



# 2023 ANNUAL REPORT

# THE CHURCH COUNCIL

# OF GREATER SEATTLE

*building collective power for transformational change*



2023 Annual Report designed by Joey Lopez.  
Content by Tara Miller, Marina Ortiz, E.N. West, & others as noted.  
Template & illustrations by Rose Brickley of [Bloom & Glory](#).

## From the Co-Executive Directors

**For the past several years, the Church Council has been in a season of listening and learning...**

The Church Council is listening to faith communities across Seattle and King County about what matters most to you, and listening to community groups led by those most impacted about the root causes of systemic oppression in our region. We are learning about how to show up together grounded in anti-racism values, about what shared leadership looks like, and about the ways we can operationalize these learnings within our policies, practices, and governance.

**These seasons have culminated in a year of action** – we bid farewell to Michael Ramos and transitioned to a co-leadership model among staff and board, we adopted new bylaws opening full-participation within the organization to all who are aligned with our mission and vision, and we finalized a thriving compensation plan for all staff.

As part of sustaining our Faith Land Initiative and re-imagining our immigration organizing, **we welcomed E.N. West and Marina Ortiz as full-time, lead community organizers.** Both E.N. and Marina have previously been part of the Church Council's work in various staffing capacities.

**We recognize that systems of oppression are interlocking, so our community organizing efforts must be intersectional.** As such, we worked closely with our partners in organized labor to secure equitable wages for front-line workers and showed up in solidarity with multi-faith community leaders calling for a ceasefire in Gaza, a release of all hostages, and a stop to military funding for Israel. We encourage you to read more about all of our community organizing work starting on page 9.

In 2023, the Church Council board and lead staff made the decision to use cash reserves to meet an anticipated budget deficit. Our reserves were intended to be for a rainy season and with the loss of an expected grant, it is time to replenish and stabilize these reserves. Heading into 2024, **we need you to be part of the collective power we are building for transformational change toward justice and liberation.** We will need to increase our income by \$30,000 more than in past years from faith communities and individuals. Additionally, we will be launching a capital campaign to stabilize our reserves for the future. We build collective power by organizing people and resources. We invite you to ongoing partnership through our organizing work and by financially sustaining our work for years to come.

We're excited to be stewarding this work into the future and to collaborate with you as our paths cross,

**Joey (he, him) & Tara (they, them)**

Co-Executive Directors



# Staff Gallery

*\*Staff members pictured will continue operations in 2024.*



**JOEY LOPEZ**  


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**(he/him)**



**TARA MILLER**  


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**(they/them)**



**JANET  
 DETERS**  


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**(she/her)**



**MARINA  
 ORTIZ**  


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**(she/ella)**



**E.N.  
 WEST**  


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**(they/he)**

## Staff Serving in 2023

- Char Davies ..... Chief Financial Officer
- Janet Deters ..... Staff Accountant
- Kimberly Dominguez-Barranco..... Immigrant Accompaniment Organizer
- Joey Lopez ..... Co-Executive Director
- Tara Miller ..... Co-Executive Director
- Marina Ortiz..... Organizadora Comunitaria, el Grupo de Solidaridad
- Michael Ramos..... Executive Director
- Cinda Stenger..... Development Lead
- E.N. West..... Lead Community Organizer, Faith Land Initiative

# Board Gallery



**SCOTT  
BIETHAN**  

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**(he/him)**

**REV. JENN  
HAGEDORN**  

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**(she/her)**

**J. VINCE  
LARKIN**  

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**(he/him)**

**PR. MEGAN  
RAMER**  

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**(she/her)**

*\*Board members pictured will continue service in 2024.*

## Board of Directors Serving in 2023

J. Vince Larkin .....	President
Rev. Jenn Hagedorn .....	Vice President
Pastor Megan Ramer .....	Secretary
Steve Pomeroy.....	Treasurer
Scott Biethan .....	Treasurer (incoming 2024)
Deborah Towner .....	Vice President (through March 2023)

### Staff & Board Transitions

We celebrate the work of the staff and board members who have transitioned from the organization in 2023.

Kimberly Dominguez-Barranco held the needs of immigrant community members with care as she led the Accompaniment program. Cinda Stenger fostered relationships with donors as she connected them to the stories of our work. Deborah Towner provided guidance as Board Vice President and a development committee member.

