

PARITY



Annual Report 2014

Dear Friends,

In 2014 Presbyterian Welcome became Parity, John Russell Stanger succeeded Mieke Vandersall, and a new era began. Guided by the Holy Spirit, we entered a season of discernment. We made the strategic choice to broaden our scope beyond the

Presbyterian Church (USA). We accepted Mieke's decision to conclude her tenure as executive director (after 12 remarkable years) and grow her ministry in new directions. We endorsed John's vision for Parity's future and enthusiastically embraced his leadership.

We emerged from 2014 with a clearer sense of our mission. But for all that is new about Parity, the core of our ministry is unchanged. We remain committed to nurturing and shepherding the next generation of LGBTQ pastors in Christ's Church.

We remain passionate about youth ministry, offering the acceptance and spiritual enrichment that many queer youth experience nowhere else.

We remain dedicated to providing a place called Not So Churchy -- the community Mieke founded and continues to lead -- where all seekers (particularly those estranged from the Church) can make their way back home.

The year ahead is a uniquely pivotal one. 2015 marks the 18th year of our ministry, but our first as Parity. Every day the contours of this organization will shift in subtle ways as we grow into our new identity.

More than ever, we are counting on your engagement, your support and, most of all, your prayers, as Parity moves forward.

Peace,

Tim Palmer Curl
President, Board of Directors

Dear Parity family,

Thanks to your enthusiasm and faith in us, we are already off to a great start reconciling identity and faith in 2015.

As we look back on the transformative year that 2014 was for us, we are excited to take what we've learned further out into the world.

We're pleased that our team has expanded to welcome new administrative and program staff, which helps us live into our new, expanded vision for the reach of all three programs.

Not So Churchy is off to a great start, adding monthly events focused on the spirituality of noticing—something not so easy to do in a place full of distractions such as New York City!

We just announced the exciting and necessary expansion of our decade-long ministry to Emerging LGBTQ Pastors, now serving ordained folks in their first years of ministry.

Finally, our beloved program for LGBTQ and allied youth is taking us to new places and heights this year. From Austin to Albany, from the Hetrick-Martin Institute to Harlem, we're working with more congregations and community based organizations.

One of our goals this year is to take the unique ministries we've built and share the good news of what we've learned with the broader church. We're in the final stages of preparing to publish a resource for the wider church about the experiences of LGBTQ folks called to ministry. We're also sharing what we've learned working with LGBTQ and allied youth so people all over the country can better engage youth looking to reconcile identity and faith. Not So Churchy is also planning to begin sharing the original music that they have created in over the last three years.

We are so grateful that you will continue the journey with Parity in 2015!

Blessings,

Rev. John Russell Stanger
Executive Director





We see a future for the church that is utterly inclusive. That's why we mentor emerging LGBTQ pastors from all over the United States as they navigate the process of ordination. For over a decade, we have created open spaces, both physically and spiritually, where people are welcomed and supported, where skills and stories can be shared, and community created. In 2014 we:

- Connected people to ministry opportunities and calls
- Held our Annual Retreat with 42 people, providing an ongoing circle of mentoring
- Provided year-round pastoral support
- Continued to grow a thriving online community of nearly 100 people and monthly virtual meetups
- Celebrated six ordinations of emerging LGBTQ pastors
- Expanded outreach to recently ordained folks in their first years of ministry

