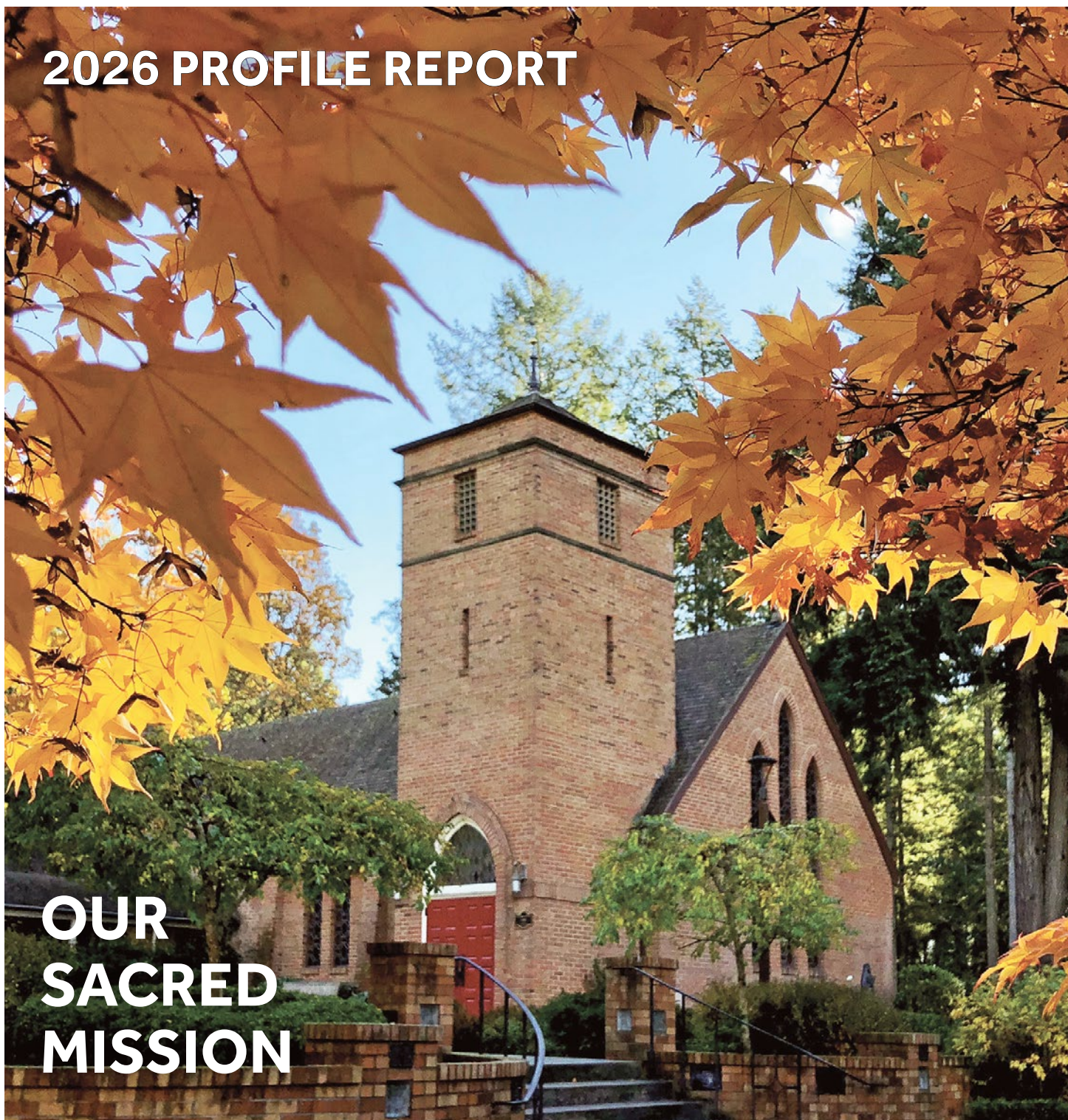


ST. BARNABAS EPISCOPAL CHURCH BAINBRIDGE ISLAND, WASHINGTON



2026 PROFILE REPORT

**OUR
SACRED
MISSION**



LAYING THE CORNERSTONE AND OPENING OUR DOORS



In 1946, on the feast day of its patron saint, the cornerstone for St. Barnabas Episcopal Church was laid on donated land on Bainbridge Island—twenty-four years after the Rev. Herbert Gowen first led services on the island. In 1948, Bishop Stephen F. Bayne consecrated St. Barnabas as an established mission.

After eighty years of worship, learning, and service, we stand proud as a vital and vibrant congregation—blessed with a membership comprised of people from a wide variety of religious traditions. In community, we seek to experience God’s Love in a welcoming and sacred space through holy worship, profound preaching, inspiring music, and shared communion.

“When I came into the sanctuary, I felt the holiness of the place. All the prayers, tears, and love permeate this space.”

Too small for a cathedral, too large for a chapel.

An early Norman English style church, St. Barnabas is a treasured landmark on the island. An architectural gem that beautifully melds the details of both cathedral and chapel, the brick church features a square bell tower, cedar shingle roof, slate floor with radiant heating, and high ceiling with pointed arches.

Magnificent stained-glass windows grace the sanctuary throughout, complemented by pastel leaded windows that line the nave which seats approximately 120. In recognition of our island's shipbuilding heritage, a red hand-carved boat hangs from a central beam. We are all shipmates on the vessel of the faithful, riding the waters of life together.

St. Barnabas is located at the head of Eagle Harbor on Puget Sound,

a serene setting amongst soaring Douglas firs. Our six-acre campus features the church itself, a gathering courtyard, and a parish hall.

There are two additional sacred places on our grounds. The interrium, where we inter ashes, is a tranquil spot for meditation and reflection. This contemplative place allows members and family to meditate on their memories

and ensures that those no longer with us are not forgotten. In the words of one thoughtful six-year-old, it's "the remembering place."

Our labyrinth—built in late 2020 in response to the pandemic—was designed locally and built by a small group of members. It is a tranquil path of prayer, contemplation and pilgrimage, providing a quiet spot for intentionality.

“The interrium is really important. People I know and love are out there providing a connection. Just walking or sitting out there moves me.”

Links to Videos Showing Areas of Our Campus

[Narthex, Nave, and Altar](#)

[Sacristy and Robing Room](#)

[Campus Exterior](#)

[Rector's Office and Parlor](#)

[Day School Classrooms](#)

[Library and Choir Room](#)

[Commercial Kitchen](#)

[Parish Hall, Close, and Labyrinth](#)





The St. Barnabas campus—above, lower center—is located on six-acres on Bainbridge Island, near the head of Eagle Harbor.

LAND ACKNOWLEDGEMENT

St. Barnabas Episcopal Church acknowledges that the land on which we gather is within the ancestral territory of the “People of Clear Salt Water,” the Suquamish People.

Expert fishermen, canoe builders, and basket weavers, the Suquamish live in harmony with the lands and waterways along Washington’s Central Salish Sea as they

have for thousands of years. Here, the Suquamish live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.

Our mission statement is a sacred calling and the foundation of our faith community.

Through this profile, we invite you to learn more about St. Barnabas Episcopal Church—our parish, goals, and community—through the lens of our mission statement that continues to guide our parish life and work. We welcome you to take a closer look.

Profile Committee	Stephen Holland	Call Committee	Cathy Davies
Cathy Davies	Pat Todd	Borgan Anderson	Shannon Dorsey
Rebecca Ditmore	Roger Vielbig	Brian Andvik	Michael Fitzpatrick
Peggy Eichenberger	Lauren Walsh	Jody Cressman	Mo Godman

ST. BARNABAS TIMELINE HISTORY

About 1899—The earliest prayer book service on the island is conducted at the country club by Rev. Herbert Gowan, rector, Trinity Church, Seattle.

1922—From his summer home on the island, Rev. Gowan conducts classes and officiates at services made possible by renting Eagle Harbor Congregational Church once a month.

