

**GRACE** GRACE MEMORIAL EPISCOPAL CHURCH  
1535 NE 17TH AVENUE, PORTLAND, OREGON 97232 503.287.0418 WWW.GRACE-MEMORIAL.ORG

116<sup>th</sup> Annual Meeting  
of the  
Parish  
The 2024 Annual Report



January 26, 2025

Grace Memorial Episcopal Church  
Portland, Oregon

# Annual Meeting of the Parish



## AGENDA

January 26, 2025

Chaired by Charles A McGee II

Opening Prayer	The Rev. Martin Elfert
Minutes of the 2024 Annual Meeting [Vote required]	Alicia Lehrle
Report of the Vestry & Convention Nominating Committee and election of person to serve on the Vestry & Delegates to Convention [Vote required]	Charles A. McGee II and Kevin Walsh
Rector's Report	The Rev. Martin Elfert
Financial Report and Presentation of the 2025 Budget	The Rev. Martin Elfert and Warren Burkholder
Acceptance of reports as printed [Vote required]	The Rev. Martin Elfert
Recognitions	The Rev. Martin Elfert
Other business	
Trivia Questions	
Blessing and adjournment	The Rev. Martin Elfert



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# Grace Memorial Episcopal Church

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# ❖ ❖ ❖ 115<sup>th</sup> Annual Meeting Minutes

January 28, 2024

## **Opening**

Fr. Martin Elfert opened the 115th Annual Meeting with a prayer in song at 11:50am, and, once again, Fr. Martin's resplendent clerical garb brought an added festive spirit to the meeting.

## **Minutes of the 114th Annual Meeting**

Co-Sr. Warden Charles McGee welcomed everyone to the Annual Meeting and asked for any corrections to the minutes of 114th Annual Meeting Minutes. There were none, and Yetunde Laniran moved to accept the minutes of the 114th Annual Meeting as presented. Evelyn Prater seconded the motion. There was no discussion, and the motion passed to accept the minutes as presented.

## **Report of the Vestry and election of persons to serve on the Vestry**

Kevin presented the Vestry report and introduced the individuals on the slate of new Vestry members; it was noted the Convention Delegates will be elected at a later date. Those nominated as new Vestry members are Stephen Weeks (3-year term), Nora McLaughlin (3-year term), Cameron Denney (1-year term), Lisa Westarp (3-year term), and Sam Schifferdecker (3-year term). The 1-year term is to complete an unfinished Vestry term. Andrew Eshleman made a motion to accept the Vestry report and slate of new Vestry members as presented. Cathy Gibson seconded the motion. There was no discussion, and the motion was passed to accept the slate and report as presented.

The members cycling off the Vestry this year, Myra Clark, Andrew (Andy) D'Antonio, Bindhu Newell and Calvin Richardson were warmly thanked. Myra offered comments on her Vestry experience as being very powerful and rewarding and an opportunity to participate in the governance of Grace more fully. Bindu also spoke on behalf of herself and Andy (who could not attend the meeting) and said it had been an honor to serve, and to increase their knowledge of the workings of the church as well as coming to know more members.

## **Rector's Report**

Charles called on Fr. Martin who presented the Rector's Report in song, celebrating the hard work and achievements of many at Grace including the Building and Grounds Committee, the Finance Committee, the Altar Guild and the Vestry.

## **Financial Report and Presentation of the 2024 Budget**

Warren Burkholder was introduced as the new Treasurer, and Martin thanked him for his emphasis on best financial practices for Grace. Warren briefly summarized the financial picture at Grace and said he should be contacted directly for any financial questions. He also commented that the budget is open to revision by the Vestry throughout the year as needed. The 2024 budget for Grace was reviewed last Sunday with a robust discussion following the 10am service.

Charles asked for a motion to receive the budget as presented. Roosevelt Carter moved to receive the budget as presented, and Cary Newell seconded the motion. There was no further discussion, and the motion to receive the budget as presented passed.

## **Reports**

Reports from each ministry are in the Annual Meeting Report, and Martin thanked all who are such great stewards of Grace and noted the Grace campus is busy throughout the week. Kevin reported that after a thoughtful discussion the Daughters of the King had disbanded. He has also stepped back from the Outreach Committee, which is now under the new leadership of Marcia McKean, Lara Halsey, and Schuyler Halsey. Charles asked for a motion to accept the Ministry reports as presented. Jennifer Yeast

so moved, and Yetunde seconded the motion. There was a date correction to the Gala report, and the reports were accepted as corrected.

### **Recognitions**

Fr. Martin said Curt and Susan Germundson are the recipients of the Angeline Berry Award, which is presented for service to the Grace community. Curt and Susan were not present due to their travel for a funeral. He noted Curt's many years of service as Treasurer for Grace, his IT support for Grace, and the many building projects at Grace. Susan is a Grace Institute Board member, a leader for the Grace Art Faire and maker of extraordinary jams and jellies, as well as a dedicated casserole maker for those in need and a crocheter. They were presented, in absentia, with a lovely brass "singing" bowl engraved with their names.

Mariann Koop-McMahan presented the Hale McMahon award, which honors service in the greater community, to Jo Bronson for her service with the flower ministry, many, many personal prayers at Grace, and her years of dedication as a teacher in Palestine for kids seeking a brighter future and hope. Jo was overwhelmed with gratitude and accepted the beautiful, engraved clock which symbolizes all her time spent in service.

Fr. Martin thanked the Vestry, clergy and his colleagues. Sue Jensen remains the best colleague in the world, and he also warmly thanked the office staff and Kris for today's soup at Coffee Hour. He said there will be a presentation coming in the next month about the campus development, and he can't wait to share it as well as other upcoming events. He thanked the wonderful Co-Sr. Wardens, Kevin and Charles, Evelyn Prater for her electronic expertise, and many individuals for all they contributed to Grace.

### **Other Business**

Fr. Martin asked for volunteers after the Annual Meeting to help clear one of the studios in the basement in preparation for the Grace Art Camp's Glass Studio moving into that space and also for participants to establish a time to install the wall art Grace has been gifted by Concordia College. The artwork will be installed in the Parish Hall.

There was no other business.

### **Trivia Questions**

The ever-popular trivia quiz was presented by Fr. Martin and enjoyed by all participants. The quiz was followed by a slide show of scenes of activities from the past year at Grace. Those present sang Amazing Grace as an accompaniment.

### **Blessing and Adjournment**

The meeting was adjourned at 12:41pm with a prayer recited by all and a blessing delivered by Deacon Liz Klein.

*Respectfully submitted,  
Alicia Perkins Lehrle, Clerk*

# Rector's Report

Grace's Annual General Meeting feels a little bit like New Year's Eve. There are fewer party hats and less champagne. But the themes of looking back – sometimes wistfully – and looking ahead are the same. As are the themes of celebration and of gratitude.

This annual meeting is a time when we name that:

Beloved friends are no longer with us. Since this time a year ago, Millie Jackson, Don Hull, Sam Lehrle, Jan Rinehart, and Shirley Johnson have died. Other friends have moved away, which is its own grief.

New friends have joined us. Thank you to each of you who has invited a neighbor to worship with us at Grace. Websites and bulletins and signage all matter and matter deeply. But there is no substitute for the personal invitation. It is what will – and what is – growing this church.

We grew deeper in faith together. Church School met weekly, the catechumenate was robustly attended – sometimes as many as twenty folks joined us in the chapel, we met God and neighbor in Sunday and Thursday morn and in the monthly gift that is the Celtic service.

The Choral Scholars program, under the leadership of Sue Jensen and with the support of a generous gift, injected additional vigor into the choir.

We served the poor via the Sack Lunch ministry, via the Sunday Meal, and via kind conversation throughout the week.

We said served God's creation through our environmental ministry. We signed petitions, we learned about the stewardship of creation, we made changes to our own behavior

We moved closer – slowly, but meaningfully closer – to building affordable housing on the Grace Campus. Our partners at Northwest Housing Alternatives reckon that there is a real scenario in which we see an excavator in the Grace parking lot in 2026.

Via our Sister Organization, Grace Institute, we put on still another highly successful Grace Art Camp, serving hundreds of young people.

We hired the wonderful Nick Fox as our Parish Manager. We now have the strongest and most stable staff team that we have had during my tenure.

We ran a fabulously successful financial stewardship campaign and, for the first time after a few tough fiscal years, we will write a balanced budget.

We followed Jesus just a little closer.

That isn't a complete list: I am sure that you have your own additions. But it is a good one, one of which we can be proud. I am looking forward with you to 2025, to more holy adventures with you. I am so glad that we are church, together.

Happy new year.

*Respectfully submitted,  
The Rev. Martin Elfert*

# Curate and Outreach Report

It has been a pleasure to serve the people of Grace Memorial this past year.

There have been many changes this year, starting with the very dramatic water leak in the living room of Halsey House. For about a month we lived out of a hotel. It took eight months, but we finally got it all fixed and new insulation in a part of the attic!