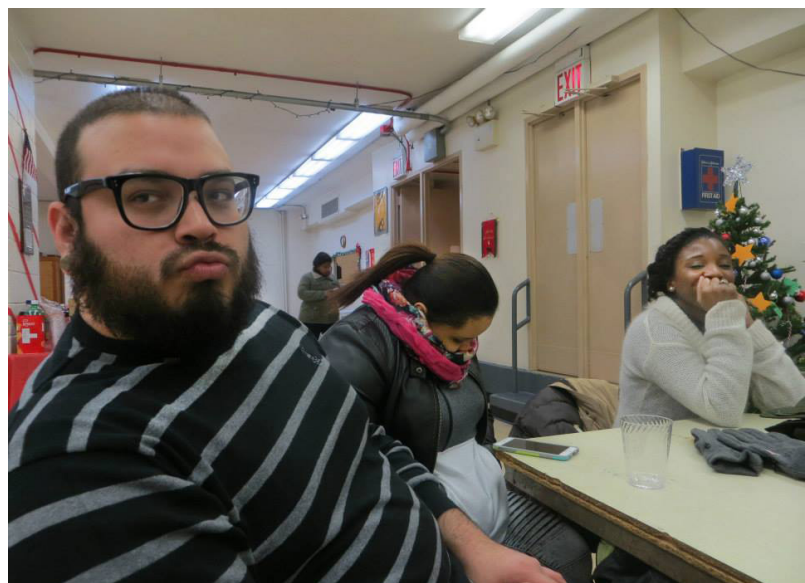




Youth Program

We are dedicated to living God's love in our communities. That's why we promote healing and harmonization through our work with LGBTQ youth and their allies. From advocacy to outreach, from mentorship to friendship, we offer support in spiritual and practical ways. We also help those who work with young people within faith communities, to assist them to create healing spaces, and understand how to offer meaningful support. In 2014 we:

- Reached over 300 youth
- Hosted a dozen youth at each of our Fall Monthly cultural events and faith discussions
- Held our first annual three-day winter retreat, drawing two dozen LGBTQ and allied youth from 4 different communities who spent the weekend exploring their stories of identity and faith
- Developed and led a weekly spirituality group for homeless and precariously housed LGBTQ youth at the Ali Forney Center in Harlem, New York City
- Organized our annual Pride March ministry where we handed out homemade cookies and held up affirming signs, all made by youth





We create not so ordinary ministries. That's why we sponsor a worshipping community to create our own service month by month, outside the structures of the traditional church. We meet on Monday evenings, begin our time together with chocolate and conversation, and then move into our service, which is filled with music, silence and reflection. Among other things, we are artists and musicians, activists, leaders and teachers, and we bring all that to our time together. In 2014 we:

- Hosted a monthly gathering point to explore and reclaim our relationship with the Sacred
- Manifested a new model of how we can be church together
- Promoted open spaces for discussion, reflection and growth
- Glorified God's love through art and music (and sometimes coloring books)
- Made homemade grape juice and bread to celebrate Communion

Partner Congregations

The Brick Presbyterian Church
Broadway Presbyterian Church
The Church of Gethsemane
Fifth Avenue Presbyterian Church
The First Presbyterian Church in the City of New York
First Presbyterian Church of Brooklyn
Jan Hus Presbyterian Church
Lafayette Avenue Presbyterian Church
Nauraushaun Presbyterian Church
Palisades Presbyterian Church
The Presbyterian Church in Leonia, NJ
The Presbyterian Church of Astoria
Riverdale Presbyterian Church
Rutgers Presbyterian Church
St. James Presbyterian Church
Second Presbyterian Church
South Presbyterian Church
Trinity Presbyterian Church
Union Church of Bay Ridge
Watchung Avenue Presbyterian Church
West End Presbyterian Church
West Park Presbyterian Church

