

# The Elizabethan



The Newsletter of St. Elizabeth Episcopal Church    Burien, Washington

January 2019

**Actions from Diocesan Convention:** We passed several resolutions at the 2018 Annual convention. Here are some brief descriptions. See Fr. John if you have questions or would like more detailed information.

## 2019 Assessment Rate Reduction

Approved the recommendation of the Diocesan Council that the 2019 diocesan assessment rate factor be reduced from 15% to 14.5% of the Net Disposable Income (NDI).

## 2020 Assessment Rate

Approved the recommendation of the Diocesan Council that the 2020 diocesan assessment rate factor be set at 14.5% of the Net Disposable Income (NDI).

## Cost of Living Adjustment to Clergy Salary Scale for 2019

Set the Cost of Living Adjustment for 2019 parochial clergy salary scale at 3.3%.

### 2019 Parochial Clergy Salary Scale

GRADE	MINIMUM	MID-POINT	MAXIMUM
A	\$91,721	\$114,652	\$137,582
B	\$83,381	\$104,227	\$125,072
C	\$75,788	\$94,735	\$113,682
D	\$69,281	\$86,602	\$103,922
E	\$62,722	\$78,403	\$94,083

Mandatory Policies (applies to rectors and vicars):

1. If church-owned housing is provided, the range is reduced by 30% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
2. Clergy must be paid at least the minimum of the applicable range.

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*(Resolutions, continued from p. 1)*

3. Clergy with five (5) or more years of ordained service must be paid at least 90% of the mid-point of their congregation's applicable grade. Note: a clergy person with less than five (5) years should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.
4. Clergy with ten (10) or more years of ordained service must be paid at least 100% of the mid-point of their congregation's applicable grade. Note: a clergy person approaching (10) years in the same grade or congregation should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 100% of mid-point by the tenth year.
5. Exceptions to these policies require the approval of the Bishop.
6. All financial agreements with clergy must be rewritten or amended in their Mutual Ministry Agreement to reflect changes in compensation or provisions and a copy forwarded to the Bishop by January 31 of each year.

*Advisory Policies:*

1. For additional paid clergy (associate, assistant), it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
2. If a congregation is moving toward a higher grade, that congregation would be wise to increase toward that new salary grade incrementally.
3. Congregations are encouraged to consider clergy performance when deliberating compensation increases in excess of the COLA.
4. For interim clergy of a parish or mission, it is recommended that compensation shall be at the grade level of the parish or mission, prorated for the percentage of time committed.

**(Additional information:** "Grades" apply to the size of the parish in numbers of people attending and in pledges, not in how well they are doing with their studies! St. Elizabeth is an E-grade parish. Fr. John will have five years of ordained service in 2019, and the vestry has already set his salary at the mid-point.)

Model Policy for the Protection of Children & Youth

Adopted the Model Policy for the Protection of Children and Youth, as approved by the Task Force to Update Sexual Misconduct Policies in accordance with resolutions of the 2015 General Convention. Policy for the Protection of Children & Youth

Model Policy for the Protection of Vulnerable Adults

Adopted the Model Policy for the Protection of Vulnerable Adults, as approved by  
*(Continued page 5)*

## Adult Formation

On Sunday mornings in January, we are “Walking through the Eucharist” at 9:00 a.m. in the nave as our Adult Formation.

The first class focused on the Gathering rituals of the Episcopal Church. The second class will be held on the morning of the 13th, when will explore the Liturgy of the Word. The third and final class on the 20th, will cover the Liturgy of the Table.

The more you know about these ancient rituals, the more meaningful the Mass can become. Class notes are available.

Our Inquirer’s Gathering will be on January 27th in the St. John Room, when you can ask the Rector questions that are on your mind about the Episcopalian way of being Christian in the world or about St. Elizabeth specifically.

In February, we will offer classes on “Beauty” on Sunday mornings. We will pray the Stations of the Cross through Lent in March and learn about “Gratefulness” in April.

In our Tuesday afternoon/evening Adult Formation classes, our Associate Priest, Fr. John Fergusson, will host “Asks and Answers” gatherings in the nave.

Bring questions about the gifts and meanings of Ascension Day or feast days in general, as well as ideas for future conversations, workshops or adult formation topics that have your curiosity.

Fr. John offers these gatherings at 3:00 pm and again at 7:00 pm class and, as always, all are invited!

## The Elizabethan

*The Elizabethan* is published monthly by St. Elizabeth Episcopal Church. The deadline for articles is the fourth Friday of each month.

Articles, calendar items and ideas may be mailed or emailed to the addresses below or left in *The Elizabethan* box in the Parish Office.