We acquired a new roommate in the form of Polly Alexander. She is a devout widow from Central Lutheran who spends her retirement serving others through Red Cross and Meals on Wheels. She and her two cats have filled the previously empty upstairs with comfort and joy (and they help prevent further ice-based disasters).

For the summer Schuyler and I led an adult formation on liberation theology. This was an invigorating experience and I learned as much as I taught. We discussed how the gospel upholds and values those in need and calls for constant engagement in liberative practices.

We had two newcomer events that were wildly successful and a beautiful way to get to know each other better. At each event we had roughly 10 newcomers and 10 current members. Even the current members were able to learn more about our community!

Participating in St. Mary's Guild and helping to lead the Thursday services have been enormously life-giving and helped me to further engage with the community of Grace.

I helped Martin lead the in person safe church planning as well, a program that works towards making the church a safe place and benefitted multiple churches and diocese!

Our Treasurer Warren has guided me through a process of better understanding church finances and budgeting. I have also engaged in staff administration and learning about the human resources side of parish management.

Finally, I have helped to streamline the staff meeting experience so as to improve office relationships and efficient communication. Our current set up allows for each staff person to openly communicate projects and needs.

*Respectfully Submitted,  
Rev Lara Halsey*

## Deacon's Report

I want to thank all of you, who have prayed for me and my family over the last 6 months during my mother's end of life journey. Your care and concern have meant a lot to me. Thank you.

Principal Duties: The Deacon will form and illuminate the diaconal dimension of the congregation's ministry and mission as the Church. She will engage, enlist, and encourage the laity to live into their baptismal gifts and help us respond to the needs, hopes and concerns of the world.

I continue to support the Grace Racial Justice and Environmental Action Team. This group is made up of individuals that care deeply about racism and creation care. We are expanding the Racial Justice Library at Grace Memorial and planning a better check out system. We collaborated with St Michaels and All Angels, to promote clean energy, energy conservation and climate change at a Creation Season Fair event. We have promoted reduce, reuse and recycle at Grace Memorial. We have signed many petitions. I helped plan, promote and lead 2 presentations on Palestine at Grace Memorial. I especially enjoyed helping members at Grace Memorial collect new kitchen items for homeless families getting into housing through Family Promise. Please see our team's excellent write up by Bill Cassidy.

I am working with Bill Cassidy to offer the Episcopal Church's course, "Love God, Love God's World". We plan to meet between the two Sunday services, every other Sunday, starting February 2025.

I continue to support Jeff Ewan with the Grace Safety, Security and Health Team. We are developing a Grace Emergency Response Team. People from Grace attended Trinity Cathedral De-Escalation Training. We hope to further develop the Grace Memorial Emergency Response Team in 2025.

I have enjoyed working with the Prayers of the People Team, promoting prayer and peace at Grace Memorial. I have also enjoyed supporting Gwen Harvey, a lay leader with a passion for Bible study, especially with women.

I enjoy preaching, pastoral visits and trying to help build community at Grace Memorial.

I am on our Diocese Palestinian Human Rights Task Force. I pray for peace and advocate for peace with our senators and representatives. I continue my advocacy work with Moms Demand Action to reduce gun violence, especially in Oregon.

I am trying to support the Rev. Lara Halsey as the curate for Grace Memorial, especially in the development of a Pastoral Care Team. I continue to encourage regular clergy meetings to discuss liturgy, projects, collaboration, and pastoral needs in our congregation.

I enjoy working with other Deacons in our diocese and helped lead a Deacon Retreat at Grace Memorial for March 16th 2024. Also have served as the Deacon for our Bishop at several other churches.

My husband and I continue to volunteer with our Neighborhood Emergency Team and care for our neighbors and friends. Hope to collaborate with the Sullivan Gulch Neighborhood to bring more services for the homeless to NE Portland, around Grace Memorial in 2025. Have assisted with many of our community dinners and the free sack lunch program.

My gifts are appreciating others' gifts and encouraging them to use their gifts. I am especially interested in helping people know the love of God, the power of prayer and the power of beloved community. I will always seek and discern ways to bring the hopes, concerns and needs of the world into the church and assist the people of the church to go out and meet those needs and concerns.

*Praying for Peace,  
Elizabeth Klein Deacon at Grace Memorial*

# Recommendation for New Vestry Members

## Nomination Process

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The 2025 slate for the Vestry and Diocesan Convention comes after several months of work by the Nominating Committee.

The committee consists of two current Vestry members, one or two parish members who currently are not on the Vestry, and the Rector. Outreach began in the fall through announcements encouraging people to apply. These were made on Zoom, in the Grace Notes, in the Sunday bulletin, and by telephone.

Each person completed a short application indicating why they want to serve and what skills and background they can offer.

As a result of this process, the Nominating Committee recommended the following Slates to the Vestry. The Vestry approved the proposed slates, which will be voted on by the full parish at the Annual Meeting.

## Recommendations

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The Vestry recommends that the following parish members be elected to the Vestry by the Congregation:

- Martha Humphreys (3 years)
- Marissa Cheplick (3 years)
- Zane Barlow (3 years)
- Jennifer Traeger (3 years)
- Xander Almeida (3 years)

## Vestry Candidate Information



### Martha Humphreys

I moved with my family from Los Angeles to Portland in 2002 where we have made a home and become involved in our community. I am a cradle Episcopalian, and was baptised and confirmed at St. Peter's Cathedral in Florida. I then attended All Saints in Beverly Hills where my son, Jack, was baptized. Shortly after getting settled in Portland, we joined Grace Memorial, finding it so welcoming and full of missions we cared about—including Grace Art Camp and service to the broader community—it has been a wonderful part of my family's life. My daughter, Kate, was baptized by Mother Esme Culver on

Rogation Sunday, and Jack and Kate enjoyed church school, and participating in the pageant and the family retreat. Jack was an acolyte for several years.

I have had two careers, first as a Creative Director, and then as a Talent Acquisition Director for creative and tech brands. Both professions have been enjoyable and challenging in all the best ways: honing my skills in leadership, cross-functional team management, and long-range planning and budgeting. I think of myself as a creative problem solver and like using my talents in the service of others when I can. Painting and drawing, gardening and nature, cooking, and being with my kids are some of my favorite activities, and are essential to my spiritual life.

At Grace, I've valued the opportunity to be of service as an acolyte. Working to redesign the Grace logo and visual brand, making a new Grace website, and serving on the vestry during Father Stephen Schneider's time have all been meaningful parts of my life at Grace. Other things I have enjoyed at Grace are the women's retreat, and twice reaffirming my faith through the catechumenate. I am humbled and honored to be asked to join the vestry once more, and I look forward to continuing in the life of Grace while getting to work with new and old parishioners alike in the service of the church.



**Marissa Cheplick**

I have called Portland, Oregon home since early 2022, when I moved here initially for work. Shortly thereafter I found Grace. I was practically neighbors with the building! I was full-time remote and seeking connection to local community. Although I now live in a different part of Portland, and my employment has changed, I feel Grace was a critical through line in my path of spiritual development. Participation in Grace's Catechumen was inspiring and a novel experience with adult Christian education. I was raised in the Eastern Orthodox tradition. I attended Episcopalian services throughout graduate school in Bloomington, IN. The Orthodox church was a 15-minute drive, and I could walk to the downtown Episcopal church in just a few. That time instilled in me a personal relationship with the Episcopalian tradition.

When asked to join Grace Vestry, I felt it could continue my development in faith. My professional life includes financial analytics and program management. I am interested to share in a process that works to improve Grace for everyone. The call to Vestry seems an impactful way to bring about positive change. I am currently enrolled in a part-time Master of Science in Finance graduate program at University of Portland. I split my time between work, school and cross-country skiing, one of my favorite pastimes in Oregon!



**Zane Barlow**

Hi all, I'm Zane Barlow, I'm a queer, transgender guy (pronouns: he/him), and I live in Northeast Portland with my spouse Avis and my step-daughter Merrick. I'm originally from Boston Massachusetts and I still drive like it. Currently, I'm a Senior Manager in Technical Product and Program Management at Amazon Web Services (AWS), where I manage the operations and finances of the team that trains Amazon engineers in machine learning and artificial intelligence. I also lead an AWS educational program that utilizes Amazon resources to upskill computer science faculty in historically black colleges, universities, and other minority-serving institutions to broaden access to AI/ML education for underrepresented student groups. Before this version of my life, I completed a PhD in Neurobiology at Mount Sinai School of Medicine and then spent many years as faculty at the University of Massachusetts teaching biology to freshmen pre-medical students.

I grew up in St. Stephen's Memorial Episcopal Church in Lynn, Massachusetts, where I was encouraged to question and think boldly about religion and faith. My grandfather was on the vestry, and my grandmother was the single pew church lady. I was an usher at five and an acolyte at 12. Over time, my experiences as a queer and transgender person expanded my spiritual perspective, fostering an interest in comparative religion and queer theology. I joined Grace about 2 years ago, and since first being welcomed (shout out to Paul Parker), I've joined the Altar Guild, Acolyte team, Lectors rotation, and served on the Grace Gala fundraising committee. With encouragement from the Grace community, I

began seminary at the Iliff School of Theology last fall in pursuit of a Master of Divinity. I believe deeply in the power of inclusive spiritual spaces to heal and bring justice, and I feel called to help create those spaces for others. Mentorship and community-building have always been central to my heart, regardless of where I am in academic, corporate, or faith spaces.