1945—Before Rev. Gowen retires, a Building Committee is formed and the congregation is admitted to the diocese as a mission church.

It is reported that Rev. Herbert Gowen suggested that the new congregation be named after St. Barnabas, an island boy from Cyprus, who became one of the early converts and the one who brought Paul to the disciples in Jerusalem.

Rev. Vincent Gowen (son of Rev. Herbert Gowen) becomes the first vicar of St. Barnabas.

1946—The church opens on November 17, on the site given by Sam Clarke and added to by Leo Black. Founding families are: Jim Hodges, and the Clarks, Blacks, Allens, Goodfellows, and Nickums.

1948—St. Barnabas is consecrated by Bishop Stephen Bayne on June 11.

Two surplus WWII USO buildings are purchased by the congregation and moved to the church property. They are currently used as the offices, parlor with kitchenette, sac-

risty, and vesting room.

1960—A new parish hall is added to the campus.

1961—Rev. Vincent Gowen retires and is succeeded by Rev. Fred Avery.

1964—St. Barnabas becomes a parish.

1969—St. Barnabas Day School opens.

1971—Rev. Avery retires and is succeeded by Rev. Thomas Fowler.

1980—The interrium is built on the south side of the church and dedicated on May 25.

1983—Rev. Fowler resigns. Rev. David Heaney is called as rector.

1987—Rev. Heaney resigns.

1988—Rev. Joseph Tiernan is called as rector.

1991—At a special meeting of the vestry in November, Canon 25 is invoked to remove the rector; seven vestry members vote for and five vote against.

1992—Bishop Vincent Warner decides our rector can stay and subsequently—in June—approximately sixty-five leave St. Barnabas and start Grace Church on the island.

1995—Parishioner Jim Hodges's will gifts \$150,000 if church members match. The challenge is met (\$162,000 is raised) and the Jim Hodges Endowment Fund is established (which has grown to \$1.3 million).

2000—Rev. Tiernan serves on the

Bainbridge Island/North Kitsap Interfaith Council that initiates the building of the Japanese American Exclusion Memorial.

2004—Parishioner and choir member Lyle Kahle offers to gift \$300,000 toward the purchase of a new pipe organ. Our music director begins the search for a new one.

Rev. Tiernan resigns.

2005—Charles O'Morchoe, a parishioner, plans and funds the expansion of the interrium with the addition of a fountain and an altar.

2006—Parish members pledge an additional \$167,000 for the installation of a new Bond organ, blessed by Bishop Warner on October 1.

2007—Rev. Dennis Tierney is called as rector.

2013—A two year project to remodel and upgrade the parish hall kitchen to a commercial kitchen begins.

2016—Rev. Tierney retires.

2017—Rev. Karen Haig is called as rector.

2025—Rev. Haig retires.

2025—The vestry makes a \$50,000 donation for Helpline House's new facility with a matching grant of \$25,000 if members of the parish match—\$118,552 is given to the organization.

2025—Rev. Dianne Andrews becomes our interim and we begin the process of preparing for our new rector.

WE ARE A COMMUNITY OF FAITH

that welcomes and values all people. We commit to follow Christ, serve others, grow in faith, and transform the world by sharing God’s love.

Creating this profile has given us a deeper appreciation for the people of St. Barnabas and the identity we share as a parish. What we learned from the start is that we are an engaged, enthusiastic and reflective congregation, eager to sustain St. Barnabas as a thriving church and community asset.

Through a parishioner survey—which realized a 100 percent response rate—and a host of facilitated Appreciative Inquiry listening sessions, people were eager to share their hopes and dreams for St. Barnabas and connect with one another. Responses solidly demonstrated what collected data already showed: We are a “transformational congregation,” characterized by nearly 70 percent of us having a compelling sense of “high energy, high vitality, and high satisfaction”—the same description we were given in our 2016 survey. (Of those surveyed, 33 percent have been at St. Barnabas for more than twenty years and 12 percent for less than two.)

“What could be better than leaving a St. Barnabas meeting and saying, ‘That was fun!’”

We believe in the power of community Parishioners voiced gratitude for the strong sense of

community that defines our “resilient and steady” church. At St. Barnabas, we find comfort, empathy, and friendship—particularly during times of grief, illness, and life transitions. Parishioners also recognized that the power of community extends far beyond the front doors of the church. We viewed the church’s outreach ministries as a shared purpose and a way to grow in faith.

We believe in progressive theology grounded in traditional liturgy Ninety percent of our parishioners value a strong sermon and traditional Anglican music. In melding traditional liturgy and progressive theology, St. Barnabas endeavors to welcome all—including groups traditionally excluded, and those from other faith traditions. As a community, we value openness to questioning and ex-





Some of the men who gathered for a recent meeting of the “Irregular Men’s Lunch Group.”

ploration. Changes introduced by our interim to the structure of our worship days have been generally well received. (True to the nature of St. Barnabas parishioners, clear and purposeful change is welcomed.)

We believe that our clergy and staff are sacred stewards of our mission St. Barnabas is currently served by an interim, the Rev. Dianne Andrews, and a deacon, the Rev. Dan Fowler who has served for twenty years. Four “priests among us”—the Rev. Nancy Tiederman, the Rev. Dr. Judith

“We love our staff. They care for us, and nurture and support the ministries here. We all work together to make this a better place.”

R. McDaniel, the Rev. Patricia Rome Robertson, and the Rev. Steve Best—offer additional experience and expertise. Our vestry consists of nine lay members, with three new members elected annually. They are supported by a clerk, treasurer, and chancellor.

Our parish employs several indispensable staff members, including Music Director Sheila Bristow; Parish Administrator and Family Ministries Coordinator Etiennea Wright; Kitchen Manager Tim Shelly; Sexton George Cole; Bookkeeper Nichole Basile; Day School Director Julia Rose; and day school teachers Christine Gleason, Judi Neumann, Debra Rogers, and Anny Schermerhorn. We are proud that our staff members consistently step up to take on new challenges and responsibilities that extend far beyond their basic duties.

“Coming out of Covid was challenging, but bringing people back felt like a beautiful resurrection.”

We believe in our creative spirit, which continues to inspire new ways to grow a more diverse congregation In recent years, St. Barnabas has demonstrated its ability to adapt and respond successfully to challenges that affect our congregation and church attendance.

Our response to Covid-19 is a worthy example. By launching a robust online Sunday school and engaging the broader St. Barnabas community in creative, alternative worship services that kept people safe and engaged, we saw parishioners strengthen their con-



nection to the church. One of our former priests among us created a children's **Christmas Pageant via the Internet** which delighted children and adults. In fact, our recent survey revealed that one in four of our parishioners is attending church more frequently than three years ago.

Challenges remain as we endeavor to stabilize and grow our congregation. Although we have come out of the pandemic in a very strong place, we unfortunately did not see many of the families who engaged with the online Sunday School return to church, in part because they were not parishioners at the start.

“The engagement of the congregation is important and it gives me courage and energy to dream and keep going.”

As the church membership continues to skew toward a majority older population, we recognize that the continuing vitality of our parish depends on inviting a broader and more diverse membership into the fold. Practical strategies that are currently in place to help broaden age diversity include partnerships with other churches, integrating the day school into church events, and plans to offer more flexible program times. As we move forward, our efforts are beginning to pay off and we are seeing more families return.

We want more opportunities to engage in outward facing ministries to affect people on the edges of society, and more connection with one another. The desire is not necessarily for a bigger

church, but one that is multicultural, multigenerational, and one that is more engaged.

While we envision the possibilities, we balance that with the reality of our current demographics: 71 percent of our parishioners are over sixty-five; 21 percent are between the ages of 55 and 64; and the remaining 8 percent are younger. Our congregation is predominately White and highly edu-

cated—91 percent have a college degree and 54 percent have completed a graduate degree. Forty percent of member households have annual incomes of \$100,000 or more.

