non-Operating Revenues	8.	Funds received for capital projects	(8)	<u>\$40,547</u>
	9.	Additions to endowment, & other investment funds	(9)	<u>\$19,188</u>
	10.	Contributions & grants for congregation based outreach & mission programs	(10)	<u>\$67,662</u>
	11.	Funds for transmittal to other organizations	(11)	<u>\$13,394</u>

Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C				\$140,791
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Total All Revenues (B + C) = D				\$652,705
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Operating Expenses	12.	To diocese for assessment, apportionment, or fair share	(12)	<u>\$94,771</u>
	13.	Outreach from operating budget	(13)	<u>\$8,140</u>
	14.	All other operating expenses	(14)	<u>\$405,237</u>

Subtotal Operating Expenses (12 + 13 + 14) = E				\$508,148
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Non-Operating Expenses	15.	Major improvements & capital expenditures	(15)	<u>\$31,917</u>
	16.	Expense for congregation's outreach & mission	(16)	<u>\$102,242</u>
	17.	Funds contributed to Episcopal seminaries	(17)	<u>\$800</u>
	18.	Funds transmitted to other organizations	(18)	<u>\$12,820</u>

Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F				\$147,779
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Total All Expenses (E + F) = G				\$655,927
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At Year-End:

As of December 31, 2006	19.	Total cash in all checking & passbook savings accounts	(19)	<u>\$43,601</u>
	20.	Total investment at market value (not including cash reported in line 19)	(20)	<u>\$377,740</u>

THE 2005 REPORT OF EPISCOPAL CONGREGATIONS AND MISSIONS
 ACCORDING TO CANONS I.6, I.7, AND I.17
 (OTHERWISE KNOWN AS THE PAROCHIAL REPORT)

Parochial Report for 2005



Name of Congregation St Michael And All Angels		Diocese Oregon
Street 1704 NE 43rd Ave		City Portland
State OR	Zip + 4 97213-1402	County Multnomah
Mailing Address 1704 NE 43rd Ave		City Portland
State OR	Zip + 4 97213-1402	Congregation's Phone Number 503-284-7141
Federal Tax ID # 93-0399054	Congregation's E-mail address office@stmaa.org	Congregation's URL (Web Address) www.stmaa.org

Report Preparation

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Certified by the Clerk of the Vestry

Certified by <i>(Print or type name)</i> Georgia I. Beardsley	
Signature	Date 2/23/06

Certified by Treasurer/Financial Officer

Certified by <i>(Print or type name)</i> Martin Jetton	
Signature	Date 2/28/06

Certified by Rector/Vicar/Person in Charge

Certified by <i>(Print or type name)</i> John S. Scannell	
Signature	Date 2/23/06

Vestry Approval

Indicate date the Parochial Report was approved by the Vestry or Bishop's Committee (Canon I.6.1)	Date 2/23/06
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Membership, Attendance and Services of the Reporting Congregation

Using Last Year's Report:	
Active Baptized Members of the Reporting Congregation Reported Last Year	Using the 2004 Parochial Report, record the Number of Baptized Members Reported as of December 31, 2004. (See your 2004 Parochial Report, Box M04) Members Reported Last Year = M04. <input type="text" value="895"/>

Using the Register of Church Membership and Rites:

During the Report Year	1. Increases during year: All members added to the baptized members section of your congregation's Membership Register during 2005 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.
Increases in Membership	Total Increases = 1. <input type="text" value="56"/>
Decreases in Membership	2. Decreases during year: All baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count. Total Decreases = 2. <input type="text" value="25"/>

Active Baptized Members of the Reporting Congregation At Year-End	M05: Add the increases entered in Box 1 to Box M04. Then subtract the decreases entered in Box 2 for the total active membership as of December 31, 2005 Total Active Baptized Members (end of report year) = M05. <input type="text" value="926"/>
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Communicants in Good Standing of the Reporting Congregation	3. All communicants in good standing: All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God." All communicants (adults and youth) in good standing = 3. <input type="text" value="853"/>
Youth in Good Standing	4. Those communicants in good standing (counted on line 3) who are under age 16. Communicants in good standing who are under age 16 = 4. <input type="text" value="203"/>
Others Active	5. Others who are active whose baptisms are not recorded in the Parish Register, or in another Episcopal congregation. Others = 5. <input type="text" value="0"/>