Read more about Michael Ramos, Steve Pomeroy, and Char Davies under *Long-term Staff & Board Transitions* (pg. 4).

## Long-term Staff & Board Transitions

### Michael Ramos, Executive Director (2004-2023)

Michael Ramos announced in March 2023 that he would be transitioning from the Church Council on May 1 after 19 years of service, 15 of which he served as Executive Director.

One of the greatest gifts Michael gave us as staff was his intentionality in listening for and fostering leadership as it is emerging. The history of the church, and by connection the Church Council, has been hierarchical; yet Michael worked to share leadership among our staff and board and foster leaders within their local communities. That's what community organizing, grounded in anti-racism principles, looks like and how we continue to operate as an organization – so that power is built within the community, following the leadership of those directly impacted by systemic oppression.

Michael often reflected on the call of Micah 6:8, that the Church Council “act justly, love mercy, and walk humbly with God.” Through Michael’s legacy with the Church Council he has been faithful to this call. We are thankful for his leadership throughout the years and wish him the best on his next adventure in New York.



### Char Davies, Chief Financial Officer (2010-2024)

BY STEVE POMEROY, BOARD TREASURER

Char’s financial expertise and wisdom have been such a gift to the Church Council. Working with him has always been such a positive experience and a pleasure for me. The thoroughness and timeliness of his work made the efforts of the finance committee, budget planners and auditors much less difficult. His vision has enabled many beneficial changes as the Church Council has moved and transformed over the years.



### Steve Pomeroy, Board Treasurer (2022-2023, 2014-2020)

BY VINCE LARKIN, BOARD PRESIDENT

Steve’s steady hand helped guide our finances for many years. We were more than thankful for his willingness to rejoin the board and resume his role as Treasurer. His gifts extend well beyond the financial, bringing much insight in our anti-racism efforts. He embodies a spirit of mutualism, support, and love for the work of the Church Council...past, present, and future.



# Living into Our Vision, Mission, & Values

## Vision

The Church Council of Greater Seattle envisions a future when justice is realized, where all people experience liberation, profound peace, expansive equity, and joy-filled human flourishing.

## Mission

The Church Council of Greater Seattle builds collective power through faith-rooted community organizing for transformational change toward liberation and justice. We build collective power by accompanying, facilitating, and convening faith communities in Seattle and King County.

### Accompany

CCGS comes alongside and meets a community where they are, to work “with” toward liberation and justice.

### Facilitate

CCGS equips faith communities through training, skill building, and action grounded in our mission and vision.

### Convene

CCGS gathers the right people at the right time to leverage our collective power for liberation and justice.

## Guiding Principles

### Collective Power

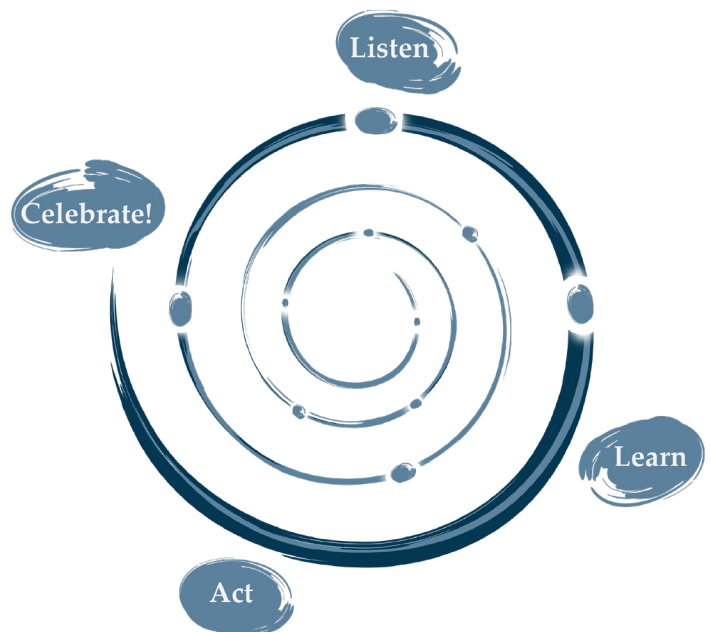
Power is organized people (relationships) and organized resources (money, land, networks, privileges). Organized people are our most valuable resource. Collective power identifies the abundance present in community and amplifies it.