**Jennifer Traeger**

I was fortunate to find Grace Memorial last year after the closure of Sts Peter and Paul, where I had been a member since 2015. I came to the Episcopal church later in my life as a sort of refugee from the Catholic church. At Sts Peter and Paul, I was buoyed by the liturgy, the community, and the opportunities to serve the neighborhood around us. I continue to volunteer most Sunday nights with the Hope & Bread church, and Episcopal City Mission that meets in the Montavilla Park to feed, worship, and build community with our houseless neighbors. I served on the vestry at Sts Peter and Paul.

I was born in Portland, but most of my growing up happened in Montana. I have degrees in history and social work, and have spent most of my career as a clinical social worker in end of life care. Currently I'm the director of a large home hospice program. As a social worker, I have most enjoyed working with children and families, and one of my most fulfilling experiences was running a camp for bereaved children, called Camp Erin. I am a lover of books, walking, knitting, cooking, animals, movies, and I am especially grateful for the friends and family in my life.



**Xander Almeida**

I was born and raised in Santa Barbara, California and was put into a Free Methodist day care growing up. I never felt at home there and in high school stopped going to church altogether.

In 2004, at 19, I moved up to Portland. After a few years, I felt a spiritual void in my soul and went to find faith. I went back to the Free Methodist church as that's all I knew growing up, but nothing felt right. Then my friend Sarah from Montana came to visit me and suggested I try the Episcopal church. She had already found a church she wanted to go to while she was visiting me. We went to Saint Michael and All Angels and half way through service, during one of the hymns, I just started weeping. My friend asked me if I was okay, and I said yes,

for the first time in a long time, I felt fulfilled. The Holy Ghost had touched me. I had found a church to call home.

I attended Saint Mathews for a while as it was closer to where I was living at the time, but have since found my home at Grace Memorial and have been attending when I can for about a decade now.

My Doctor Wife, Kristin, and I met in late 2022, and after a few short months got engaged and married at Grace Memorial in September of 2023, having the honor of being the first post-COVID wedding here.

Professionally, I am a bartender and have been bartending for about 14 years now. This line of work, however, unfortunately means attending service isn't always easy for me as getting off work around three or four AM is the norm on a Saturday night. However, I am dedicated to this church and community and am looking forward to helping however I can and am honored to be part of the Vestry.

*Respectfully submitted,  
Nominating Committee Members:  
Charles A. McGee II, Kevin Walsh, and Fr. Martin*

# From your Senior Wardens

## **Greetings everyone.**

**Vestry:** Your Vestry meets every third Tuesday in a hybrid in-person/zoom meeting. We meet in the Mason-Burnham Room from 6 – 7:30PM. Anyone is welcome to attend. Just let me know and we can welcome you.

**Worship & Liturgical Ministries:** Thank you to everyone who continues to help keep Grace Memorial Church a vibrant community of worship and ministry. Father Martin Elfert, Reverend Lara Halsey, Rev. Dr. Liz Klein, Rev. Dr. Colbert Clark, Rev. Canon Dr. Richard Toll, Sue Jensen, Evelyn Prater, Nick Fox, Lukas Sherman, Jo Wiersma, Demetria Keck, our amazing Altar and Flower Guilds, Ushers, Crucifers, Acolytes, Sacristans, Readers, Healing Ministries, and more! Each of us contribute to our continued growth.

**Worship Services:** We continue to reach people through our 8 AM and the 10 AM In-Person/Hybrid worship services and the Thursday Eucharist and Celtic services in the Chapel. Many people have learned about Grace through our hybrid services and now attend in-person on Sundays.

**State Of Grace:** We continue to offer our State of Grace meetings, the last Sunday of nearly every month. We inform, educate, ask, and answer questions of those gathered, following the 10AM service.

**Safety & Health Committee:** Thank you to Deacon Liz and Jeff Ewen and the rest of the Safety Team, who continue to strive to make our campus a safe and secure place. Be sure to read their report! Oftentimes you don't see a lot of movement, but that doesn't mean things aren't happening. That is a hint about something that is going to see fruition this year. It has been a couple years coming. We will point it out when it/they are completed.

**Grace Institute:** GI put on another successful camp this summer. We renovated a new room downstairs for the Glass Studio. All the campers contributed to the beautiful mural on the west side of this very building, on the other side of the outside stage wall. It is colorful and beautiful under the ginkgo trees.

**Grace Annual Gala:** Many thanks to everyone who participated in leading us in our successful in-person Gala in September. \$40K was raised. It was a great success! Well-done to everyone who helped in this amazing opportunity to celebrate. Special thanks to Zane Barlow, Yetunde Laniran, Deb Pratt, Carol Snead, and all the many volunteers! We couldn't do it without you!!

**Companion Parish Relationship:** The Very Rev. A-Too Williams, Dean of Trinity Cathedral in Monrovia, Liberia, was invited to Portland in July 2024 to launch a fundraiser to construct a solar paneled borehole well sponsored by Grace Memorial, Companion Parish. The campus of the Cathedral that includes the B.W. Harris School, was severely looted and destroyed during Liberia's 14-year civil war that claimed over 250,000 lives and drove into exile, murdered, or transitioned out most of those with financial resources to rebuild. Thanks to the many generous donors: Grace Memorial, Trinity Cathedral Portland, St. Philip's the Deacon, So Hum Foundation, and the B.W. Harris School among others. \$25K was raised. This transformative project will supply safe drinking water to the Cathedral and the School.

**Music Ministry:** Thanks to Sue Jensen, our Organist/Choirmaster, for her continued work toward keeping our worship at a high level with her liturgical music expertise, our wonderful bulletins and keeping our home page and website fresh and current! Thanks to our choral scholars. It's nice to hear their voices in our talented choir.

**Coffee Hour:** Special thanks to Yetunde Laniran for coordinating the Coffee Hour and thanks to those who volunteer to host and clean up every Sunday!

**Church School:** It is great to have our Church School back up and running. Thank you to our teachers and volunteers: Fr. Martin, Rev. Lara, Rachel Bliss, Elyssa del La Cruz, Jennifer Yeast, and Charles A. McGee II.

**Hale McMahon Men's Breakfast Fellow Group:** Supports members to carry out their duty to God, the church, family, and community as revealed in Scriptures; and creates a safe space to share and address personal, professional, spiritual, and cultural issues. Recently, the meeting and location were changed to every second Saturday of the month at 9:30 a.m. at McMenamens Kennedy School Courtyard Restaurant to make it convenient for everyone to attend. Scholarships are available. The next meetings will be: February 8th, March 8th, and April 12th. For more information, please contact Dave Galaty: david.galaty@comcast.net.

**Congratulations to Rector Emeritus:** The Rev. Stephen V. Schneider was honored at a well-attended worship service on November 24th, 2024, followed by a reception. He served as fifth Rector at Grace Memorial from 1994 - 2014. Along with preaching and teaching, Fr. Schneider led Grace through a sustained time of growth and revitalization which resulted in a range of new ministries in the arts, faith formation and education, social action and service, and global outreach. He also established two nonprofit affiliates of the Parish: Grace Memorial Episcopal Church Foundation, and Grace Institute, sponsor of the widely acclaimed Grace Art Camp in Portland.

**Thanks and Appreciation:** As we finish our fourth year as your Senior Wardens, we want to thank our fellow Vestry members for 2023: Keri Beck, Roosevelt Carter, Cameron Denney, Yetunde Laniran, Junior Warden, Nora McLaughlin, Stephen Weeks and Jennifer Yeast. Thanks also to Rev. Martin, Rev. Lara, Deacon Liz, Warren Burkholder, Treasurer, and Alicia Lehrle, Vestry Clerk, whose diligent notetaking makes our work understandable for future generations. For more information about Vestry activities, see the minutes posted on the Grace Memorial website and bulletin board outside of the front office.

*Respectfully submitted,  
Kevin Walsh (Rector's Advisor) and  
Charles A. McGee II (Vestry Chair)  
Co-Senior Wardens*

# Treasurer's Report 2024

## **GRACE MEMORIAL EPISCOPAL CHURCH** **Financial report of Parish**

To The Parish Members

Please find following three charts summarizing the year-end 2024 Financial Position and Activity. The budget Plans for 2025 will be reported at a Parish meeting the fourth Sunday of February. The year started with the resignations of the two office staff persons and my just getting into the details of the financial activities of the Parish. With the tremendous support of Susan Jensen, we were able to keep the boat afloat until our new business manager Nick Fox could be identified, employed, and introduced into the workings of the Parish. The Finance Committee of the Vestry has been working diligently to revise the presentation of our financial activities in a form that would be easier for more the Vestry and others to better understand the sources and uses of funds in the Parish.