We believe in the future of St. Barnabas Fully 78 percent of the parishioners surveyed indicated that they were committed to staying at St. Barnabas through the church transition and most (83

percent) will continue with the same level of charitable giving. St. Barnabas has been a steady community through many transitions over the decades and remains strong. Our last rector served for seven years before retiring. The rector before her served for nine years. We are excited to welcome a new rector to walk beside us as we continue to discern how God is calling our community to be in the world.



We are a community of faith that

WELCOMES AND VALUES ALL PEOPLE.

We commit to follow Christ, serve others, grow in faith, and transform the world by sharing God's love.

Our congregation understands that true welcome is more than a greeting at the door.

T rue welcome provides ways to connect, to be included, to belong. This is why we continually strive to be a welcoming congregation. From vestry, greeters and ushers, to our welcome table and coffee hour team, the spirit of St. Barnabas is one to be shared.

Virtually everyone we interviewed said that what first drew them into

the church was being warmly welcomed, often on their very first visit. Many described the experience as one of being genuinely noticed and accepted, which made them want to return—and ultimately stay. This included people from diverse backgrounds and other faith traditions, and those at various stages of their spiritual journey.

“I hope that the priest who comes will see when a parishioner wants to be involved, then help them to be involved.”

Many people spoke positively of their experience of being specifically asked to engage in parish life. As our survey results noted: “The whole spirit in our congregation makes people want to become as involved as possible.”

Being personally invited to participate in a ministry, outreach effort, or small group activity made them feel connected and purposeful—instantly conveying to them that they had something to contribute to the St. Barnabas community.

In recent years, the parish has embarked upon a more formal wel-



coming ministry, the Newcomer's Ministry—utilizing the Episcopal program “**Invite Welcome Connect**” for our guide and framework. This new ministry reflects our growing awareness that people need more than friendliness—they need to feel a true sense of belonging. They also need to be offered tangible ways to become rooted in community.

As we become more intentional with this work, we want to better refine the ways in which we connect newcomers to the array of activities available at our church. Some respondents said they felt the previous process was “too informal” and “somewhat haphazard.”

Sixty-eight percent of parishioners surveyed believed that participating in church activities outside of worship was meaningful and important. To this end, we welcome new strategies to bring more people into the activities of the church. Our survey identified a need for more “gifts discernment” and “identifying and training leaders for ministry.”

Through our **Coffee Hour Ministry** and **Welcome Table**, we are seeing a growing number of parishioners stay after the service to socialize. This presents the ideal opportunity for cultivating expanded involvement with church life and work. While our ministries are varied and energized, we recognize the importance of keeping them grounded in a shared vision that speaks to the hearts of the congregation. Bringing diverse interests together under that shared vision may present a challenge in our next chapter.

“People are open, caring, and genuine, which made me want to get more engaged in the church for my own spiritual journey. I find myself taking more time for personal reflection.”

Our core values—hospitality, inclusiveness, and spiritual practice—guide us as we strive to honor each person's unique spiritual journey. This is especially true in **pastoral care**, where loving, supportive relationships with parishioners, clergy, and laity are

essential as we sustain parishioners through grief, illness, and major life transitions.

Our pastoral care ministry, led by Deacon Dan Fowler and a lay person, was identified in the parish survey as an unusually high priority. This ministry serves parishioners and the community at large. In addition to leading three weekly services at local senior living facilities, our lay-led **Caring Community Network** organizes teams of parishioners to prepare meals, offer rides, write notes, take communion, and visit people who are unable to get to church.



We are a community of faith that welcomes and values all people.

WE COMMIT TO FOLLOW CHRIST, serve others, grow in faith, and transform the world by sharing God's love.

Parish life revolves around our varied worship services—which inspire and sustain us in our commitment to follow Christ.

We welcome approximately 150 attendees (in person and online) to our two Eucharists every Sunday. These services start at 8 a.m. and 10:30 a.m. This allows time between services for activities offered by **The Bridge** program, a new initiative that brings attendees of Rites I and II together for adult formation and other church activities.

The 8 a.m. liturgy is Rite I from *The Book of Common Prayer* and has traditionally been a quiet and meditative service with an organ prelude and hymns. Attendance averages twenty-five parishioners, and this service provides an anchor for a core group of them. There is currently an effort to increase the amount of music, as requested by attendees. A new drop-in choir, “Early Risers,” is now singing once a month.

The 10:30 a.m. liturgy is Rite II from *The Book of Common Prayer* or *Enriching Our Worship*. In person attendance averages just under one hundred people. This service is also streamed on YouTube, with viewership averaging thirty people during the service time. The four-

teen-member choir, which includes two paid section leaders, leads the singing during the academic year.

At this service, we welcome visitors, make announcements, and bless those who are celebrating birthdays and anniversaries.

Only at St. Barnabas will you hear the congregation proclaim, “Nice Start!” after couples share how many years they have been married, whether one year or seventy-three. (And yes, we do have one couple who has been married for seventy-three years!) Another cherished tradition dictates that everyone remains in the pews until the postlude has finished, then upon exiting, we ring the tower bells.

St. Barnabas also offers a Eucharistic **Healing Service** Thursday mornings with readings, prayers, blessings, and anointing—plus time for discussion and quiet introspection.

“The Thursday healing service let me get to know a small group of people deeply. I am overwhelmed by the goodness of the people there.”



In addition to these worship services, we conduct **Vespers**, our 6 p.m. liturgy of evening prayers on the third Sunday of each month during the academic year—led by **Schola Nova**, a treble choir. At this popular restful liturgy, women from the congregation and the broader community read scripture and sing traditional plainsong, anthems, psalms, and chants.

We continue to convene lay-led **Compline** services online three nights a week at 9 p.m., a tradition begun during the pandemic that welcomes between eight and fourteen people at each service.

Seasonal celebrations at St. Barnabas focus on worship and fellowship. **Advent** services incorporate the lighting of the Advent wreath and readings. We hold a contemplative service that welcomes people who are grieving or seeking a quieter Christmas service, and on **Christmas Eve**, we conduct three

Eucharists: one for children, and two traditional services—which includes a 10 p.m. candlelight service. On Christmas Day, we hold a simple Eucharist.

In recognition of **Shrove Tuesday**, our congregation hosts a Mardi Gras supper celebration in the parish hall, which includes dancing, crafts, and a very competitive pancake race. On Wednesday evenings during Lent—excluding Ash Wednesday and Holy Week—we host soup suppers followed by a rector-led study program.

Holy Week is a busy time at St. Barnabas, beginning with **Palm Sunday** services where we have recently added an evening **Tenebrae** service. We offer a service of reconciliation on **Holy Tuesday** (though it was moved to the week of Lent 4 this year) and celebrate **Maundy Thursday** with an Agape meal followed by foot washing and a Eucharist. **Good Friday** features noon and evening services, as well as Stations of the Cross. For **Easter**, we hold the Great Vigil on Saturday evening, two services on Easter morning and, of course, our Easter egg hunt.

While summers are more relaxed, St. Barnabas has cherished summer traditions. We celebrate the **Feast Day of St. Barnabas**, which includes strawberry shortcake at coffee hour—a tribute to our strawberry-growing island heritage. **Father's Day** has pizza and beer. We have also held an outdoor worship service, **Church on the Beach**, followed by a potluck picnic. Last fall, along with the wider Episcopal Church, our worship focused on a Season of Creation with a series of five creation-themed liturgies.

Music is an integral part of worship at St. Barnabas and the voice piece of our faith. More than 90 percent of parishioners surveyed agreed with the statement, “The music at our church is outstanding in quality and appropriate in style to our congregation.”