### St. Elizabeth Episcopal Church

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**Rector:** Fr. John Forman

**Associate Priests:** Fr. Alwyn Hall

Fr. John Fergusson

**Sr. Warden:** Kirk Utley

**Jr. Warden:** Carolyn Terry

**Treasurer:** Linda Knutson

**Admin Assistant:** Celeste Alfred

## Hospitality House

The people of St. Elizabeth's have been supporting the mission of Hospitality House since its beginning in 2000 and will continue to do so in the future.

The dates scheduled for St. Elizabeth to prepare and deliver meals are:

- January 22 - 27
- April 3 - 7
- July 3 - 7
- October 2- 6

A sign up sheet will be on the bulletin board soon. Please consider participating so that our generous support of Hospitality House can continue. If there are any questions about what participation requires, or the House and it's program, please call Danielle Butz ,206-243-3502 ,or you can go to [Hospitalityhousesouthking.org](http://Hospitalityhousesouthking.org) to learn more.

People from the community together with the help of twelve area churches to support Hospitality House, a shelter and dormitory for up to nine single homeless women at the Lake Burien Presbyterian Church. Their 90-day program lays the foundation for empowerment and success for a better future. They offer a great room with kitchen, dining and living areas, and provide the residents with bathrooms with showers, soaps and shampoos.

Volunteer meal providers from St. Elizabeth and other churches and organizations, make home-cooked dinners each evening and there is also a refrigerator stocked with the makings for healthy breakfasts and lunches. Hospitality House is a safe, relaxed place to call home for up to three months as these women find the security and stability required to look beyond their current circumstances to their future.

Each woman's objective is to find permanent housing and financial stability and they each achieve these based upon their individual needs. Case managers support them throughout the program as an integral part of the program and the underpinning of their future well-being.

And as residents prepare to leave the shelter, they receive a completion certificate and "starter kit" of kitchen and bathroom essentials to help celebrate the day.

We are also collecting laundry soap, bleach and other household cleaning supplies, as well as breakfast cereal and more. Stop by the office to see the list of needed items or to drop off donations. Thanks!

(Resolutions, continued from p. 2)

the Task Force to Update Sexual Misconduct Policies in accordance with resolutions of the 2015 General Convention. Policy for the Protection of Vulnerable Adults.

### Absurd Translation of the Nicene Creed

Requested the Office of the Bishop to communicate with the Standing Commission on Music and Liturgy, on behalf of this convention, requesting that the Standing Commission on Music and Liturgy consider the submitted analysis by Bishop William Choi, et al, of translation issues of the Nicene Creed, specifically into East Asian languages, as the Standing Commission updates liturgies.

### Preventing Sexual Harassment and Discrimination

Ratified and joined in the work set forth by Resolution A109—Create Task Force on Sexual Harassment—of the 79th General Convention of the Episcopal Church by declaring that “sexual harassment of adults by clergy, church employees, and church members are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are therefore wrong”; and called for establishment of a Diocesan Task Force on the Prevention of Sexual Harassment and Discrimination, to be appointed by the Bishop or the Bishop’s designee, with preference given to those who have experience in dealing with harassment and its effects, such as psychologists/psychiatrists, medical doctors, employment lawyers, and HR professionals.

### Recognition and Affirmation of the Inherent Dignity of Transgender and Non-binary Persons as Beloved Children of God

Affirmed that all transgender and nonbinary people, and anyone whose gender identity and expression differs from that assigned at birth, are beloved children of God and are to be treated with equal rights and privileges as other human beings; expressed opposition to any legislation or public policy that defines sex and/or gender on the basis of physical appearance of external genitalia present at birth or presence of certain chromosomes within a person’s DNA; encouraged educational, pastoral, liturgical, and legislative efforts that seek to end systemic violence against transgender people, calling special attention to violence against transgender women of color; and requested that the Secretary of Convention convey this resolution to appropriate state and federal legislative bodies.



# *The Elizabethan*

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**ADDRESS SERVICE REQUESTED**

“The ‘will’ of God is not a secret command we have to decipher. It is inseparable from the divine act of creation and salvation. And this act is not an act in the human sense but a continuous self-giving in love. It is even simpler than that suggests: God is love.”

~ **Fr. Laurence Freeman, OSB**

## **Coffee and conversation:**

The next opportunity to come for an informal “get-to-know-you” chat will be on Friday, February 8<sup>th</sup>. Come and chat over coffee and such from 10 a.m. to noon in the St John room at St Elizabeth. Come and enjoy coffee, cookies and conversation. We hope this can be a casual place for parishioners, interested friends and curious neighbors to get more acquainted with each other in small groups outside our worship together as a larger congregation. If you are interested in hosting one of these monthly events, Janey Montgomery has put up a sign-up sheet on the bulletin board across from the library. Please join us and bring a friend. All are welcome!