Your questions are welcomed.

Warren Burkholder  
Treasurer

<b>GRACE MEMORIAL EPISCOPAL CHURCH</b>						
<b>Statement of Position</b>						
<b>For Year ended December 31, 2024</b>						
<b>ASSETS</b>				<b>2024</b>	<b>2023</b>	<b>2022</b>
	<b>Current Assets</b>					
	1010	General Checking & Savings		\$31,501	\$137,813	\$127,551
	1200	Account's Receivable		\$0	\$0	-\$330
	1300	Total Investments		\$297,745	\$341,629	\$334,117
	<b>Total Current Assets</b>			<b>\$329,246</b>	<b>\$479,442</b>	<b>\$461,337</b>
	<b>Fixed Assets</b>					
	1510	Buildings		\$531,825	\$504,825	\$450,000
	1530	Furniture Fixtures and Equipment		\$132,153	\$130,397	\$126,747
	<b>Total Fixed Assets</b>			<b>\$663,978</b>	<b>\$635,222</b>	<b>\$576,747</b>
	<b>Total Assets</b>			<b>\$993,224</b>	<b>\$1,114,664</b>	<b>\$1,038,084</b>
	<b>LIAIBILITIES</b>					
	<b>Current Liabilites</b>					
	2000	Accounts Payable		\$0	\$0	\$0
	2110	Payroll Liabilites		\$0	\$1,722	\$0
	<b>Custodial Accounts</b>					
	2122	St Mary's		\$2,275	\$1,562	\$1,312
	2123	Women of Grace		\$8,331	\$14,279	\$10,486
	2124	Daughters of King		\$0	\$0	\$310
	2125	Pass-through gifts		\$12,218	\$1,372	\$1,027
	2126	Labyrinth Guild		\$1,940	\$1,940	\$1,940
	2128	Rector's Discretionary Fund		\$1,233	\$1,233	\$1,233
	2120	<b>Total Custodial Accounts</b>		<b>\$25,997</b>	<b>\$20,386</b>	<b>\$16,308</b>
	2130	<b>Canonical Offerings</b>		<b>\$217</b>	<b>\$217</b>	<b>\$217</b>
	<b>Total Current Liabilites</b>			<b>\$26,214</b>	<b>\$22,326</b>	<b>\$16,525</b>
	2410	Furnace Loan		\$13,805	\$13,805	\$17,997
	<b>Total Long-Term Liabilities</b>			<b>\$40,019</b>	<b>\$13,805</b>	<b>\$17,997</b>
	<b>TOTAL LIABILITIES</b>			<b>\$66,232</b>	<b>\$36,131</b>	<b>\$34,522</b>
	<b>EQUITY</b>			<b>\$926,992</b>	<b>\$1,078,533</b>	<b>\$1,003,563</b>

<b>GRACE MEMORIAL EPISCOPAL CHURCH</b>						
<b>Position continued</b>						
<b>For Year ended December 31, 2024</b>						
				<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>RESTRICTED FUNDS</b>						
3110	Birthdays, Anniv, Spec Occasions			\$2,155	\$2,050	\$1,879
3145	Chapel Maintenance			\$2,922	\$2,922	\$3,000
3170	Homeless Ministries			\$4,500	\$4,500	\$4,500
3190	New Ministry Development			\$3,618	\$3,618	\$3,618
3220	Grace Retreats			\$18	-\$832	\$1,000
3240	Art for West Wall			\$27,726	\$27,726	\$27,726
3320	Maintenance Reserve			\$13,237	\$13,237	\$17,737
<b>3101</b>	<b>Total VESTRY Restricted Funds</b>				<b>\$53,222</b>	<b>\$59,460</b>
<b>3119</b>	Associate Rector/ Curate			\$66,323	\$46,323	\$10,837
3140	Capital Improvement( kitchen+?)			\$54,570	\$54,570	\$54,570
3141	Grace Commons			\$3,055	\$38,420	\$38,680
<b>3150</b>	Audio Visual			\$12,639	\$12,639	\$0
<b>3152</b>	Food Pantry (Sack Lunch)			\$1,822	\$300	\$0
3182	Piano Maintenance			\$520	-\$480	\$0
3183	Organ Fund			\$6,500	\$6,500	\$6,500
3230	Niche Purchases			\$6,500	\$6,500	\$6,500
\$3,250	Youth Outreach			\$20	\$0	\$0
3360	Memorials			\$16,833	\$29,184	\$15,459
<b>3204</b>	<b>Donor Restricted Funds</b>			<b>\$168,782</b>	<b>\$206,456</b>	<b>\$132,546</b>
<b>TOTAL RESTRICTED AND RESERVED FUNDS</b>					<b>\$280,282</b>	<b>\$208,531</b>
<b>Equity Less Fixed Assets</b>					<b>\$443,311</b>	<b>\$426,816</b>
<b>Total Uncommitted Liquid Assets</b>					<b>\$236,855</b>	<b>\$294,270</b>

GRACE MEMORIAL EPISCOPAL CHURCH						
Annual Budget Incomes						
For Year ended December 31, 2024						
				2024. Actual	2024 Budget	2023 Actual
	<b>INCOMES</b>					
4011	Easter & Christmas			\$2,624	\$4,000	\$2,522
4021	Pledge Giving			\$221,497	\$257,000	\$252,691
4022	Loose Plate & Unrestricted			\$3,574	\$5,000	\$5,528
4023	Other Unrestricted Donations			\$2,889	\$25,000	\$19,740
4024	Non-Current Year Giving			\$59,601	\$12,000	\$8,000
4050	Restricted Donations			\$30,000	\$60,000	\$30,520
4090	Release from Reserves			\$50,000	\$50,000	\$47,466
4111	Community Auction			\$42,331	\$45,000	\$45,011
<b>4000</b>	<b>General Support</b>			<b>\$412,516</b>	<b>\$458,000</b>	<b>\$411,477</b>
41132	PHAME			\$47,636	\$43,000	\$46,288
41134	Grace Institurte			\$42,093	\$46,000	\$46,312
41131	Other Rental Income			\$4,920	\$8,000	\$14,118
<b>4113</b>	<b>Campus Use Income</b>			<b>\$94,649</b>	<b>\$97,000</b>	<b>\$106,718</b>
4120	4120 Music Income			\$21,040.0	\$3,500	\$3,832
4130	4130 Parish Life Income			\$0	\$2,000	\$57
4140	Altar & Flower Income			\$1,641.0	\$4,000	\$700
<b>4100</b>	<b>Other Income</b>			<b>\$22,681</b>	<b>\$9,500</b>	<b>\$4,589</b>
4300	Investment Income			\$12,530	\$2,500	\$14,784
4202	Grace Foundation			\$8,500	\$8,500	\$8,500
<b>4300</b>	<b>Investment Income</b>			<b>\$21,030</b>	<b>\$11,000</b>	<b>\$23,284</b>
<b>TOTAL INCOME</b>				<b>\$550,876</b>	<b>\$575,500</b>	<b>\$546,069</b>

## Annual Expenses

		2024 Actual	2024 Budget	2023 Actual
<b>EXPENSES</b>				
<b>5000</b>	<b>Program Expenses</b>			
5021	Adult Education	\$109	\$600	\$353
5023	Youth Group	\$268	\$500	
5053	Music Expenses	\$29,552	\$19,000	\$18,529
5055	Altar & Flowers	\$2,623	\$2,500	\$1,562
5084	Other Parish Life	\$8,540	\$2,900	\$8,811
<b>5000</b>	<b>Total Program Expenses</b>	<b>\$41,092</b>	<b>\$25,500</b>	<b>\$29,255</b>
<b>6000</b>	<b>Personnel Expenses</b>			
6010	Rector	\$137,908	\$134,746	\$131,732
6020	Other Clergy	\$48,556	\$56,498	\$43,078
6090	Lay Staff	\$113,594	\$184,222	\$160,932
6100	Payroll Taxes & Benefits	\$76,524	\$34,874	\$31,397
<b>6000</b>	<b>Total Personnel Expenses</b>	<b>\$376,582</b>	<b>\$410,340</b>	<b>\$367,140</b>
<b>6200</b>	<b>Contracted Services</b>	<b>\$331</b>	<b>\$1,900</b>	<b>\$4,043</b>
<b>6300</b>	<b>General &amp; Administrative</b>			
6305	Merchant Bank Fees	\$3,123	\$4,000	\$3,808
6307	Printing & Reproduction	\$15,550	\$14,000	\$13,741
6309	Office Expense	\$2,842	\$5,000	\$4,861
	Other General & Admin	\$8,532	\$15,550	\$10,816
<b>6300</b>	<b>General &amp; Administrative</b>	<b>\$30,047</b>	<b>\$38,550</b>	<b>\$33,226</b>
<b>6500</b>	<b>Fundraising</b>	<b>\$4,280</b>	<b>\$7,500</b>	<b>\$7,082</b>
<b>7000</b>	<b>Occupancy</b>			
7010	Utilities	\$46,505	\$26,800	\$33,682
7020	Furnace Loan	\$5,504	\$700	\$853
7030	Insurance	\$11,319	\$11,000	\$10,695
7041	Operating Supplies	\$6,897	\$5,900	\$5,631
7043	Service Calls	\$11,580	\$2,500	\$7,510
7044	Organ & Piano	\$0	\$3,000	\$1,403
7060	Building & Grounds	\$8,194	\$14,000	\$13,388
7070	Technology	\$8,441	\$8,000	\$8,651
	All other Occupancy	\$2,243	\$4,500	\$5,180
<b>7000</b>	<b>Occupancy</b>	<b>\$100,683</b>	<b>\$76,400</b>	<b>\$86,140</b>
9010	Diocesan Assessment	\$50,297	\$45,001	\$45,001
<b>TOTAL EXPENSES</b>		<b>\$603,312</b>	<b>\$605,191</b>	<b>\$571,887</b>
<b>Net Operating Surplus (Deficit)</b>		<b>(\$52,436)</b>	<b>(\$29,691)</b>	<b>(\$21,011)</b>