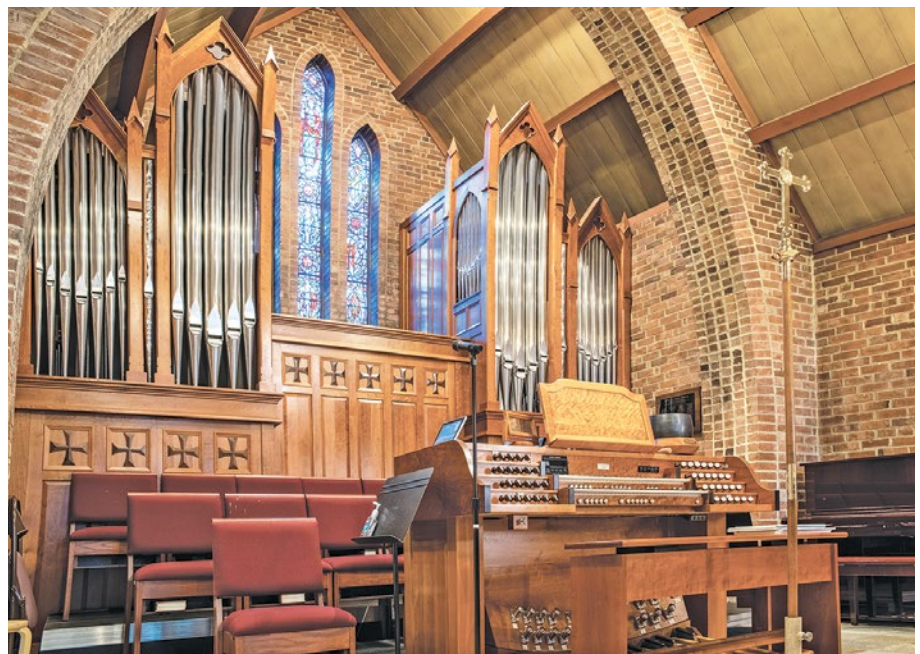
Sheila Bristow, our music director and organist, is a talented singer, keyboardist, and composer. Her warm and inclusive nature inspire many to participate in our music program—which extends to the broader community through her recruitment of local musicians to perform in our unique space. Currently a member of the Commission on Liturgy and the Arts for our diocese, she is grounded in liturgy and collaborates with the rector to create our worship services. Sheila has been at St. Barnabas for two years and is only our fourth music director in the last sixty years.

Our magnificent pipe organ deserves a shout-out. Built by Bond Organ of Portland in 2006, it was



specifically designed visually and aurally for our sanctuary. The tonal palette provides excellent choral and hymn accompaniment as well as being a fine solo instrument.

“ Church music is the history of belief and singing is worship. Choir makes me feel joyful because I am doing that for myself and then for others. ”



We are a community of faith that welcomes and values all people.

We commit to follow Christ, **SERVE OTHERS**,
grow in faith, and transform the world by sharing God's love.

Opportunities abound at St. Barnabas to engage with the world beyond our parish doors.

We stand by the mission statement of our Outreach Committee: "To serve and empower individuals, families, and communities in need." As we also seek to "transform the world by sharing God's love," our faith compels us to be in service to others.

There are many ways that St. Barnabas fulfills its outreach ministry—through grant-making, volunteering, and community collaborations. We presently award a total of a little over \$16,000 in grants to nonprofit organizations through an annual distribution from the St. Barnabas Outreach Endowment. Through discussion and discernment, the Outreach Committee oversees the selection process and determines award amounts.

In addition to **monetary grants**, the Outreach Committee coordinates **parish drives** to collect items for distribution to local organizations in need, including the recently shuttered **Chaplains on the Harbor**, a group that provided aid to economically dis-

advantaged families in nearby Grays Harbor County. For the past twelve years, our parishioners vigorously answered the call for donations of clothing, food, household supplies, and Christmas gifts. A parishioner also served on the board of the organization for many years.

So many people in our local communities probably feel like the Grinch did indeed steal Christmas. No stockings, no gifts, no tree, and no roast beast. But, like Cindy Lou Who, the faith and the hope are kept. Each year, we put up a **Christmas Giving Tree**, decorate it with gift tags—some



“ Church should be a place where we invest in what is not of this world, but what is for this world. ”

with suggested gifts and some with donation amounts to cover gift cards to grocery stores. Local “sleighs” are then loaded with the gifts that are delivered to charities including [Helpline House](#).

Through the [Fresh Start Mondays](#) program, St. Barnabas collaborates with Faith Episcopal Church in nearby Poulsbo which provides showers, laundry service, and lunches to unhoused people in the area. We now have nine parishioners who volunteer onsite on different Mondays throughout each month.

We are honored to participate in the [Super Suppers](#) initiative, through which volunteers from churches across Bainbridge Island come together to purchase, prep, cook, and serve supper to vulnerable community members during the last week of the month. Our team works with Grace Episcopal Church to provide supper on the last Friday of each month. Suppers are primarily hosted at another nearby church and feed an average of forty to fifty people.

Through our nonprofit **Commercial Kitchen Ministry**, St. Barna-

“ There are so many people who have church trauma. If there is a reason they’ve felt ostracized, we have a responsibility to help let people know that this is a place where they can come to heal; we have to prepare so that person can grow and flourish. ”



Our commercial kitchen prepares more than 500 meals a week which are then distributed by local charities to our broader island community.



On the last Friday of each month, we work side-by-side with Grace Episcopal Church to provide Super Suppers to vulnerable island community members.

bas provides an essential service to the broader island community. Kitchen Manager Tim Shelly has done a wonderful job growing this program to assist local charities including Helpline House, [Arms Around Bainbridge](#), and [Island Volunteer Caregivers](#).

We currently provide over 2,000 meals monthly through a soup and sandwich program and ready-to-eat meals, made by Tim and his St. Barnabas volunteers, or by volunteers from these organizations. On an annual basis in February, when Bainbridge Island hosts the famous regional bike ride—[Chilly Hilly](#)—our kitchen is

used by the [Bainbridge Island Senior & Community Center](#) to make chili and cornbread for the 2,500 participants.

The kitchen is also available for use by local home-based caterers who do not have access to a commercial space. Five caterers currently pay a low hourly fee for kitchen use. In the spring and summer, this number grows when more small caterers need space to make prepared food to sell at our local farmer's market.

Another key outreach ministry is the [St. Barnabas Day School](#), which provides preschool and

Pre-K programs to twenty-nine children a year from the parish as well as the wider community, with a new class recently added, and a waitlist existing for the upcoming academic year. Enrolled students attend monthly chapel sessions with our interim and participate with their families in several special events at the church, including “Trunk or Treat,” the Christmas pageant, and Shrove Tuesday festivities.

Begun as an outreach ministry in 1969, the school continues to be financially supported and managed by the church. The program employs a director and part-time



Following the day school holiday performance, children and their parents hear a short Christmas story.

staff. Income from tuition helps offset the program's costs. In addition, Christmas wreath and garland sale proceeds support the school's scholarship fund for families needing assistance.

The day school is eager to identify new opportunities to deepen the connection to the St. Barnabas community. The new rector and day school director will explore these possibilities together. Until then, our interim is assembling a group of advisors to support the director. This will be an ongoing benefit to the new rector as they work more closely with the school.

Our **Reiki Ministry**, which melds our Christian traditions with this ancient healing art, is offered two to three times a week to parishioners and the wider community. Reiki is typically sought out by individuals facing illness or as part of a wellness plan focused on stress reduction and relaxation. Sessions are provided free of charge through a team of nine practitioners, five of whom are members of the church. Last year, 119 sessions were provided to nineteen people, ten of whom were from outside the parish. One parishioner, in treatment for cancer, told us that Reiki fills him with feelings of peace and healing in body, mind, and spirit.

In service to our community, St. Barnabas has been annually certified and inspected as a **warming center and shelter**—open to the public in the event of adverse

weather conditions or a natural disaster on the island. Fortunately, we have not yet been activated, but we stand ready. We hope to add a hub in the lower parking lot to store essential supplies and an emergency radio.