### Community Organizing

Community Organizing nourishes collective power to address systemic oppression at the root. This work is only possible when it is led by impacted communities. Our role is to accompany, convene, and facilitate communities to organize.

### Transformational Change

Impacted communities have the power to fully tap into the abundance that is already present to transcend barriers to their autonomy and self-determination. The fruits of transformational change include liberation, justice, joy, peace, and human flourishing.



## Staff Compensation

Over the past few years, staff have undergone an intentional discernment process to make salaries and benefits consistent with the values that undergird our organizing work in the community. Grounding our work in a deeper practice of anti-racism and living into our mission and vision mean that our outward calls for justice must start from our own internal analysis.

Prioritizing thriving wages and the well-being of staff is key to sustaining our work toward liberation, and it is a radical form of resistance to the rising costs of living in this city and nation. We are thrilled to share our process and progress toward this goal, and we welcome conversations with organizations who are interested in doing this work.

The Church Council formed a Compensation Committee in 2021 to create transparency around staff salary bands and build equity into our compensation practices. Committee members created a proposal which outlined our guiding values, our proposed salary bands, and local and state resources that informed our decision making. The committee discussed the proposal with all staff, and the board of directors approved the proposal in July 2021.

### Our guiding values included:

- **Engage transforming anti-racism\* values in every aspect of compensation**, by valuing lived experience alongside education and professional experience, creating sustainability of positions, narrowing the gap between the lowest and highest paid employees, having clear job descriptions with regular review opportunities, and defining positions according to potential trauma exposure and emotional labor required.
- **Create infrastructure and policy to ensure we always hire for sustainability**, by prioritizing full-time employment, compensating staff in a way that they can live and thrive in the communities we organize with, and manage our budget well so that layoffs do not become necessary.
- **Consider the realistic costs of living and thriving in the Seattle Metropolitan Area**, by having a minimum annual Cost of Living Adjustment of 3%, considering cost of living through a racial equity lens, utilizing data and resources to ensure equitable compensation, and assess and adjust our staff benefits so staff may thrive.



CCGS archive photo from the 2014 Living Wage campaign.



## 2023 Salary & Benefits *(based on full-time employment)*

Along with salary and hiring practices, we also began to assess our staff benefits. This led to us adding a paid Wellness Benefit to offset the need for staff members to find culturally and personally relevant healthcare when our insurance did not cover those needs.

### 2023 Salary Bands

Position Classification	Minimum Salary	Maximum Salary
Associate	\$54,075	\$70,298
Organizers	\$59,483	\$75,705
Leads	\$64,890	\$81,113
Executive Directors	\$75,705	\$97,335

### 2023 Benefits

#### Paid Leave:

- 22 vacation days
- 14 holidays (1 flex)
- 12 sick/wellness days

#### Employer-paid insurance:

- Medical with vision (PPO option at cost)
- Dental

#### Additional Benefits:

- \$1K wellness stipend
- \$1K professional development
- 3% SEP-IRA contribution after first year of employment

### Considerations for 2024

- Transitioning all staff to an employer paid PPO health insurance plan to allow for flexibility in services and a more comprehensive vision plan
- Staff will be discerning how and when to transition to a 32-hour work week
- Exploring a dependent care benefit

\* The Church Council partners with [Crossroads Antiracism Organizing and Training](#) to guide our organization's internal anti-racism work and our organizing work in the community.

## Bylaws Revision

Over the past several years, the Church Council has been making an intentional shift toward a mission centered in community organizing principles, grounded in anti-racism values. As we began living into our new mission and vision, continued to work deeply with Crossroads Antiracism Organizing and Training, and held listening sessions with our community partners, we were called to rewrite our bylaws.

### Three major shifts emerged and are reflected in the new bylaws:

#### Community Organizing

Our new bylaws affirm our organizing principles: Grounded in anti-racism, we organize by accompanying, facilitating, and convening faith communities to be in accountable relationship with community-based groups led by those most impacted by systemic oppression.

#### Board Membership

Historically, our bylaws have limited our board membership to representatives from Christian churches. However, in practice, we have partnered with leaders from all faiths as well as community-based groups. Our new bylaws open our board membership to all who share our mission, vision, and values.