# Junior Warden Annual Report

Buildings and Grounds Committee (BGC) has met intermittently in the past year to identify, organize, and prioritize the needs for the campus. There is a process going on to itemize and rank the needs in order of importance because of the limited funds available to complete all the projects that are deemed necessary. Below is a list of goals identified for 2024 and their statuses:

	Project	Status
1	Clean the carpet outside the kitchen.	Done
2	Garbage area – gravel, grading, fence	Done
3	Kitchen ceiling – repair sagging ceiling –	Done
4	Concordia Artwork to be installed. We will lose the clock on the east wall.	Done
5	Getting the carpet cleaned on the main floor	Done
6	The new tables and carts	Evaluate
7	Research a Portable Classroom	Not Viable
8	Prune and thin Magnolia	Ongoing
9	Sacristy HVAC Unit repair or replace	Ongoing
10	Panic Hardware, crash bars on Weidler, 17th Ave, and The Vestry	Ongoing
11	Sump Pump for Boiler Room under The Vestry (rusting the bottom of the boiler)	Ongoing
12	Upgrade all GMEC Thermostats to modern ones.	Ongoing
13	Replace the Vestry and Sacristy flooring.	Ongoing
14	Replace the clock in the Parish Hall.	Ongoing
15	Refinish the parish hall floor.	Ongoing
16	Seasonal Maintenance (leaves in the fall, salt in the winter, lawn in the spring and summer)	Ongoing
17	Plaque for GI Glass Mural	Ongoing
18	Broken up curb, parking lot	Ongoing
19	Gutter Update and Church Roof Update #3	Ongoing
20	Replacing old thermostats with new ones throughout the building	Ongoing
21	The Vestry and Sacristy Floor	Ongoing
22	AV Equipment, wiring, placement	Ongoing
23	Dishwasher Hot Water Booster	Replace Dishwasher
24	Replace Sanitizer with Dishwasher = \$5K - \$15K, probably \$10,000	Replace Dishwasher
25	Dishwasher/Sanitizer/Electrical Panel update	TBD
26	Electrician To Do List	TBD
	redo the electrical panel for the dishwasher/sanitizer and a new stove	
	fix the outlets in the Vestry that don't work	
	fix the courtyard electrical issues	
27	Church Building turns 100 in 2026	TBD
28	Refinish Parish Hall Floor (Stefan, who did the Sanctuary and Chapel floors)	TBD
29	Install Sump Pump	TBD
30	Kitchen: repairing the floor near the sink and Low Temperature Sanitizer	TBD
31	Kitchen Cabinets	TBD

This year, I hope we can address the most urgent items on our list, such as installing crash bars on doors, and effectively prioritize the remaining tasks. I also hope that congregation members with relevant skills will step up and lend their support to these projects.

*Respectfully submitted,  
Yetunde Laniran, Junior Warden*

# Safety, Security & Health Committee Report

In 2024, the Committee focused on improving emergency exits from the Sanctuary, specifically, installing panic hardware on three exits:

- The main entrance to the Sanctuary from NE 17th Ave.
- The exit onto NE Weidler St. from the Transept.
- The exit from the Opdenwyer Room to the Courtyard (which would be accessed from the altar, choir and front pews of the Nave in the event of an emergency).

Panic hardware on all these doors would have multiple advantages:

- This would provide multiple exits from the Sanctuary in the event of an emergency, ensuring that there would be alternative exits in the event one or more were blocked.
- This would also enable us to keep the Weidler St. and Courtyard exits locked during services and events, without impairing the ability of people to exit in the event of an emergency.

The Committee secured two additional estimates for installation of panic hardware, in addition to the first estimate secured by the Buildings & Grounds Committee – from Advantage Locksmith and East Portland Locksmith. As it has not been possible to locate the initial estimate, Parish Manager Nick Fox is obtaining a third estimate from Metro Lock Services. We were copied on the Fire Inspection Report from the City of Portland Fire Prevention Division, which did require installation of panic hardware on all exit doors (it already exists on most Grace doors), so not installing such hardware is no longer an option.

Other actions during 2024:

- We conducted a “walk-through” to ensure that fire extinguishers and first aid kits are actually located where indicated on the emergency maps and instructions posted around Grace campus buildings. While all extinguishers and first aid kits where were they were supposed to be, we did discover that there is no first aid kit in the Sanctuary itself. The Committee purchased a Red Cross family first aid kit, which was placed in the rear of the Nave just before Christmas.
- The Committee agreed to postpone the launch of the Grace Emergency Response Team, due to a shortage of volunteers and the time that would be required for recruiting and training. The Emergency Response Team remains a major goal for the Committee, to be implemented as time and resources permit.
- De-escalation training. As the City of Portland’s Emergency Response Team has not yet revived their De-escalation Training Program, the Committee decided to piggyback on the training offered by Trinity Cathedral, which offers training once every quarter. The first session was in January 11 (not sure if anyone from Grace was able to attend). We will make announcements of subsequent training sessions as soon as we learn the dates.

*Respectfully submitted,  
Jeff Ewen*

# Buildings and Grounds

Buildings and Grounds had a productive 2024. Upon joining the organization, I was pleased to find a strong focus on not only sustaining but extending the life of Grace Memorial. With the help of the incredible job of Grace Gala committee's fundraising in 2024 we are planning to install a new stove and dishwasher in the kitchen to improve our ability to provide hospitality to members and neighbors. We would like to extend our sincere thanks for everyone who contributed to getting all the necessary maintenance tasks completed this past year, and to everyone who donated their time and resources.

Some of our achievements in 2024 involved enhancing the space with art. The Larry Gross artwork was given a new life inside the Parish Hall, and the Grace Institute art camp mural on the exterior of the Parish Hall provides a beautiful scene of local wildlife as imagined by summer campers. We also repaired the electrical outlets in the inner and outer Sacristy and are in the process of repairing the Sacristy window that was vandalized. Our amazing Music Director Sue Jensen coordinated the fabrication of new rolling wooden name tag racks and created new nametags to help folks get to know each other and feel welcome. Our campus steward Lukas has been working on landscaping to ensure that bushes are trimmed and clear to enhance the beauty of the grounds and reduce hiding spots for litter.

As we move into the new year there are many projects on the horizon and the committee has been working diligently to organize and prioritize these endeavors. One of the next projects we will be the installation of new crash bars on the Sanctuary doors. If anyone reading this is interested in the upkeep of our beautiful campus, please let us know. We will be celebrating the 100-year anniversary of the Sanctuary's consecration and expect 2025 to be a year of major accomplishment. If you have a background in building operations, enjoy handiwork or simply feel called to participate, please join us.

*Respectfully submitted,  
Nick Fox*

# Altar Guild

In 2024, Altar Guild continued to emerge from pandemic conditions and welcomed new members.

Altar Guild responsibilities on a weekly basis entail preparing the sanctuary for Sunday services, setting up the items and elements for celebration of the Eucharist, clearing the altar after Sunday services, cleaning the vessels and linens, and storing everything appropriately for the next week. In addition to the two Sunday services and the Thursday service we also occasionally serve at other times including holidays and special services.

We are thankful for the continued commitment of Demetria Keck, who primarily serves the 8AM Sunday service and the Thursday service in the Chapel. The other altar guild members currently include Cathy Gibson, Carol Maroten, Folake Akande, Lisa Westarp, Gillian and Wolf Weisgram-Sieveking, and Jennifer, Genevieve, and Xaxier Yeast. We are actively looking for new members.

*Respectfully submitted,  
Jennifer Yeast*

# Ushers – Ministers of Hospitality

“I was a stranger, and you welcomed me.” (Matthew 25:35)

The mission of Grace Memorial Episcopal Church, a parish for all people, is to extend God’s gracious love and hospitality to each other and to the community. Ushers participate in the life of Grace, greeting and welcoming people to our service. This hospitality is a critical component to strengthening our worship community and connecting with fellow parishioners.