Using the Service Register:

Average Sunday Attendance for 2005	6. Sunday & Saturday Evening Attendance: Divide total Sunday attendance by number of Sundays. Average Sunday Attendance = 6. <input type="text" value="356"/>
Easter Attendance in 2005	7. Easter Attendance (7) <input type="text" value="870"/>

Sacraments & Services:

Number of Holy Eucharists Celebrated During 2005	8. Sunday & Saturday Evening Eucharists (8) <input type="text" value="206"/>
	9. Weekday Eucharists (9) <input type="text" value="64"/>
	10. Private Eucharists (10) <input type="text" value="90"/>
Daily Offices and Other Services Held During 2005	11. Daily Offices on Sunday (11) <input type="text" value="0"/>
	12. Daily Offices on Weekdays (12) <input type="text" value="91"/>
	13. Marriages (13) <input type="text" value="14"/>
	14. Burials (14) <input type="text" value="15"/>

Using the Register of Church Membership and Rites:

Baptisms in 2005	15. Baptisms 16 years and older (15) <input type="text" value="3"/>
	16. Baptisms under 16 years of age (16) <input type="text" value="23"/>
Confirmations in 2005	17. Confirmations 16 years and older (17) <input type="text" value="7"/>
	18. Confirmations under 16 years of age (18) <input type="text" value="0"/>
Received in 2005	19. Received by a bishop (19) <input type="text" value="5"/>

Education:

Children and Youth	20. Total Church School Students Enrolled (20) <input type="text" value="93"/>
Adult Education	21. Do you have any regular Sunday or weekday adult education program(s)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Stewardship and Financial Information of the Reporting Congregation**Giving Information for 2005 :**

Number of Pledges	1.	Number of signed pledge cards for 2005 -report year	(1)	282
Total \$ Pledged	2.	Total dollar amount pledges for 2005-report year	(2)	\$432,500

Report of Revenues and Expenses for 2005 :

Operating Revenues	3.	Plate offerings, pledge payments & regular support	(3)	\$427,942
	4.	Money from investments, used for operations	(4)	\$3,376
	5.	Other operating income, including unrestricted gifts & restricted gifts used for operations, & contributions from congregation's organizations	(5)	\$0
	6.	Unrestricted bequests used for operations	(6)	\$4,000

Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A \$435,318

7.	Assistance from diocese for operating budget	(7)	\$0
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Total Operating Revenues (A + 7) = B \$435,318

Non-Operating Revenues	8.	Funds received for capital projects	(8)	\$37,858
	9.	Additions to endowment, & other investment funds	(9)	\$9,866
	10.	Contributions & grants for congregation based outreach & mission programs	(10)	\$59,156
	11.	Funds for transmittal to other organizations	(11)	\$21,132

Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C \$128,012

Total All Revenues (B + C) = D \$563,330

Operating Expenses	12.	To diocese for assessment, apportionment, or fair share	(12)	\$83,464
	13.	Outreach from operating budget	(13)	\$6,041
	14.	All other operating expenses	(14)	\$367,165

Subtotal Operating Expenses (12 + 13 + 14) = E \$456,670

Non-Operating Expenses	15.	Major improvements & capital expenditures	(15)	\$16,621
	16.	Expense for congregation's outreach & mission	(16)	\$87,239
	17.	Funds contributed to Episcopal seminaries	(17)	\$0
	18.	Funds transmitted to other organizations	(18)	\$21,074

Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F \$124,934

Total All Expenses (E + F) = G \$581,604

At Year-End:

As of December 31, 2005	19.	Total cash in all checking & passbook savings accounts	(19)	\$33,918
	20.	Total investment at market value (not including cash reported in line 19)	(20)	\$378,191

Staff Compensation (Clergy and Lay)