#### Shared Leadership

In alignment with our shift towards mutual interdependence and accountability, the Church Council moved to a Co-Executive Director model in May 2023. Our Board structure similarly took on a co-leadership model, utilizing the positions of Immediate Past-President, President, and Vice President as a shared leadership team.

Our new bylaws were approved by board vote and affirmed by a Special-Called Assembly in September 2023. Rev. Jenn Hagedorn, '23 Board Vice President, was a key author in writing the new bylaws and designing the affirmation ceremony. We thank her for these invaluable contributions and dedication to this process. Our new bylaws guide us to a shared understanding of the relational ecology and distribution of power in the community of which the Council is a member. It informs our accountability to impacted communities and partners in our work, as we build relationships through our shared organizational values.



Visit our website for more information about our [new bylaws!](#)

# Organizing for Transformational Change

The Church Council's primary means of building collective power happen through our Faith Land Initiative and our Immigration Organizing. Because our work is deeply invested in equitable land stewardship and in the lived experiences of people navigating the immigration system, we also collaborate on related efforts of community partners. Two such places we have devoted energy in 2023 are supporting organized labor and an interfaith coalition for a ceasefire in Gaza.

## Organized Labor

The Church Council has a long history of supporting workers' fights for just labor practices. In 2023, we joined efforts for higher wages and benefits for grocery workers, janitors, healthcare workers, and city workers. At our Weaving Our Strengths organizing gathering in the fall, we invited our partners at SEIU6 Property Services NW, SEIU 1199NW, and the King County Labor Council to lead a panel discussion highlighting the voices from local organized labor efforts on how faith communities can support and show up for working families in Seattle.



## Ceasefire

Core to our founding, The Church Council has stood firm in our opposition to war and militarism, grounded in our vision of a world where justice is realized. When the October 7 attack in Israel was followed by the bombing, collective punishment, and displacement of the Palestinian people (which continues as of the time of drafting this report), the Church Council joined a growing interfaith coalition to call for:

- an immediate and long-term ceasefire,
- the release of all hostages,
- an end to US funding of Israel,
- an end to the occupation, and
- an end to antisemitism and Islamophobia.

We participated in drafting the WA Solidarity Statement, in facilitating the press conference that followed, and in many campaigns and meetings with local, state, and federal elected officials to enact these demands for peace. We have also participated in direct actions to continue bringing this issue to the forefront until peace is realized. Our work continues into 2024.

# Faith Land Initiative

This year marked the Faith Land Initiative’s transition from an emerging program within the Church Council, to an innovative, established, and recognized model that is proven to work and ready to share with a wider audience. This change was exemplified in two major areas: The progress made in discernment by faith communities within the Faith Land Initiative network, and new investment in the Initiative by national funders.

## Our faith land network is growing...

The network is creating cross-cohort, as well as inter- and intra-denominational collaboration, facilitating significant progress for several faith communities in their respective discernment processes. This includes a faith community completing a season of internal listening conversations within their congregation, another voting to explore building affordable housing on their campus, and another successfully submitting a proposal for federal funding to their U.S. senator.

<b>FLI Network</b>	
<b>15</b>	faith communities practicing equitable and faithful discernment
<b>50</b>	faith leaders across several major Christian denominations
<b>1</b>	strong relational brain trust comprised of real estate professionals, experienced faith communities, land trusts, & BIPOC-led community-based organizations

## National recognition from the equitable development ecosystem...

FLI received program funding from Trinity Church Wall Street’s Mission Real Estate Development program, and CoGenerate, a national organization with a mission to create change through bridging generations. As a result, E.N. presented at MRED’s *Gift of Place* conference and will participate in CoGen’s 2024 cohort. Additionally, Joey and E.N. were able to present this work to our regional colleagues at *Housing God’s Beloved*, the Greater Northwest United Methodist Church’s Housing Symposium in Portland, OR.



## Sustaining relationships for the long haul...

Joey and E.N. traveled for another year to Holden Village to share lessons learned in faith land discernment as teaching faculty and guests on the [Holden Village podcast](#). We also hosted our first faith land discernment panel at the Church Council’s *Weaving Our Strengths* conference and heard wisdom from our network of the highs and lows in practicing discernment toward dignity restoration and community stewardship of land.