In 2024, our longtime usher coordinator, Sally Fraser, left Portland and, thus, Grace. This left quite a void for Grace’s ushers. Thankfully, James, Charles, Roosevelt, and others stepped forward every Sunday to greet members and encourage newcomers to share in our service, our fellowship, and in the life at Grace.

In 2025, the Ushering Team would like to have enough volunteers so that each person is responsible once every six to eight weeks. Teens and families are encouraged to be part of this ministry. New volunteers can be paired with an experienced usher to learn the responsibilities, and written guidelines also provide detailed instructions. In addition to welcoming and seating all comers to the service, ushers provide bulletins so all can follow and participate in the service. They present the elements of bread and wine, take and gather the collection and present this offering of the people in the name of the congregation. Ushers guide those who wish to participate in the Holy Eucharist, which brings us into the presence of Christ and the presence of Christ in one another. They arrange for communion in the pew for those unable to come to the altar rail. A few simple security, set up and clean up responsibilities are also included.

If you are interested in serving or have questions about this ministry, please contact Louise Tippens, Father Martin or other clergy, or leave your name and contact information at the office, letting them know you have questions or would like to serve. A copy of the guidelines is available to anyone interested.

*Respectfully submitted,  
Louise Tippens*

## The Guild of St. Mary

The Guild of St. Mary gathers three or more days each month to sew, quilt, crochet and knit projects for those who need them. Members also gather to work on individual projects and to learn new skills. Anyone interested in learning how to make a quilt, figure out a new crochet stitch or make a prayer shawl is most welcome to come and visit or attend one of our learning workshops.

There are several components to the Guild that make it integral to the life of our parish and an example of the many different and creative ways we do ministry and outreach at Grace. Since 2003, we have been making quilts and blankets to give to Rose Haven – which assists women and children with insecure or no housing, the Refugee Program at Catholic Charities, Hopewell House – a residential hospice care facility, and Bradley Angle House – which provides shelter and related services for women, children, and the LGBTQ community escaping domestic violence.

In 2024, St. Mary’s Guild made and delivered 68 small quilts and crocheted/ polar fleece blankets. An additional 14 blankets made in 2024 were delivered January 16, 2025 to Rose Haven in time for the frosty weather, and 13 more blankets are pending delivery to Hopewell House.

We also make an Opportunity quilt for the annual Grace Art Faire and Holiday Bazaar. This project is a multi-faceted work of art involving collaboration and creative challenge. In 2024, it made a record \$1000 in ticket sales! The annual quilt “All streams flow into the sea (Ecc 1:7)” featured a design inspired by Grace Art Camp’s 2024 cultural theme – Hawai’i – and featured a sea turtle(Honu in Hawai’ian) print. We sewed half-triangle blocks to border the sea turtle print and had the piece custom quilted.

As members of St. Mary’s Guild, we treasure our relationships with one another. Now in our 21st year, we find that getting together to work in the company of others who represent a range of age groups is a great blessing and joy! We meet most Thursdays and the second Saturday of each month in the Mason Burnham Room. During Grace Art Camp 2024, Eforsina Bell provided our workspace, greatly aiding our productivity. Thank you!

In 2025 we plan to offer a new “Pray. Learn to Quilt. Laugh. Eat. Repeat. Workshop” to help us jump start our work. (Watch for our announcement!) St. Mary’s Guild welcomes those of all ages and skill levels to join us, and, if you are a beginner, we will teach you what you need to know! It is also a very welcoming place for mothers and daughters.

Since 2003, our work has been greatly assisted by donated materials. St. Mary’s Guild has very limited storage, much of which is in our own homes. We can only accept donations on a case-by-case basis if they are 100% quilt weight cotton or 100% cotton flannel with at least half a yard of usable fabric. We do welcome donations of Homespun yarn by Lion Brand for prayer shawls. Cash donations, including a generous \$1000 from the 2024 Art Faire and Bazaar, will be used to purchase necessary supplies such as thread, quilt batting, and backing and finishing fabrics.

*Respectfully submitted,  
Mariann Koop-McMahon*

## Church School

Church School meets every Sunday during the 10am service. We gather after the opening prayer and spend the “word” portion of the service (i.e., the first half or so) doing a holy art project, singing together, wondering out loud about scripture, sharing in prayer, and so on. Infants and small children spend this time in the nursery.

Our faithful leadership team – Jennifer Traeger, Jennifer Yeast, Elyssa de la Cruz, Lara Halsey, Charles McGee, and Martin Elfert – taught and learned with about thirty-five children over the course of 2024. On any given Sunday, as many as fourteen and as few as one child will participate. No matter how many or how few we are (when two are gathered in Jesus’ name, Jesus is there) we have fun and we deepen our shared discipleship.

The Church School team has named that one of its goals for Grace to grow in the ways in which it is clear to an observer that children are full and beloved members of our community, that ministry with children, youth, and families is a priority for our parish. Our team grateful to be part of achieving this holy goal.

*Respectfully submitted,  
Church School Volunteers*

# Grace Racial Justice and Environmental Action Team

The Grace Racial Justice and Environmental Action Team supports environmental and societal justice. We invite new members to join us. We meet monthly by Zoom. Contact Bill Cassidy (bill.cassidy.on.earth@gmail.com), or Deacon Liz (lklein@grace-memorial.org)

We encourage you to join our sessions of the national Episcopal Church's course, "Love God, Love God's World". We plan to meet between the two Sunday services, every other Sunday, starting February 2.

Here are some of what we did during the last year:

**Climate education and action:** We gathered signatures from Grace congregants for environmental causes such as: reduction in greenhouse gas emissions, preserving groundwater, avoiding danger from local fossil fuel shipment operations. We helped people remember the importance and fragility of our physical environment with the Mother Earth Map and Prayer Station, a group bulletin board, an Earth Day event at coffee hour, and participating in the Creation Season Faire at Saint Michael and All Angels Church. We published many articles in Grace notes about environmental issues, especially the importance of reducing greenhouse gas emissions and adapting to climate change.

**Reduce, Reuse and Recycle:** We reduced the use of paper cups and plates at Grace by forming a "dishwashing team" which takes care of dishes at Coffee Hour and, by request, for other events. We educated people about reducing, reusing and recycling at home and at Grace. We encouraged the Grace community to take advantage of recycling opportunities offered by Grace's disposal services, for items from Grace, or from home.

**Palestinian events:** We hosted two events on the Palestinian situation. Both were well attended by the Grace congregation and the larger community. A talk by Mark Braverman followed by lively discussion filled the church. Mr. Braverman provided historical perspective on the Palestinian situation and suggested actions we could take. "Eye on Gaza" was a panel discussion that vividly described the sufferings of Palestinians in Gaza.

**Supporting other groups:** We helped Family Promise's help families struggling with homelessness by putting together four baskets of kitchenware for families starting out in new housing. We assisted with the Bore Hole project which enabled Trinity Episcopal Cathedral, Monrovia, Liberia to drill a well for much-needed clean water.

**Conclusion:** We thank the Grace community for their genuine concern for environmental and societal justice, and their support for our team.

*Respectfully submitted,  
Bill Cassidy*

## Holy Land Ministry

Mark Braverman, Kairos USA retired director, spoke at Grace in February to a groups of 75 people, who wished to learn more about the situation in Palestine. The enthused audience continued the conversation with their questions. The following morning, Mark spoke to a group of 15 clergy.

Grace held a successful fundraising campaign to raise money to sponsor six Episcopal Technological Vocational Training Center students with scholarships. The June/July drawing raised \$6500. With the on-going war, it has become difficult for parents to earn the money necessary to pay for a private education. It is the Diocese of Jerusalem's policy never to turn away a student for lack of funds.

"Eyes of the Children in Gaza" panel speakers were Ned Rosch, director of human services programs, Maxine Fookson, pediatric nurse practitioner, Dr. Clyde Farris, orthopedic surgeon, who was in Gaza in 2019 for the "Right to Return". The fourth speaker was a young man who grew up in Gaza. The panel was well attended and held the attention of the audience. The focus was on the devastation to the children's lives.

During the 136th Western Oregon Convention the Holy Land Ministry hosted a table. The purpose was to further educate people regarding the on-going crisis in Palestine.

*Respectfully submitted,  
Members of the Holy Land Ministry: Rev. Dick Toll, Deb Pratt, and Jo Bronson*

## Grace Gala, 2024 Keeping the Feast

**This year, the focus of the fundraising portion of the Gala was in support of Grace's food ministries with the aim of raising enough to make much needed improvements to our kitchen.** These improvements, such as a new stove and dishwashing system will ensure we continue providing food service to the broader community. Through the generous contributions from our Grace community, a net total of \$40,000 was raised at the Gala, \$26,000 of which came directly from the paddle raise. An additional \$14,000 was contributed through the spirited and competitive live auction, Golden Ticket sales, silent auction, and additional contributions made both before and after the Gala by those unable to attend.