The **Loose Knit Fellowship** meets once a month in the church library to turn skeins of yarn into clothing items for those in need. Members have created prayer shawls for St. Michael's Hospital in nearby Silverdale, as well as



mittens, scarves, and hats for clients at Chaplains on the Harbor, Helpline House, and the **ShareNet Food Bank** in nearby Kingston.

As part of our outreach ministry, St. Barnabas engages from time to time in **helping other organizations raise funds for timely causes**. Two recent examples are important to reference.

“**Being involved here feels like doing my part for the Kingdom of God. Doing things for others is important and valuable. I feel loved by this wonderful supportive community.**”

In early 2025, we organized and sponsored the sold-out showing of *Kintsukuroi*, a film about Japanese Americans rebuilding their lives following internment. Proceeds from the event benefitted the **Japanese American Exclusion Memorial Association** and its efforts to build a welcome center here on Bainbridge Island adjacent to the existing memorial wall. St. Barnabans gather each spring with others in the community to help do cleaning and weeding at the memorial. (Bainbridge Island Japanese Americans were the first in the nation to be forcibly removed from their homes and sent to internment camps after Pearl Harbor.)

With funding from our Outreach Endowment, St. Barnabas recently provided a \$50,000 gift and matching \$25,000 grant for Helpline House to assist building a much-needed larger facility to house its food pantry and social services. Parishioners raised an additional \$43,522 within just a few weeks, bringing the total given to \$118,522—a fitting tribute to our long history and continuing relationship with Helpline.

We are a community of faith that welcomes and values all people.

We commit to follow Christ, serve others, **GROW IN FAITH,** and transform the world by sharing God's love.

At St. Barnabas, faith formation is a journey we embrace together as a sacred community.

Faith formation is a lifelong process of nurturing, deepening, and strengthening a person's relationship with God. At St. Barnabas, we offer a variety of programs for both adults and young people to nurture their faith, while building intentional intergenerational ministry. Our ministry of faith formation is collaboratively led by lay and clergy with the goal of exploring faith while respecting the individuality of spiritual journeys and expressions.

Sacred Ground is a program of racial healing and reconciliation from the church—described as “a transformational experience” among the more than eighty parishioners who have participated in this twice offered, nearly year-long, course of study since 2021. Through books, essays, editorials,

“ There are good people here, good friends, and it's a loving community. I've learned to share deep thoughts about scripture; my more intellectual approach grew with my involvement. ”

and documentaries, participants explore the perspectives and experiences, both historical and current, exposing those engaged to untaught history and the painful realities still with us.

Through **Secret Prayer Partners**, women in the church are secretly paired one-on-one. Each participant then devotes a year of praying for their partner in secret, while also remembering them with cards and gifts. When the reveal takes place at Epiphany, it is amazing what connections have been made through the power of praying for one another.

ZimZum Discipleship is a fun group curriculum developed by our bishop, the Rt. Rev. Philip LaBelle. The program is designed to help people learn the “rhythm” of growing deeper into life with God. A new monthly offering, the program currently welcomes approximately ten people to each session.

A popular ministry, **Contemplative Wisdom** is a monthly gathering for those wanting to deepen their spiritual practice. Participants take part in a Centering Prayer, body prayer, chant, open discussion, and small group sharing. Each year, a spiritual book is selected for group discussion such as *Meister Eckhart's Book of Darkness & Light*; *Living Presence: The Sufi Path to Mindfulness*; *The Cloud of Unknowing*; and *Silence* by Robert Sardello. This popular ministry includes both parishioners and a number of people from the larger island community.



“ The centering prayer service is rich, quiet, subtle, feels alive, hopeful and engaged. I cherish that I can share my faith with a group that feels free. I've continued to learn deepening personal practices, realizing that there is no end of contemplation. ”



Centering Prayer meets weekly and is an invitation to gather in the sanctuary and experience peaceful, centering energy. Body, mind, and spirit are incorporated into this reflective practice which is facilitated and supported by priests among us and lay leadership. Rev. Patricia Rome Robinson reflects, “This is important work, developing and awakening the spiritual heart and body awareness that is embedded in all human beings but often lies dormant.”

Our **Youth and Family Ministry** continues to expand offerings for children and youth under the capable leadership of Family Ministries Coordinator Etienna Wright. Students in Pre-K through fifth grade take part in **Godly Play** on Sunday mornings during the school year. Participants are nurtured to larger dimensions of belief and faith through wonder and play, facilitated with help from parish volunteers.

Our **youth group** hosts students in sixth through twelfth grade to explore their relationship with God, their faith, and each other. A favorite activity is **Movie**

Night, when the group meets in the youth room or the parish hall—both welcoming places for connection, community, pizza, and an occasional foosball game! Our monthly **Youth Nights** at local cafes or craft shops bring together youth from various island groups and churches for conversation and camaraderie.

Attendance in these youth programs has been slowly growing, energized by our family ministries coordinator and her talent for connecting with youth. A new



Our littlest bell ringer.

“ I love the involvement and excitement for youth ministries. There is less guilt and shame and a lot of joy here. Faith formation by laity who have been empowered is important to holding me here. All can lead and it’s important that voices are heard. ”

addition, the **Trunk-or-Treat** and **All Hallows’ Eve Prayer Service** brought children from the parish, day school, and community together for trick-or-treating, games, a spaghetti dinner, and a prayer service complete with spooky organ music and readings.

The vestry continues to work on supporting these ministries. A new mutual ministry goal has been created to help engage the congregation in a visioning process around multigenerational ministries. Though we have a good foundation, this area of ministry provides opportunities for growth and enrichment.

We are a community of faith that welcomes and values all people.
We commit to follow Christ, serve others, grow in faith, and

TRANSFORM THE WORLD BY SHARING GOD'S LOVE.

Stewardship is a particular strength of St. Barnabas, reflecting the goodness and generosity of our congregation.

St. Barnabas is on solid ground. We are financially stable with growing endowments, excellent and transparent financial stewardship, and many active givers.

In the last years, our number of pledging households hovers be-

tween 112 and 127, with the majority of our regular attendees pledging each year. The average annual household pledge is approximately \$4,673, with many giving more throughout the year.

While the majority of our income comes from households, we are also blessed to have a \$1.3 million general endowment to draw income from if needed, as well as smaller endowment funds we can use to support our ministries and other restricted purposes.

Our **Church Stewardship Committee** oversees our annual campaign and the year-round stewardship calendar, which includes a monthly theme, a highlighted ministry, and suggestions for community connections and learning opportunities—conveying the broader definition of stewardship.

“ I came here and didn't expect to find warm, welcoming people—to know people fast—and it 'jelled' here. I can be myself and at the same time question things without judgement. I try to pay that forward. ”

The **Campus Stewards Committee** oversees buildings and grounds, guided by a recently completed ten-year master plan that details needs and priorities as we address our aging buildings and improve accessibility and usability.

In 2024 and 2025, St. Barnabas spent approximately \$277,000 on improvements to the buildings and grounds without a capital campaign. Projects included: replacing the parish hall HVAC, driveway and parking lot paving, masonry refurbishment, and major landscape improvements. These expenditures were funded



by distributions from the Hodges Endowment, the Legacy Giving Fund, and a bequest.

Going forward there is a recognized need for a solution to the level difference between the church (and offices) and the parish hall that currently is connected by stairs. The vestry has authorized a feasibility study for an elevator and related building modifications. The church recently received a substantial gift to

provide seed money to establish the Elevator Fund. A capital campaign will follow if the project proves feasible.

A new ministry, the **Stewards of Creation**, is focused on developing and implementing a campus-wide sustainability program to ensure sound environmental stewardship. Among our most recent successes was securing a grant from the Washington State Department of Commerce for the

“Through the years the priests have been different but the constant has been the people who are loving and nonjudgmental.”

installation of solar panels on the roof of the parish hall and office building. This project was begun and encouraged under our previous rector and installation was completed in May of this year.