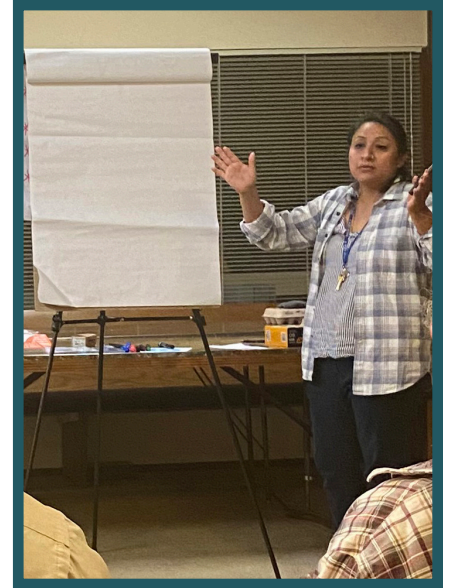
**We look forward to even broader collaboration, stronger relationships, and transformative actions in 2024!**

# Immigration Organizing

During 2023, the Church Council paused our Immigrant Accompaniment program to allow for deeper evaluation and reflection. During this pause, we re-engaged our Grupo de Solidaridad (Solidarity Group). Grupo is comprised primarily of community members navigating the immigration system, with a few key allied community leaders. This summer, we launched a consultative process with Grupo to establish the organizing priorities for this work.

Through the fall, Grupo spent time exploring the faith-rooted community organizing spiral - listen, learn, act, celebrate, and reflect. These deeper sessions have led Grupo to develop three programs that will be built out moving forward:

- **Educational Program:** Create a political education program aimed at migrant communities from Mexico, the Caribbean, and Central & South America to raise awareness of their rights and receive support in their struggle against racist, discriminatory, and homophobic systems.
- **Resource Mobilization:** This program aims to develop a concrete policy to distribute contributions from fundraising campaigns for families in complex immigration cases. Grupo will create guidelines and criteria as well as offer recommendations for how these funds will support migrant communities.
- **Convivencia:** As part of this component, we will meet once a month to make connections with each other - to sing, dance, get to know one another, listen to presentations and develop workshops on experiences related to immigration, and learn more about the needs of our community and practice solidarity with each other.



Additionally, the Church Council has been an active member of a coalition of 30+ non-profits and community groups advocating for greater support of newly arriving migrants. As a consulting partner to the coalition's coordinating team, the Church Council began to activate faith owned land and mobilize faith leaders to amplify the needs of migrants. Through a joint fundraising effort between the [Jewish Coalition for Immigrant Justice](#), collectively we raised over **\$30,000** to support the needs of newly arriving migrants.

## Weaving Our Strengths

After three years, we brought back our beloved Weaving Our Strengths day-long skill building event. The day was filled with workshops and reflection on the organizing practices and anti-racism values that have undergirded our transition to faith-rooted community organizing work over the last several years.



The day started with a Community Organizing training led by E.N. West and Joey Lopez. Then, attendees had the opportunity to participate in two workshops from the following options:

### **Crossroads Antiracism Organizing & Training**

An introduction to the Crossroads anti-racism values and continuum. These resources support shaping participants' communities toward liberative practices.

### **Immigration Organizing: Grupo de Solidaridad**

A workshop aimed to identify new support techniques, committing to maintain the connections of solidarity towards the immigrant community - our brothers, sisters, and siblings.

### **Lessons in Discernment from the Faith Land Initiative**

Faith communities in the FLI network reflected on the impact discernment has had in their efforts to transform faith-owned land.

### **Faith Communities Support Organized Labor**

A panel discussion highlighted the voices of MLK Labor Council, SEIU 6 Property Services NW, and SEIU Healthcare 1199 NW on how faith communities can support and show up for working families in Seattle.

The day ended with a Special Called Assembly to affirm and celebrate our new Bylaws and install Joey Lopez and Tara Miller as Co-Executive Directors.

## Fundraising Dinner

The night before Weaving Our Strengths, we hosted a dinner to honor the two decades of service by former Executive Director, Michael Ramos. During the dinner, Rev. Joanne Engquist, Rev. Dr. Leslie Braxton, and Rev. Dr. Linda Smith shared stories of the Church Council over the last 19 years under Michael's leadership.



The dinner was a huge success, not just in doubling our fundraising goal, but in building connection with you and you with each other. We're excited to make this dinner an annual Fall event.