Many thanks to all who contributed the beautiful baskets and artwork for our silent auction, arranged events for which people could sign up, and offered the special events, services and experiences through the live auction. A special thanks goes to all the volunteers who offered their time, expertise and sense of fun that made the gala a very special event for all.

*Respectfully submitted,  
Zane Barlow, Carol Snead, Deb Pratt, Yetunde Laniran*

## Music Ministry at Grace

I would like to extend a note of gratitude to all at Grace who have so loyally contributed their gifts of time, talent, and support to our Music Ministry for the Glory of God in our worship services and concerts.

It continued to be an extraordinary year in many ways for Music Ministry at Grace.

I am most grateful to our Grace Choir members and guest singers for their steady and unwavering support in contributing to the musical life of our worship services throughout the entire year.

In 2023, the choir saw a new look as we were gifted with new choir cottas (cathedral style) for the Choir.

In 2024, the choir heard a new sound as we grew with several new and returning choir members, and we were gifted with several significant donations providing a solid financial foundation for the Choral Scholar Program.

Special thanks to the Grace Choir:

Sopranos: Shannon Jones, Phoebe MacRae

Altos: Cameron Denney, Astrid Lippy\*, Debbie McDuffee, Kinnari Shah, Sherrie Vacarella

Tenors: Rowan Clark\*, Soren Cowell-Shah\*\*, Andy D'Antonio, William Gao\*\*, Jake Vacarella, Kevin Walsh

Basses: Dustin Berck\*, Kirin Cowell-Shah\*, Malcolm Grant\*\*, Nik Grimsby, Robert Hansler

\* *current Choral Scholar*

\*\* *Choral Scholar alumni*

The financial support for the Choral Scholar Program has allowed the choir to sing more challenging music, and it brought us back to better than pre-pandemic level musicality for all.

Thank you to our current Choral Scholars: Kirin Cowell-Shah, Rowan Clark, Dustin Berck (students at Lincoln High School and Grant High School) for being enthusiastic, solid, weekly participants in the GCS program. And special thanks to Soren Cowell-Shah, Malcolm Grant, William Gao, and Astrid Lippy (our former Choral Scholar alums currently attending Harvard, Yale, University of Washington, and other life engagements) who returned and jumped into every opportunity to sing over the Christmas break – from the Pageant to Advent Lessons & Carols, Christmas Eve services, Christmas Lessons and Carols and Epiphany Evensong. We are so proud of this student involvement and commitment at Grace, our choral scholar alums, and we are very grateful for our donors who give financial support to this important program in our worship services. It's been a win-win in so many ways – from stronger congregational singing to providing challenging music to nurture our souls. Our choral students' enthusiasm, commitment and joyous participation has been wonderful to see in our services and has also provided a stable foundation for SATB singing in our choir. And lastly, special thanks to Kevin Walsh, Andy D'Antonio, Bob Hansler, Matt Smith who also stepped in to help sing and/or play organ throughout the year.

A musical highlight of the year was singing a very challenging Matin Responsory (acappella)- by Gabriel Jackson at Advent Lessons and Carols. Other musical highlights throughout the year included another lovely Epiphany Evensong at the first of the year accompanied by carols and melodies performed by Gwyneth and Bruce Van Buskirk on recorders and Renaissance guitar; a Holy week/Eastertide filled with beautiful music at all the services; special music on Nov. 24 in honoring Rev. Stephen V. Schneider, emeritus rector; a gorgeous Yule Be Merry concert that included our alum Choral Scholar singers, Phoebe MacRae, Kevin Walsh, Adam LaMotte (violin) and Vicki Gunn (viola and nyckelharpa).

Our Celtic services (introduced in November 2023) have continued to provide a once-a-month, Sunday evening service of respite, reflection, and calm with great success. We have now introduced a soup supper following the service – and this gift has provided an opportunity for community and sharing. Thank you to the clergy for providing this lovely gift – and thank you to Phoebe MacRae, soprano cantor for her musical gifts of singing and leadership at these services. And thank you to those who have shared

a meditative reflection at these services. Your voice and story connects us to a deeper community of faith and love and God's work in the world.

Lastly, this past fall, I have met with Fred Beal at the Bond Organ company to develop/design a reasonable plan to finally complete the building of our Casavant organ, begun and installed in 1971. Pipes have been re-leathered, re-voiced, and now we are ready to add a Zimbelstern and complete the last few ranks of pipes.

A gift at the beginning of this year has allowed us to initiate and make plans for this – this is my goal for this coming year.

Thank you all for your wonderful, kind and generous support of the music ministry at Grace. If one common thread among our services can be identified, it is that Grace loves to sing God's praises, and we are blessed to carry God's joy in our hearts with praises and song!

*Musical blessings to you!*  
*Susan Jensen, Choir Director/Organist*

## Weekday Sack Lunch Ministry

*... Freely you have received; freely give.*  
*Matthew 10:8*

Thanks to the generosity of the Grace Community the Sack Lunch ministry continues to hand out nourishing lunches to our unsheltered and low-income neighbors experiencing food insecurity. Open Tuesday, Wednesday and Thursday from 11 to 1, it distributes an average of 25 lunches per week, plus a variety of other supplies.

The ministry is under new leadership, with Nora McLaughlin overseeing the lunch supplies and Kate Fuqua joining her to make lunches. Marcia McKean does the scheduling and works with Demetria Keck and the other volunteers who give out lunches. We are actively recruiting new volunteers for this ministry.

*Respectfully submitted,*  
*Marcia McKean*

## Welcoming Ministry: Coffee Hour

After the service, our Coffee Hour on Sundays consistently attracts a steady stream of members who enjoy socializing with each other. Initially, we aimed to organize a schedule where individuals or teams would sign up to host, but this plan hasn't been feasible for us at this time. Instead, we've had a variety of members volunteering to bring snacks to share, along with the occasional sign-ups to host the coffee hour.

As a result, some dedicated members have taken on the task of washing dishes to minimize the use of disposable plates and utensils. I'm optimistic that once we purchase a new dishwasher and stove, the dishwashing process will become more efficient.

A heartfelt thank you goes out to everyone who contributes by bringing food, setting up the table, and tidying up afterward. I'm looking forward to more collaboration with even more church members in the coming year.

*Respectfully Submitted,*  
Yetunde Laniran, organizer

## PHAME

PHAME Academy is an arts organization for adults with intellectual and developmental disabilities, with over 140 students per year. We offer a multidisciplinary array of arts classes, including theater, dance, music, visual art, and technology classes – walking down the halls in Grace Church, you can hear us drumming, see our students learning digital photography, or experience some of the art we're making every week! We operate Monday-Thursday at GMEC, in your parish hall, sanctuary, Opdenweyer room, and chapel, and our students have been grateful for over 15 years to call Grace their home. We also rent out office space in the Grace House next door. We are currently offering 30+ classes to students from around the country, as well as social gatherings, performance opportunities and workshops. We also have active partnerships with several other arts organizations around the region, including Write Around Portland, Artists Repertory Theater, Oregon Ballet Theater, and the Portland Revels.

**“Being at PHAME means independence and more willing to do new things . . . being a teacher, performer, and a Campus Coordinator means a lot to me because I can show other students that they can make their own dreams come true as well.”**

*—Lea Mulligan, PHAME student & staff member*

Thanks to the fantastic support and partnership GMEC has provide to PHAME over the last many years, we have continued to successfully grow and add more programs and students. Because we are serving more students, and have the desire to serve many more, we recently acquired our own building to accommodate this growth. In December, 2023 we closed on a property on SE 12th Avenue, and are actively fundraising for a capital campaign that will allow us to build out the space. Our goal is to move into our new space in late spring, 2026, but we hope to continue to have a long-term relationship with GMEC.

We are grateful for our partnership with GMEC, our long-standing friendship and your continued support.

*Respectfully Submitted,*  
Chrissy McNair, Interim Executive Director for PHAME

# Grace Campus Usage

2024 was a year of major change for Grace Memorial. I am so grateful to have been given the opportunity to join the team in April 2024 and am very glad to see that our space is being utilized so frequently. During the week the campus is buzzing with activity from our building partners, from support groups to book clubs and many incredible music events. With many events on the horizon 2025 is sure to be a year of action and development.

PHAME continues to provide incredible opportunities for folks to thrive through the medium of art. I am genuinely excited to see students when they arrive for classes; chatting with PHAME students and staff is frequently the high point of my workday. It is a privilege that we can participate in PHAME's mission "to empower individuals with intellectual and developmental disabilities to lead full, creative lives through arts education and performance." While the development of a new building means that PHAME will eventually be relocating we are so grateful for their presence and will work to ensure a smooth transition as the organization continues to grow.

The Thursday morning Holy Eucharist service is steadily increasing in attendance, which is wonderful to see. The Sack Lunch program continues to flourish and is providing food, bottled water, hygiene products, and other essentials for anyone who needs it. Currently volunteers are working to distribute hats, socks, and warm gloves during these cold months. Grace Art Camp continues to provide an incredible resource for local kids to get involved with art during the winter, spring, and summer breaks. Our vibrant Tai Chi classes on Tuesday mornings in the Parish Hall continue to be a place of serenity and peace.