OUR RECTOR WILL HAVE EXTRAORDINARY SUPPORT FROM THE DIOCESE OF OLYMPIA

Our diocese is comprised of almost one hundred worshipping communities, broken into ten regions along the western edge of Washington state. St. Barnabas is in the Peninsula Region, along with other congregations in Kitsap County and the Olympic Peninsula. Peninsula Region clergy meet monthly for lunch, fellowship, and mutual support.

The Rt. Rev. Philip LaBelle was consecrated as the ninth bishop of the diocese in mid-2024. He and his staff are focused on supporting the ministries of local congregations and regions. Although he is very new, according to our interim, “We are delighted with the supportive pastoral shepherding of our bishop.” Notable diocesan programs include:

The College of Congregational Development began in the Diocese of Olympia and is now being shared in dioceses around the country. The college seeks to equip clergy and lay leadership in congregations of all sizes, locations, and conditions for the sake of more faithful, healthy, and effective communities of faith.

Iona School for Ministry provides comprehensive theological education and formation in spiritual leadership, for people seeking ordination as deacons and local



The Diocese of Olympia

priests in the diocese, as well as for lay persons who feel called to training to support their ministry.

Houston Camp and Conference Center, located in Gold Bar, Washington, offers summer camp for children and youth of the diocese.

Sacred Waters Center for Restoration and Retreat is a place where our members have gone for women’s and vestry retreats. A relatively recent acquisition of an adjoining conference center is broadening the mission of the original St. Andrews House which has long been a diocesan place of serene retreat.

Multicultural Ministries This team encourages lay and ordained leadership of individuals of color and builds bridges of mutual respect and understanding between the Anglo and ethnic-minority communities throughout the diocese.

Circles of Color are mutually supportive grassroots communities for resource sharing, networking, personal support, addressing issues of racism, encouraging leadership development among our POC church communities, and connecting people of color with what they need emotionally and spiritually to be who God is calling them to be.

WHAT WE SEEK IN A NEW RECTOR

Our Transition Prayer

Gracious, loving, and changeless God, You bless us with your steadfast presence here at St. Barnabas known in the gifts of beautiful music, worship, caring, and serving in our midst. We offer joy and thanksgiving for the life we share, for the stable foundation on which we stand, for all that has been and all that is yet to come. Grant us wisdom, patience, and joyful anticipation as we

navigate this time of transition. Keep our hearts and minds open to new possibilities. Help us to grow, even as we patiently wait. Direct us toward a partner in ministry who will support us in becoming ever more your Beloved Community, that we may live the Gospel in the world loving our neighbors as ourselves. With grateful hearts we praise you, compassionate and loving friend, source of life and all goodness. We pray this in the name of Jesus. Amen.

We feel very blessed with the life and ministries we share at St. Barnabas as we look forward to welcoming a new rector who will be both a shepherd and a partner. As we seek to continually grow in health and vitality, we welcome constructive feedback and new ideas while honoring, as our transition prayer reads, “the stable foundation on which we stand.”

The rector we seek would:

Preach the Gospel in ways that are engaging, challenging, and offering spiritual sustenance, joining us in finding creative ways to offer the Gospel to all ages.

Bring creative ideas to foster more age diversity.

Share the passion we have for outreach, social justice, and creation care.

Be a compassionate leader who is skilled in personnel management, who is open to differing views, and is supportive of lay leadership.

Recognize and support our current staff whom the community considers central to the health of our many ministries.

Be willing and able to walk alongside us on our journey (or to use a St. Barnabas metaphor, be willing to help us row and steer the boat).

Help us to identify our gifts of ministry to enable our membership

to grow in faith as they participate in the life and work of the parish.

Be a music enthusiast who acknowledges music is integral to worship at St. Barnabas.

Help us continue to shape a vision for pastoral care and community engagement that nurtures connection and inclusion to all.

Encourage us to grow in hospitality and teamwork, while inspiring us to participate fully in parish life.

Welcome the challenge of engaging in a capital campaign for the sake of making our buildings more accessible.

Have a joyous sense of humor.

And challenge us to continue growing as a local expression of the Body of Christ here at St. Barnabas.



“ I love the openness of this congregation. It made my commitment possible to appreciate how the church includes all members, which translates into being committed to making sure our new rector succeeds. ”

CLERGY COMPENSATION & BENEFITS

Salary and benefits are provided to the rector consistent with the guidelines for the Diocese of Olympia. Salary is based on the grade of the church (St. Barnabas is a grade B church as of 2026) and the experience of the clergy member. The salary range for 2026 is \$110,057–\$165,087. Clergy receive at least four weeks of paid vacation per year. Healthcare options and details on the

clergy pension benefits are available at the links, right. St. Barnabas offers paid sick leave which accrues at twelve days per year.

Recognizing housing costs could be a concern for a prospective candidate, we recently established a clergy housing fund to provide assistance to clergy in obtaining a primary residence on Bainbridge Island or nearby. We will discuss assistance

options with interested candidates.

Links to key documents on the Diocese of Olympia website:

[Congregational Grades 2026](#)

[2026 Parochial Clergy Salary Scale](#)

[Healthcare Options](#)

[Healthcare Plans and Rates](#)

[Clergy Pensions](#)



ABOUT BAINBRIDGE ISLAND

Bainbridge Island is a place where history, natural beauty, and strong community spirit converge.

Bainbridge Island has a rich history rooted in the Suquamish Tribe's thousands of years of stewardship. This was followed by rapid 19th century development as a lumber, shipbuilding, and farming hub—with the most notable crop being strawberries. (It is true that Queen Victoria strongly preferred strawberries from the island over those from elsewhere.)

Today, Bainbridge Island is home to 25,000 residents, spread over almost twenty-eight square miles. Our island is 81.7 percent White with the remaining comprised of Asians (4.1%), Blacks (4%), Hispanics (4.6%), American Indians and Alaskan Natives (.4%), and Multiracial (8.8%). The median age of islanders is fifty.

There are two Episcopal churches on Bainbridge Island which is unusual for an area this size. Grace Episcopal Church was born of a rift at St. Barnabas that happened thirty-four years ago related to a leadership disagreement. Through the years, bridges have been built between our two congregations. Grace has built a modern church building and has become known for its contemporary liturgies. Our two vibrant congregations are now complementary Episcopal presences within the island community. At present, our youth ministry teams

collaborate to create group events for teens, we work together on the monthly Super Supper outreach ministry, and our music directors have a solid working relationship.

Demographically, Bainbridge includes families, professionals, and retirees. While the island has a reputation for affluence—and many residents are indeed well-resourced—there is also a large population of “regular people” who appreciate its schools, safety, and tight-knit feel.

Housing costs on Bainbridge Island are relatively high. The median sales price on the island is \$1.5 million (March 2026), a figure influenced by high-value waterfront homes, with significant variation by neighborhood and property type. A recent report from Zillow for middle price tier homes lists a typical home value of \$1.1 million. The table below shows compar-

ative sales prices as of March 2026 for Bainbridge Island and other cities in Kitsap County where a rector could choose to live:

<i>Location</i>	<i>Median Sales Price</i>
Bainbridge Island	\$1,514,076
Kingston	783,000
Poulsbo	622,780
Suquamish	507,000

Recognizing that housing costs could be a concern for a prospective candidate, we recently established the St. Barnabas Clergy Housing Fund to provide assistance to clergy in obtaining a primary residence on Bainbridge Island or nearby. We will discuss assistance options with interested candidates.

The island's fanciful Fourth of July parade is an area favorite, and the annual July Rotary Auction and Rummage Sale is legendary in the Pacific Northwest. Last year more



A recent Bainbridge Fourth of July parade.