# Individual Donors

## Thank you for building power with us in 2023!

We strive to recognize each donor appropriately. Let us know if we need to update your acknowledgment at [info@thechurchcouncil.org](mailto:info@thechurchcouncil.org).

### 1<sup>ST</sup> GIFT 25+ YEARS AGO:

Rosalinda Aguirre	Jerry & Joanne Flagel	Carol Mooney
Lynne Armstrong	Alan Greenbaum &	Rockwell Moulton
June Arnett	Laura Thorne	Ruth Mulligan
Laura & Bill Bailey	Diana Gale & Jerry Hills	Weldon & Margaret Nisly
Debby Beck	Fay Griffin	Marcia Olson
Jean M. Bell	Catherine Gunstone	Diana Pearce &
Jeff Berner	Karen Gwilym	George Wright
Rosemary Blakemore	James & Louisa Halfaker	Robert Petersen
Richard & Elizabeth Blakney	Rev. Anne & Dr. David Hall	Marjorie & Garry Prince
Pamela Bradburn	Darlene Hamilton	Paul & Mary Margaret Pruitt
Berlena Brock	Elizabeth M. Hansen	Rev. Thomas & Jane Quigley
Robert W. Burnham	Elaine Hickman	Karen Schneider&
Alan & Kristin Bushley	Mark & Mary Hillman	Ming Chen
Sherianne Caldwell	John & Carol Hoerster	Judith Schwab
Diane Calvert	Lois Huseby	Kathy & Lynn Sharp
Peggy Campbell	Dr. Dean Ishiki	Thomas & Sharon
Amelia Canaday	Rev. Carol Jensen	Sherrard Family Fund
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Richard Conlin &	James & Marilyn	Marilyn Soderquist
Sue Ann Allen	Kavanaugh	Rev. Dr. Mark Lloyd
J. Peter Costantini	Donna Kiskaddon	& Debra Taylor
& Linda Becker	Alan & Margaret Klockars	Shirley S. Vaughn
Stephen & Marty Curry	Rev. Scott Kramer	Marilyn Watkins
Char Davies	Edie Lackland	June & Roger Whitson
Kathy Dawson &	Rev. John-Otto Liljenstolpe	Kathy Williams
Wayne Daly	Katherine Lloyd	Susan Wineke
Elise DeGooyer	Daniel Malone	Richard & Susan Winslow
Betty Eberharter	Rev. Joyce Manson	Paul & Boots Winterstein
Karen Erlander	Ann Marchand	Alice Woldt
Ann & David Eschenbach	Rev. Carol Mariano	
Steve Faust	Margaret Mekuria	

## Individual Donors (cont.)

### 1<sup>ST</sup> GIFT 15+ YEARS AGO:

Betsy Bell  
Rev. Paul Benz &  
Linda Olsen  
Sally Buckley  
Revs. Susan & Red  
Burchfield  
Elaine Clark  
Lisa Dennison  
Rev. Richard & Anne Gillett  
Kristina Gonzalez  
Howard Greenwich  
Steven Jones

Rev. Katie Ladd  
Rev. Elizabeth Maupin  
Mary Mullen  
Paul & Nancy Oldenkamp  
Rev. Jim & Jackie Patten  
Allan Paulson  
Susan Payne  
Steve & Mary Ann Pomeroy  
Michael & Donna Ramos  
Chris & Lee Sargent  
Sallie Shawl  
Revs. Greg & Kathy Turner

### 1<sup>ST</sup> GIFT 5+ YEARS AGO:

Len & Judy Andrews  
Diane & Jean-Loup Baer  
Rev. Ruth Brandon  
Rev. Margaret Breen  
Mary-Alyce Burleigh  
Rev. Beth Chronister  
Carole Cornell  
Rev. Darla DeFrance  
Mary Anne deVry  
Elizabeth Dickinson  
& Joe Merrill  
Revs. Joanne Engquist  
& Kari Lipke  
Don & Elizabeth Fornoff  
Karyn Frazier  
Emily Goertz  
Todd & Erin Grimm  
Lin & Tom Hagedorn  
John & Sylvana Hale  
Betsy Hale  
Judith Hooper  
Kevin Johnsen & Paul Algeo  
Stacy Kitahata &  
Rev. Diakonda Gurning