I would like to extend a sincere thank you to everyone who made me feel so welcome and who have worked to support me as I transitioned into the role of Parish Manager: Fr. Martin, Demetria Keck, Susan Jensen, Rev. Lara and Schuyler Halsey, Warren Burkholder, Rev. Liz Klein, Jo Bronson, Kevin Walsh, Charles McGee II, Yetunde Laniran, and the greater community of Grace Memorial. It has been a joy to feel that I am contributing to our Parish in a meaningful way - one that embodies the ideal of Christ's love for all people. I am so honored to be a part of this community, and I look forward to seeing us shape our future in a positive way.

*Respectfully submitted,  
Nick Fox, Parish Manager*

## Grace Memorial Episcopal Church Foundation

The Grace Memorial Episcopal Foundation (Foundation) is one of three interrelated nonprofit corporations: Grace Memorial Episcopal Church (Grace), Grace Institute (GI) and the Foundation. The Grace Vestry is the governing body of Grace Parish and is the founder of Grace Institute and the Foundation. The Vestry provides continuing oversight to the missions of Grace Institute and the Foundation through its election of the Board of Directors of Grace Institute and the Foundation's Board of Trustees. Further, the Vestry approves any changes to the Articles of Incorporation or the Bylaws of Grace Institute or the Foundation. The Foundation, a financial arm of Grace, manages a few small funds and the Watt Edwards Family Endowment given to Grace to benefit the Grace Institute Program under the terms of the agreement with the donor.

In 2024 the Foundation continued working with Trillium Asset Management as our investment manager. Here is a summary of GMECF investment for the last five years.

## Grace Foundation Investments

Year	Yr-end Value \$	change	Avg of 3 yr	Net Withdrawals
2024	\$1,273,817	\$146,251	\$1,199,157	-\$53,500
2023	\$1,181,066	\$155,072	\$1,209,331	-\$53,500
2022	\$1,079,494	-\$195,417	\$1,274,249	-\$62,000
2021	\$1,336,911	\$170,324	\$1,211,587	-\$45,000
2020	\$1,211,587	\$80,580	\$1,268,587	-\$57,000

The Foundation distributed \$8,500 to the Parish to cover operating services. The Trustees of the Foundation support initiatives put forward by Grace Institute, which support these key objectives:

- Capacity Building: Where most funds are needed to incentivize donors.
- Cultural authenticity and a culture arts studio: Provide “culture keepers” with authentic guest artists.
- Diversity-Equity-Inclusion Training and Mentorship Staff position: will provide hands-on situational essentials and enhanced training for all staff and artists.
- Funding to support two staffs.

Last year, the Foundation distributed \$45,000 to GI.

The current Foundation Trustees are Yetunde Laniran, President; Warren Burkholder, Treasurer; Barbara Brecht, Vice President; Deb Pratt, Secretary; and Rev. Martin Elfert, ex officio.

*Respectfully submitted,  
Yetunde Laniran*



## Grace Institute’s Annual Report

**In 2023, Grace Institute had its amazingly bright spots** – the year brought the retirement of two key staff and resulted in a restructuring of the entire year-round team, as the two staff that remained moved into new positions. We promoted, retained, interviewed and hired staff to run the largest camp Grace has ever had by adding more campers and another color group, Magenta. We also made great strides with the development of inroads with key Culture Partners at Confluence Project making a lasting commitment to Indigenous culture. This sets us up for partnership in 2025 with local pacific northwest native culture keepers. In addition we revamped our Glass Studio and created a 20 by 24 foot glass mural for the wall of the church. We also raised more than \$7K to send to Maui for Wildfire Restoration. A lot of blossoms!

**Change happens** - In June of 2024 Kelley Wong, then Interim Executive Director retired. Amy Gray, previously the Art Camp Director, and Ashley Klump, previously the Registrar, Operations & Social Media Manager created a plan of action that would leverage the gap and allow Amy to step into Leadership as the Executive Director and see Ashley move into Leadership as Camp Director. Bo “Slice” Schroeder was hired as the new registrar upon completion of their role as an artist at camp. Those changes were

quickly followed by the sudden vacancy of (and job search for) a Business Manager/Bookkeeper/HR Manager when Bookkeeper Loren Johnson moved to the Washington Coast. Gratefully, we hired an experienced Business Manager, Bookkeeper & HR Coordinator, Susan Gray. Thankfully, GI Board Treasurer, Leslie Mills, was available to onboard Susan. Grace Institute now has a 4-person year-round part-time staff.

**Financial challenges** - Although our Development Director applied for over \$70,000 in grant funding throughout the year, we realized \$10,000 of those requests. With increased foundation grant competition all over the state; many non-profit programs saw these shortfalls. We increased the cost of camp for Gathering and Giving, from \$275 to \$300 tuition and planned a 2025 budget with more tuition increases to make up the losses.

## Overview of Grace Institute's Programs

### **Spring Break Camp:**

Spring Break Camp 2024 was based on the story The Tigers Whisker and invited 90 campers to ruminate on what it takes to have patience and resilience in relationships. They worked out those ideas by magic potions in Watercolor with Slice Bo Schroeder, played with Photography and identity with a new Grace artist, Kawika Kalama, who was hired as a Summer 2024 Culture Artist and Emcee, did Tiger Printmaking with another Hawaiian Culture Artist, Kanani Miyamoto, learned to sew in Fibre with LuAnne Rukke, sang and wrote songs with Larry Yes and danced with Habiba Addo. With 11 hired counselors and 6 artists we kept our ratio of 1:4 adult to youth which is one thing that makes our programs such high quality.

### **Summer of Aloha at Grace Art Camp:**

Serving 1330 campers, 2024 "Summer of Aloha" had the most campers in Grace Art Camp history, ushering them in over 9 weeks of programming. Our intentionality to bring cultural authenticity allowed us to hire a Culture Keeper as an Emcee, Kawika Kalama, who brought song, story and language to camp. Other Culture Keepers included Portland printmaker Kanani Miyamoto, Kumu Hula teacher Kei Kapakui and other artists from Kalo HCC including Lei Aloha and Louise Wilmes for special assembly and in our dance studio.

### **Winter Peace Camp births Gathering and Giving Camp:**

Necessity is the mother of all invention, and we are again proud to say we prevailed even in the face of another year of difficult circumstances surrounding Winter Peace Camp. In 2023 we struggled after the teacher strike and in 2024 Winter Peace Camp was not possible with holidays falling on Wednesdays so instead we invented a new camp over Thanksgiving week, called Gathering and Giving. This experiment was a huge success and will become an ongoing camp in addition to Winter Peace Camp in coming years.

Gathering and Giving stories focused on sharing- with culinary arts and songwriting students shared food, created chorus and made nightlights for the dark days ahead. Making candlestick holders in ceramics and gifts to give away in fibre arts we celebrated Thanksgiving week.

### **Seasonal Classes:**

In 2024, we offered two weekend art classes in December, all taught by our beloved Mariann KoopMcMahon. Designed for ages seven to adults.

### **Scholarships:**

We are striving to get to 10% scholarship and plan to get as high as 15% if possible in some weeks of camp in 2025, with many generous donors helping guide the path!

**We are extremely grateful to the GI Board of Directors and numerous volunteers** for their time, guidance, talent and support. The 2024 Grace Institute Board of Directors include: Voting members Evelyn Prater (President), Alysson Enriquez (Secretary), Leslie Mills (Treasurer), Jan Burkholder, Susan Germundson and Karena Bennett. Non-voting members include Rev. Martin Elfert, Charles McGee (Vestry Liaison).

*Respectfully Submitted,*  
Amy Gray, Executive Director

## Board Members

### **Grace Memorial Episcopal Church Vestry:**

Charles A. McGee II, Co-Senior Warden (Vestry Chair)  
Kevin Walsh (2026), Co-Senior Warden (Rector's Advisor)  
Yetunde Laniran (2026), Junior Warden  
Warren Burkholder, Treasurer  
Alicia Lehrle, Clerk  
Keri Beck (2025)  
Roosevelt Carter (2027)  
Cameron Denney (2025)  
Nora McLaughlin (2027)  
Stephen Weeks (2027)  
Lisa Westarp (2027)  
Jennifer Yeast, (2026)

### **Grace Institute:**

Evelyn Prater, President  
Alysson Enriquez, Secretary  
Leslie Mills, Treasurer  
Cathy Gibson  
Jan Burkholder  
Sharon Loomis-Malin (retired 2023)  
Kelley Wong (retired 2024)  
Robert Randall (retired 2023)  
The Rev. Martin Elfert, ex-officio  
Charles McGee, Vestry Liaison  
Peyton Snead

### **Foundation Trustees:**

Yetunde Laniran, President  
Deb Pratt, Secretary  
Warren Burkholder, Treasurer  
Barbara Brecht, Vice President  
The Rev. Martin Elfert, ex officio  
Sally Fraser