Name	Position	Wages & Housing	Pension	Employer Taxes	Total Compensation
Cruz	Sunday Facilities Assistant	\$ 2,600.00		\$ 214.89	\$ 2,814.89
Hargraves	Associate Youth Ministry	7,688.04		633.72	8,321.76
Litzenberger	Associate Ministry Development	21,000.00	\$ 3,780.00	126.48	24,906.48
McGarry-Lawrence	Deacon	24,183.00	4,353.00	139.80	28,675.80
Orellana	Assistant Finance & Stewardship	9,684.48		774.76	10,459.24
Parkhurst	Assistant Music with Youth	3,145.32		260.04	3,405.36
Quanbeck	Assistant Communications	6,240.00		499.20	6,739.20
Robbins	Associate Administration	17,688.00	1,591.92	1,461.96	20,741.88
Sackett, A	Assistant Music with Children	1,845.00		153.00	1,998.00
Sackett, L	Associate Children & Families	21,351.00	1,921.59	1,765.56	25,038.24
Scannell	Rector	85,148.04	15,326.64	497.52	100,972.20
Spiers	Associate Music & Liturgy	35,379.96	3,184.20	2,924.16	41,488.32
Tuomi	Music Director	16,836.00		1,386.60	18,222.60
TOTAL		\$251,388.84	\$25,501.05	\$10,718.80	\$287,608.69

Status of DPA and Pension Payments

Outstanding DPA Payments to Date:

All DPA Payments have been made.

Outstanding Pension Payments to Date:

All Pension Payments have been made.

Other Outstanding Debt:

None.

Part Three

Ministry Plan for the Interim Period

Pastoral Care

- St. Brigid's Guild for Healing Ministry (coordinated by the Parish Deacon)
- Parish Prayer Chain (coordinated by a parishioner with the Parish Deacon serving as Staff Liaison)
- Currently re-vitalizing a Parish Health Ministry (currently coordinated by the Associate Priest for Ministries Development)
- Currently developing a Recovery Ministry (coordinated by a team of parishioners with the Parish Associate for Music and Liturgy serving as Staff Liaison)
- Offering hospitality to those who are grieving by helping with funeral receptions (co-coordinated by two parishioners working with a rotating team of over 20 parishioners with the Associate Priest for Ministries Development serving as Staff Liaison)
- Providing meals to those in difficult or challenging circumstances (coordinated by a parishioner with the Parish Deacon serving as Staff Liaison)
- Providing transportation on occasion to those who need this service (currently coordinated by the Associate Priest for Ministries Development)
- Referring "Walk-in" requests, which are typically for funds, shelter, food or transportation, to parish clergy
- Visiting the homebound (coordinated by the Parish Deacon)
- Taking the Eucharist from the parish altar to homebound parishioners (Eucharistic Visitors coordinated by the Parish Deacon)
- Making pastoral visits to hospitals and homes, as necessary (coordinated by the Parish Deacon and the Interim Priest, with the Parish Deacon providing pastoral care, including home visits to members of the Hispanic congregation)

Sacramental Ministries

- Funerals and Memorial Services will be performed by either the Interim Priest, the Associate Priest for Ministries Development, or other clergy associates of the parish
- Baptisms will be performed by either the Interim Priest, the Associate Priest for Ministries Development, or other clergy associates of the parish
- Weddings will be performed by either the Interim Priest, the Associate Priest for Ministries Development, or other clergy associates of the parish
- Special celebrations of importance within the Latino community, including XV Años Presentations and First Communions will be performed by either the designated principle celebrant for San Miguel y Todos Los Angeles, the Parish Deacon, or possibly the Interim Priest (if conversant in Spanish)

Present Staff

Clergy

John S. Scannell, Rector *[Open as of September 1, 2007]*

Caroline Litzenberger, Ph.D, Associate Priest for Ministry Development

Marla McGarry-Lawrence, Deacon

Associate Clergy

Sallie Bowman

A. Richard Bullock

Everett Hall

Sherman Hesselgrave

Carlos Núñez

David Pace

David Perry

Edward Rouffy

Lay

Scott Tuomi, Ph.D, Music Director

Bob Spiers, Associate for Music & Liturgy

Marion Robbins, Associate for Administration

Leslie Sackett, Associate for Ministry with Children and Families

Ann Hargraves, Associate for Ministry with Youth *[Open as of July 1, 2007]*

Melissa Parkhurst, Assistant for Music with Youth

Audrey Sackett, Assistant for Music with Children

Gloria Orellana, Assistant for Finance & Stewardship

J Quanbeck, Assistant for Communication

Gabriel Cruz, Sunday Facilities Assistant

Volunteer

Michael Sagun, Senior Warden

Bob Ullman, Junior Warden

Georgia Beardsley, Parish Clerk

Martin Jetton, Treasurer

Goals of the Interim Period

The Interim Period is seen as prime time for renewal and re-energizing the parish in its life and mission. Beyond maintaining effective ministry during this period, the Vestry and Interim Priest shall work together to prepare for healthy transition to the next Rector. Specific goals to be addressed include:

- Continuing to support our diocesan priorities for renewal and transformation through our parish commitment to the Baptismal Covenant which calls us to Christian Discipleship, Mission and Evangelism.
- Exploring the history of this congregation and the implications of that history for the congregation's future
- Clarifying the congregation's special identity, community it serves, what it dreams of being and doing anew.
- Working with shifts and changes in leadership roles and personnel that naturally evolve in times of transition, allowing new leaders to come to the fore.
- Acknowledging and valuing relationships with the convocation and the diocese in order to work together to live more and more fully into the Baptismal Covenant.
- Building commitment to the leadership of the new rector in order to move into the future with openness to new possibilities.

All ministries other than those reserved to ordained leadership (such as celebrating the sacraments) are understood as baptismal ministries to which all members of the worshipping community are called according to their particular gifts.

Position Description for Interim Priest

The Interim Priest represents and extends the ministry which is the Bishop's pastoral and canonical responsibility for congregations in leadership transition. The Interim Priest shall lead St. Michael & All Angels Episcopal Church as Rector, priest and teacher, sharing in the councils of this congregation, the convocation, the clericus, the Diocese of Oregon and of the whole church, in communion with our Bishop. The Interim Priest shall:

- Work with the present clergy and administrative staff, Vestry and other lay leaders to:
 - Maintain the regular schedule of worship services and preaching,
 - Provide education and formation,
 - Provide pastoral care, using pastoral care teams and Eucharistic Visitors to call upon the sick and shut-ins,
 - Provide pastoral offices (weddings, funerals, baptisms),
 - Continue and enhance the process of welcoming and engaging newcomers in the life of the parish, using the Newcomers and Welcoming Teams in this ministry, and
 - Support the Parish Deacon in facilitating continued growth within our Hispanic congregation (San Miguel y Todos Los Angeles) and in planning bilingual liturgies, especially for Epiphany, Ash Wednesday, and Good Friday.
- Work with Senior Warden and Junior Warden in the ongoing administration of the parish.
- Prepare the congregation for the coming of the next Rector, by helping the congregation deal with its grief and any other unresolved issues arising from the Rector's departure.
- Support and facilitate problem-solving and conflict resolution within the congregation.

The Interim Priest shall communicate regularly with any Consultant in the Search process, but not work with the Search Committee as they develop the parish profile and position description, and solicit and screen candidates. The Interim Priest shall not be eligible to be a candidate for Rector.

The Vestry shall lead the congregation in supporting the Interim Priest, pursuing congregational goals and performing the developmental tasks of the interim period. The Vestry is the legal agent for the parish in all matters concerning its corporate property and its relationship with the Interim Priest. The Vestry will see that the Interim Priest is properly supported, personally and organizationally, as well as financially.

The position of Interim Priest shall be a full-time position, i.e., the Interim Priest's workweek shall be five days, which shall include Sunday activities. The terms of the Interim Priest's employment shall be set forth in a separate letter agreement. This letter agreement shall address, among other things, the following items:

- Interim Priest compensation;
- Reimbursement for moving expenses;
- Anticipated starting employment date;
- Benefits, including health insurance coverage, pension fund assessments, group life insurance, and workers' compensation insurance;
- Interim Priest expenses, including, travel expenses, office expenses, and other expense allowances;
- Access to and use of the Rector's Discretionary Fund;
- Any supplementary compensation; and
- Mutual ministry review, to be conducted in consultation with the Wardens and the Vestry.

Part Four

Issues and Opportunities

Specific Issues and Opportunities

based on

Mission Priorities through 2010

(some examples)

Space:

- Sustainability – Pursue sustainability objectives, such as HVAC, lighting, windows.
- Restoration – Pursue restoration objectives, such as stained glass windows, Nave chandeliers and finishes.
- Improvement – Implement other improvements, such as HVAC; finishing 2nd floor space to create multi-use offices; reworking some office space into meeting rooms; maximizing the capacity of the Nave, lower level uses, sacristy, chapel, and bathrooms; and constructing narthex side door and covered walk-way.