Vince Larkin & Ray Nutter  
Judith & David LeBlanc  
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Mark Murphy  
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Jon & Kathy Olson  
Rev. Dr. Joyce Parry Moore  
Megan Ramer  
Ed & Marjorie Ringness  
Rev. Roberta Rominger  
Kelle Rose  
Ronald & Margaret Snell  
Linda Snider  
Cinda Stenger  
Richard Stolz  
Kathleen Sullivan  
Sutro-Paul Giving Fund  
Laurie Weckel





## Individual Donors (cont.)

### 1<sup>ST</sup> GIFT 1-5 YEARS AGO:

Rev. Dr. Kelle Brown  
 Pr. Glenn Brumbaugh  
 Shelley Carton  
 Ross & Dinah Coble  
 Rev. Jenn Hagedorn  
 Toni Long  
 Tara Miller  
 David Morton  
 Joshua Rubenstein  
 Matthew Saunders  
 Susan & Alan Schulkin  
 Kalai Socha-Leialoha  
 Devin & Andrea Soroko Naar  
 Richard & Carolyn Stein  
 John & Deborah Towner  
 Bishop Shelley Wee



### 1<sup>ST</sup> GIFT THIS YEAR:

Sophia Agtarap  
 Dustin Alin & Joey Lopez  
 Robert Anderson  
 Jenny Asarnow  
 Councilmember  
 Claudia Balducci  
 Rev. Laura Baumgartner  
 Matt Berry  
 Rev. Arleigh Champ-Gibson  
 Steven & Janet Deters  
 Kaleena Devine  
 Mark Epstein  
 Anitra Freeman

Ernesto Garcia  
 Gordon-Thureson  
 Living Trust  
 Berenice Graham  
 Flor Guerrero  
 Rev. Amy Hitchens  
 Br. Steve Jerbi, OEF  
 Christopher Lampkin  
 Betty Lucas  
 Richard Marks  
 Gina Massoni  
 Richard & Barbara Miller  
 Hal & Rev. Susanna Orensky

Marina Ortiz  
 Jose Robles  
 Judith Ryan  
 Judith Schainen  
 Paul Schneider  
 Kyna Grace Shilling  
 Evan Smith  
 Meta Thayer  
 Greg Thiessen  
 Rev. David Valera  
 Kevin West  
 Mimi Williams

# THANK YOU!

# Community Donors

## FOUNDATIONS:

The John C. & Karyl Kay  
Hughes Foundation  
Loyal Bigelow & Jedediah  
Dewey Foundation

## DENOMINATIONS &

## FAITH-BASED ORGANIZATIONS:

Community of Christ - Greater  
Pacific Northwest  
Episcopal Diocese Of Olympia  
Evergreen Association of  
American Baptist Churches  
Holden Village  
Jewish Coalition for Immigrant Justice  
Northwest Washington Synod  
of the Evangelical Lutheran  
Church of America (ELCA)  
Oregon-Idaho Conference of The  
United Methodist Church

## ORGANIZATIONS:

SEIU 6 Property Services NW  
SEIU Healthcare 1199 NW  
UFCW Local 3000

## WORKPLACE GIVING:

Abbott Laboratories  
Costco.com/Costco Wholesale

## BEQUESTS & ESTATES

Estate of Janet Allison

## FAITH COMMUNITIES:

Alki UCC  
Community Church of Issaquah  
Community of Christ - Crystal  
Springs Congregation  
Community of Christ -  
Renton Congregation  
Community of Christ - Woodland  
Park Congregation  
Eastgate Congregational UCC  
Eastside Friends Meeting  
Fautleroy Church UCC  
First Congregational UCC - Bellevue  
Gethsemane Lutheran Church  
Haller Lake UMC  
Immanuel Lutheran Church  
Journey Christian Church  
Normandy Park Congregational UCC  
Northshore UCC  
Plymouth Church  
Queen Anne Christian Church  
Saint Marks Episcopal Cathedral  
Seattle First Baptist Church  
Seattle Mennonite Church  
St. James Cathedral  
St. Paul's United  
Trinity Parish Church  
University Congregational UCC  
University Friends Meeting  
University Lutheran Church  
University Gathering (UMC)  
University Unitarian Church  
Woodland Park Presbyterian