One of the ferries that provides transportation from Seattle to Bainbridge and back.

than 2,400 volunteers took over a local school and grounds, raising over \$1,000,000 in just six hours.

A bridge on the north end of the island connects to the Kitsap Peninsula and Norwegian-inspired Poulsbo, as well as providing access to big box stores located in Silverdale.

Many people migrate to the Pacific Northwest to take advantage of its breathtaking beauty, temperate weather, and access to nature. Local politics tend to lean Democratic and progressive. Approximately 40 to 50 percent of the Pacific Northwest identifies as secular, making it the least religious region in the United States. (Some of the challenges we face as a church are rooted in this reality.)

Bainbridge Island is just a 35-minute ferry ride from downtown Seattle, making it both easily accessible and distinctly separate. It is the number one day trip destination for visitors coming from Seattle—yet the island retains a quiet and rural character. Despite its small size and low population, Bainbridge Island has a vibrant arts scene; an array of cultural,

social, and historical resources; abundant opportunities for outdoor enthusiasts; and a caring and philanthropic citizenry.

Education is one of Bainbridge's defining strengths. The public schools are consistently ranked among the best in the state, and families have access to several private schools, an options school, and a robust homeschooling community.

There is one urgent care facility, several medical clinics, four pharmacies, numerous dentists, chiropractors, physical therapists, and mental health professionals serving the island. The closest hospital is in Silverdale—off the island to the west—and there are several very large hospitals in Seattle, including the nationally ranked and recognized University of Washington Medical Center and the Fred Hutch Cancer Center. Ambulances have ferry priority and an air ambulance service is also available.

Residents care deeply about environmental stewardship, preserving land and shoreline, and supporting local agriculture. They also care

deeply about making Bainbridge Island more accessible for families who want to live here. The lack of affordable housing on Bainbridge is the number one issue of the day—with the City of Bainbridge committing to the creation of 1,139 new affordable units by 2044.

In many ways, Bainbridge is defined by contrasts: small-town quiet within reach of a major city, a sense of rural calm paired with a deep commitment to arts and culture, and long-standing traditions alongside a diverse range of newcomers. For many who live here, it offers the best of both worlds—a slower pace of life, surrounded by natural beauty and a community whose members genuinely look out for each other.



Life on Bainbridge offers many opportunities to observe nature.

Bainbridge Island Community and Regional Assets *(in their own words)*

Bainbridge Artisan Resource Network (BARN) The next time you want to make or repair something, or find a new creative outlet, come to BARN. You'll find a vibrant community of artisans and makers eager to help you get started.

Bainbridge Community Foundation Community members came together in 2001 to create the Bainbridge Community Foundation. We fulfill this mission by analyzing community needs, awarding grants to meet those needs, connecting donors with nonprofits, offering public training on key topics, and supporting capacity building and collaboration among nonprofits.

Bainbridge History Museum Whether petroglyphs and pickleball, street dances and shipbuilding, berries and the Buy Nothing Project, canoes and Coast Artillery Corps, industries and immigration, cookbooks and Chilly Hilly bike rides, Bainbridge holds an astounding—and storied—history for an island our size.

Bainbridge Island Incorporated as the town of Winslow in 1947, the city annexed the remainder of the island in 1991, establishing the City of Bainbridge Island. The annexation allowed city government to take full responsibility for providing dedicated services to the entire island.

Bainbridge Island Ferry Schedule

Bainbridge Island Land Trust The Bainbridge Island Land Trust's mission is to conserve and stew-

ard the diverse natural environments of Bainbridge Island for the benefit of all, currently protecting over 1,600 acres.

Bainbridge Island Metro Park & Recreation District For over fifty years, the Bainbridge Island Metro Park & Recreation District has served the community by stewardship of parks and providing recreational, athletic, and cultural programs to islanders of all ages. Many of the recent open space purchases have been transferred to the Park District, increasing the island's park inventory to over 1,500 acres, over 90 percent of which is protected open space.

Bainbridge Island Museum of Art BIMA creates a welcoming space and inspiring platform for lively public engagement and appreciation of the contemporary art and craft of the Puget Sound region.

Bainbridge Island/North Kitsap Inter-Faith Council BINK-Interfaith Council enhances spiritual connections and community bonds by gathering representatives of local faith and allied organizations regularly for intentional conversation, education, prayer, and to be of shared service to the common good of the greater community.

Bainbridge Island School District As a community, we collectively commit to honoring and nurturing the unique skills, talents,



BARN workshops for youth and adults have a plethora of equipment for many kinds of creative activities.

and passions of every student. We provide a welcoming and respectful environment where students flourish and forge a lifelong love of learning through relevant, engaging learning experiences. We empower our students to find purpose and contribute to a more just and equitable world.

Bainbridge Island Senior & Community Center We do not hold onto outdated concepts of aging. Instead, we provide the information, tools, and support that older adults (50+) want and need in their quest for healthy and engaged living; our vision is community-centered, not organization-centered.

Bloedel Reserve One of North America's ten best gardens, this 140-acre wonder of nature, has been created by the imagination, vision, and passionate love of the natural world. It is an artfully transformed harmonious series of curated gardens, structural features, and distinctive landscapes, with nature as canvas and paint.

Housing Resources Bainbridge Housing Resources Bainbridge (HRB) is Bainbridge Island's only nonprofit affordable housing provider and advocate. As a community land trust, we conserve land for permanently affordable housing. By making it possible for people of diverse backgrounds and incomes to live on Bainbridge, we are building a more equitable, inclusive, and healthy community.

Japanese American Exclusion Memorial Association The Bainbridge Island Japanese American Exclusion Memorial stands as a poignant testament to the resilience and spirit of a community faced with adversity during World War II. A unit of the Minidoka National Historic Site in Jerome, Idaho, this memorial commemorates the profound impact of the Japanese American incarceration, with a particular focus on the residents of Bainbridge Island.

Local Sports Teams From our Super Bowl championship football team

to cricket, we've got you covered if you're a sports fan (and that's not even counting D1 collegiate sports at the University of Washington): **Seahawks** (NFL), **Mariners** (MLB), **Kraken** (NHL), **Torrent** (PWL), **Sounders FC** (MLS), **Storm** (WNBA), **Reign FC** (NWSL), **Seawolves** (ML Rugby), and **Orcas** (Cricket).

Mt. Rainier National Park Ascending to 14,410 feet above sea level, Mount Rainier stands as an icon in the Washington landscape. An active volcano, Mount Rainier is the most glaciated peak in the contiguous US, spawning five major rivers. Subalpine wildflower meadows ring the icy volcano while ancient forest cloaks Mount Rainier's lower slopes.

Olympic Discovery Trail The 135-mile Olympic Discovery Trail lies within the northern section of Washington's Olympic Peninsula, a unique arm of land located west of Seattle across Puget Sound, that represents the far-

thest northwest section of coastline in the US. The trail uses both existing roadways and multiuse paths, offering endless explorations from pedaling through scenic lavender fields to walking among ancient evergreen trees.

Olympic National Park The park protects nearly a million acres, encompassing three distinctly different ecosystems: rugged glacier-capped mountains, wild Pacific coast, and a magnificent old-growth temperate rain forest. These three ecosystems contain a unique array of habitats and life forms resulting from thousands of years of geographic isolation and extreme gradients of elevation, temperature, and precipitation.

Rotary Club of Bainbridge Island Our mission is to provide service to others, promote integrity, and advance local community and world understanding, goodwill, and peace through a fellowship of business, professional, and community leaders. Our focus is on schools, parks, cultural activities, events, and local nonprofits. For decades, our club has been donating time, money, and expertise to our island community and beyond.

Suquamish People To the north, of Bainbridge Island, the Suquamish People continue to live in the place of their ancestors and practice their traditional life ways on the Port Madison Indian Reservation. The Suquamish Tribe funds comprehensive language programs, education, and cultural activities for Tribal families as well as educational programs for the public through the **Suquamish Museum**.