Staff Structure:

- Improve support for our highly skilled and experienced staff.
- Provide additional staffing to manage our facilities – operations and maintenance.

Hispanic Ministry:

- Celebrate and continue to develop our growing Hispanic community.
- Manage the transition issues of our Hispanic community, given the retirement of Father Carlos Núñez on December 31, 2007.

Centennial Celebration:

- Identify, plan and fund appropriate ways of marking the parish's 100th anniversary.

Transition in Leadership:

- Continue the Transition Committee's efforts in working with and supporting Staff and Vestry since the Rector announced his retirement.
- Select and engage an Interim Priest.
- Select and engage a Parish Consultant.
- Develop the Parish Profile, involving parishioners as fully as possible in this process.
- Select the Search Committee.
- Select and engage the new rector.

Part Five

Participation in Ministry of Diocese and Neighboring Congregations

Congregational Participation in Diocesan Life and Ministry

- Georgia Beardsley, Member, Environmental Commission
- Julie Grandfield, Member, Prison Commission
- Rick Grimshaw, Chairperson, Investment Committee, Diocesan Board of Trustees
- The Rev. Caroline Litzenberger, Ph.D., Member, Standing Committee; Member, Commission on Ministry (Committee for Baptismal Ministry Development); Member, Oregon Episcopal School Board of Trustees
- The Rev. Deacon Marla McGarry-Lawrence, convener of the Oregon chapter of the Episcopal Peace Fellowship
- The Rev. Carlos Núñez, Member, Commission on Ministry (Committee for Ordained Ministry Development)
- Melissa Parkhurst, President, Metro-East Convocation; Member, Native American Commission
- Jane Peters, Member, Environmental Commission
- Charlene Sabin, Member, Diocesan Commission for the Poor and Homeless
- Leslie Sackett, Chairperson, Peace & Justice Commission
- Larry Street, Member, Recovery Commission
- Arlene Ullman, Member, Commission on Ministry (Committee for Ordained Ministry Development)

St. Michael's Relationship to Neighboring Congregations

- Bethlehem Lutheran: St. Michael's shared a Good Friday Service with this congregation
- Daybreak Shelter Ministry: St. Michael's participates with several other churches; St. Michael's particular week is shared with Parkrose United Methodist Church
- Ecumenical Ministries of Oregon
 - Interfaith Network for Earth Concerns
 - Northeast Emergency Food Program (Christmas in July, Souper Bowl Sunday)
 - AIDS Day Center
 - Interfaith Peace Services (including The Interfaith Alliance)
- Holy Cross Episcopal Church, Boring: The vicar of Holy Cross also serves St. Michael's Hispanic community
- Metro East Convocation
 - School of Ministry has involved students/staff from many different parishes and churches, including St. Michael's
 - St. Michael's Youth Ministry supports and participates in Metro East Convocation Youth events developing relationships with peers of area churches
 - St. Michael's Clergy regularly participate in the monthly Clericus lunches
- Rose City Park Presbyterian
 - A team from St. Michael's serves the Loaves & Fishes program at Rose City Park Presbyterian Church on the 4th (& 5th) Thursdays of each month
 - Co-sponsor of Vacation Bible School
 - Support for Community Meal program
 - Support for Meals on Wheels
- St. James Episcopal Church in Tigard: St. Michael's jointly sponsors with St. James the 2008 Work Mission to Nicaragua; the past 3 work missions have included people from other parishes as well
- Sts. Peter & Paul's, St. John the Evangelist, Grace Memorial: Support of Rahab Sisters
- Other Collaborative Ministry
 - St. Michael's regularly works with other parishes & churches on issues relating to immigration, peace, and Middle East concerns
 - St. Michael's participates in Jobs With Justice's annual Faith-Labor Breakfast
 - St. Michael's worked with St. Matthew's and St. Bartholomew's in hosting the Mwamba Choir last fall
 - St. Michael's supports the Samaritan Counseling Service and uses it as a resource
 - St. Michael's works with and supports William Temple House