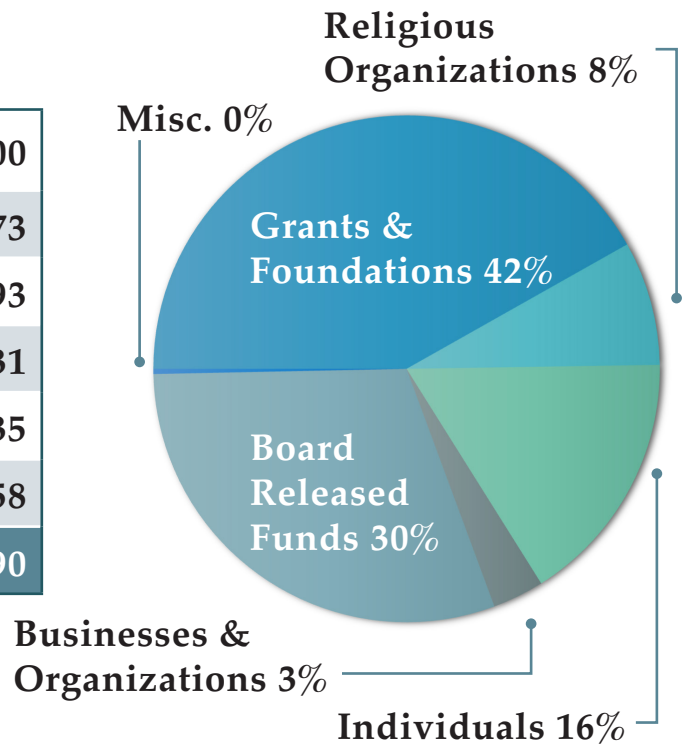
### We are excited to announce two grant awards for 2024:

- \$100,000: Trinity Church Wall Street, Mission Real Estate Development
- \$20,000: CoGen Challenge

# Financial Report

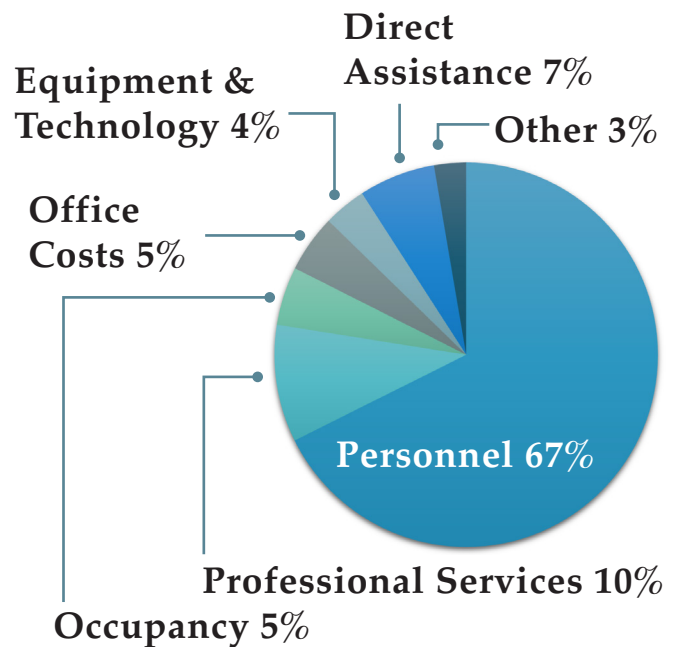
## Public Support & Revenue

Grants & Foundations	\$248,600
Religious Organizations	\$47,073
Individuals	\$96,993
Businesses & Organizations	\$19,531
Board Released Funds	\$180,135
Misc. Revenue	\$1,958
<b>Total Public Support</b>	<b>\$594,290</b>



## Expenses

Personnel	\$439,023
Professional Services	\$63,967
Office Costs	\$32,083
Occupancy	\$31,376
Equipment & Technology	\$23,506
Direct Assistance	\$42,559
Other	\$17,904
<b>Total Expenses</b>	<b>\$648,18</b>



The Church Council was honored to be the fiscal sponsor for *Songs of Black Folk*. Associated funds are not included in this report.

save  
the  
date



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## WEAVING OUR STRENGTHS 2024

Join the Church Council for a day of workshops and reflection on the community organizing practices and anti-racism values that ground us in transformative change toward liberation and justice.

**Blaine Memorial United Methodist Church**

3001 24th Ave S, Seattle, WA 98144

**April 27, 2024**