The Bloedel Reserve offers a garden experience limited only by your imagination.

APPENDIX I: FINANCIAL OVERVIEW

Most church functions are included within Church Operations (General Fund). Church operations are primarily funded by annual pledges and other gifts. Church operations also receive annual distributions from the Hodges Endowment Fund and the Legacy Giving Fund (4 percent of the average balance over the preceding twelve quarters). The Day School and Outreach are also accounted for through the Church’s accounting system in separate accounts.

2025 Highlights

- Received a bequest of \$260,000.
- Invested \$188,000 to improve buildings and grounds.
- Gifted \$118,522 to the Helpline House capital campaign.
- Received grant funding for a solar panel project that was implemented in early 2026. The project cost was \$162,000 and will be completely funded by the grant.

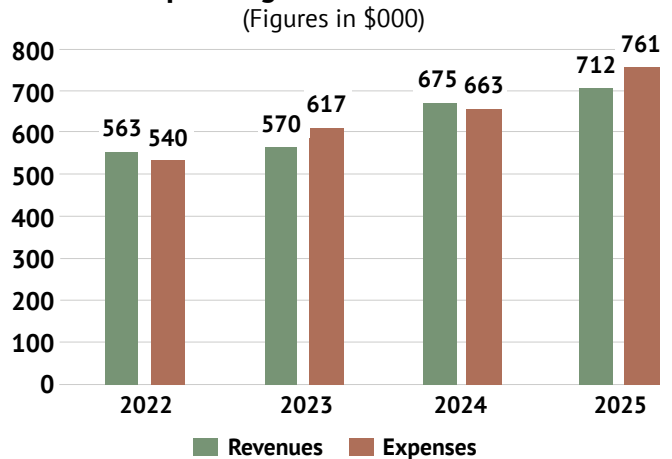
2026 Annual Giving Campaign: “Be The Mission”

Year	Pledging Households	Amount Pledged	Average Pledge
2023	112	402,000	3,589
2024	127	537,800	4,235
2025	118	543,100	4,603
2026	118	551,412	4,673

Annual pledges increased significantly in 2024, reflecting both an increase in pledging households and in the average pledge. Pledge revenue grew in 2025 despite a slight decline in pledging households. At the completion of the 2026 annual giving campaign, pledging households and pledge revenue were down compared to 2025. After the annual meeting and the approval of the 2026 budget, over \$50,000 in new and increased pledges have been received. These additional pledges have been added to the table above, resulting in stable pledging households and continued growth in pledge revenues for 2026.

Church Operations

Operating Results 2022–2025



Over the past four years, St. Barnabas generated an operating surplus in 2022 and 2024, and a deficit in 2023 and 2025. The church realized very strong growth in pledge revenues in 2024 driving the surplus that year. For 2025, the church again saw solid growth in revenues, but unplanned personnel expenses and high utility costs caused the deficit.

Church Operations Income Statements 2024–2025 and 2026 Budget

\$000s	2024	2025	2026 Bud
Operating Revenues			
Pledge	521	542	512
Plate	20	22	22
Hodges & Legacy Dist.	59	58	59
Investment Income	13	12	9
Other	62	78	73
Investment Acct. Transfer			65
Total	675	712	740
Operating Expenses			
Salary & Benefits	377	464	457
Building & Grounds	104	112	104
Diocesan Assessment	86	99	95
Administration	62	45	34
Other	34	41	50
Total	663	761	740
Surplus (deficit)	12	(49)	–

On the expense side, the 2026 budget fully covers personnel costs and includes a provision for search costs for a new rector. On the revenue side, the approved budget does not include the increase in pledge revenue after the completion of the annual giving campaign (referenced above) and assumed the \$65,000 deficit would be covered by a transfer from an investment account. The increased pledge revenue (net of increased diocesan assessment) reduces the deficit by over \$30,000 (the budget assumed \$15,000 in new pledges during the year). The vestry has initiated an effort to review costs for possible savings, with the commitment that the remaining deficit, if any, will be covered by a transfer from an investment account. The vestry is committed to maintaining church programs during this period of transition.

Day School

The St. Barnabas Day School is organizationally part of St. Barnabas Church but operates as a self-sustaining outreach ministry. It has three classes for children ages 2-½ to 5 years of age. The day school serves twenty-nine children across twenty-five families. The staff includes a director who also serves as a teacher along with five additional part-time teachers.

\$000s	2024	2025
Operating Revenues		
Tuition & Fees	62	70
Fundraising	7	7
Interest Income	2	1
Total	71	78
Operating Expenses		
Salary & Benefits	60	74
Fundraising Cost	4	4
St. Barnabas Support	3	3
Other	1	1
Total	68	82
Surplus (deficit)	3	(4)

Balance Sheet as of December 21, 2025

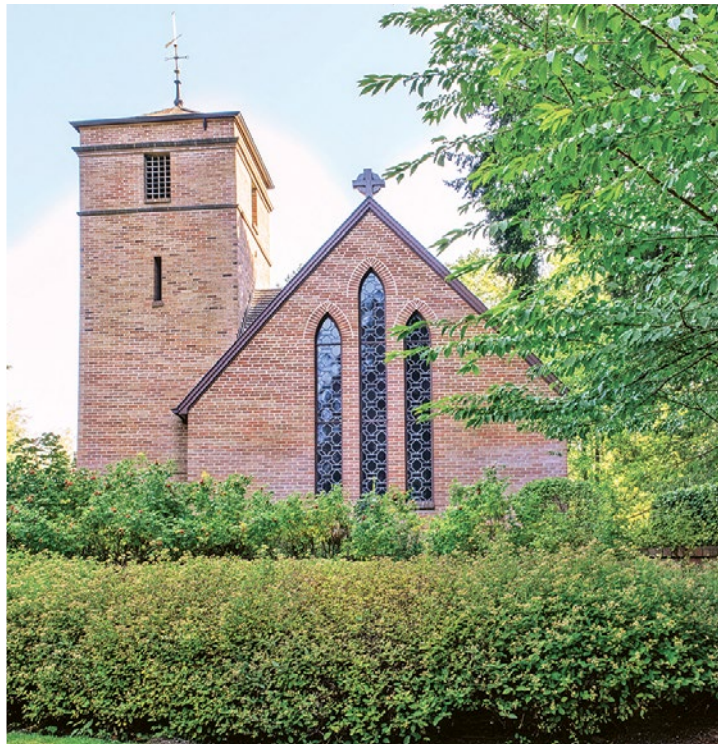
St. Barnabas has the good fortune to have over \$2.1 million in endowment and investment funds. The church has over \$220,000 in cash and certificates

of deposit held with banks. Most of this, however, is restricted. The church has no long-term debt and the primary liabilities represent prepaid pledges and tuition. As of December 31, 2025, one area of concern is the unrestricted general fund balance of \$36,000. The vestry will seek to increase this fund balance in 2026.

\$000s	2025
ASSETS	
Bank Accounts	128
Certificates of Deposit	93
Total Bank and CDs	221
Endowment/Investment	
Edward Jones	163
Legacy Giving Fund (DIF)*	274
Hodges Endowment (DIF)*	1,336
Outreach Endowment (DIF)	393
Total	2,166
Other Current Assets	(2)
Total Assets**	2,385
LIABILITIES	
Prepaid Pledges	51
Prepaid Tuition and Fees	10
Other Current Liabilities	(4)
Total Current Liabilities	57
EQUITY	
Unrestricted Funds	
General Fund	36
Restricted Funds	
Interrium	64
Organ	12
Family Ministry	20
Day School	54
Other Funds	33
Total	183
Endowment/Investment Funds	
Legacy Giving Fund	379
Hodges Endowment Fund	1,337
Outreach Endowment Fund	393
Total	2,109
Total Liabilities and Equity	2,385

*DIF = Diocesan Investment Fund
 **Excludes Fixed Assets





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