Where We Were

221st PC(USA) General Assembly in Detroit
The Ali Forney Center
The American Museum of Natural History
The Brooklyn Museum
Camp Johnsonburg
Central Presbyterian Church
Christ by the Sea Presbyterian Church
Columbia University
First Presbyterian Church of Forest Hills, NY
First Presbyterian Church of Katonah, NY
First Presbyterian Church of New York City
First Presbyterian Church of Rahway, NJ
First Presbyterian Church of Whitestone, NY
First Spanish Presbyterian Church of Brooklyn, NY
Lafayette Avenue Presbyterian Church
Madison Avenue Presbyterian Church
Marble Collegiate Church
Morristown Presbyterian Church
Nassau Presbyterian Church
The New School
Oakwood Retreat Center in Selma, IL
The Presbyterian Church in Leonia, NJ
The Presbyterian Church in Morristown, NJ
Presbyterian Promise of New Haven, CT
Rutgers Presbyterian Church, NY
St. James Presbyterian Church, NY
South Presbyterian Church of Dobbs Ferry, NY
Stony Point Center
Union Church of Bay Ridge
West End Collegiate Church
Watchung Ave Presbyterian Church
West End Presbyterian Church

Staff

Rev. John Russell Stanger
EXECUTIVE DIRECTOR

Frances Thom
ADMINISTRATIVE ASSISTANT

Rev. Mieke Vandersall
ORGANIZING PASTOR, NOT SO CHURCHY

Shelley Donaldson
EMERGING PASTORS COMMUNITY ORGANIZER

Alejandro Escalante
YOUTH PROGRAM COORDINATOR

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Director of Outreach Ministries
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Associate Pastor for Youth and Family Ministry
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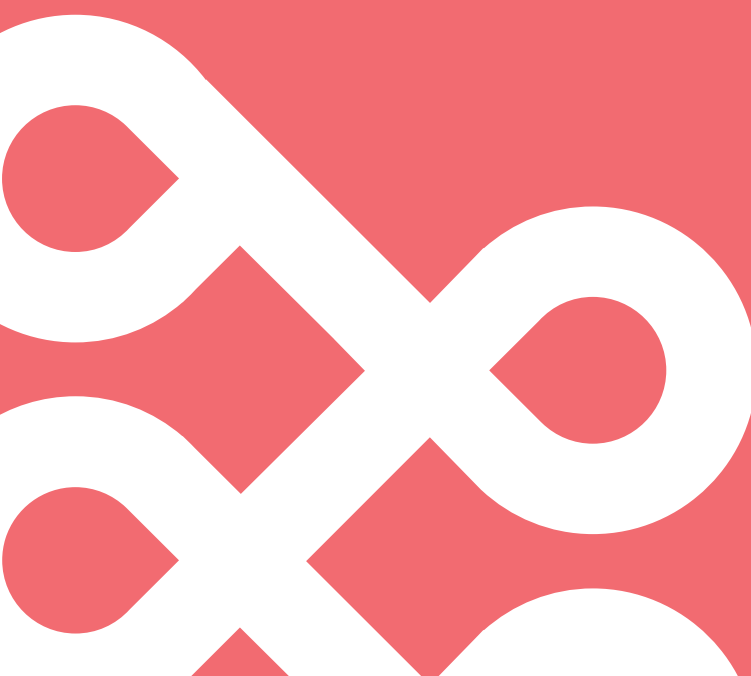
Adam Peacock
Member
Fifth Avenue Presbyterian Church

Al Picallo
Ruling Elder
First Presbyterian Church in the City of New York

David Richardson
Ruling Elder
First Presbyterian Church in the City of New York

*Financials - Income and Expenses Fiscal Year
January - December 2014
With Fiscal Year 2013 for Comparison*

Support and Revenue	2014	2013
Individuals	\$80,067	\$85,291
Churches and Non-profits	\$128,813	\$111,585
Foundations	\$80,000	\$50,000
Program Fees	\$9,230	\$7,015
Special Events	\$37,354	\$29,805
Total Support and Revenue	\$335,464	\$283,696
 Expenses		
Personnel	\$193,786	\$163,879
Independent Contractors	\$56,151	\$47,488
Program Speakers and Supplies	\$6,566	\$7,785
Office Supplies and Equipment	\$17,966	\$10,510
Travel and Meetings	\$31,274	\$32,289
Other	\$3,583	\$5,662
Total Expenses	\$309,326	\$267,613



PARITY

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Visionary \$10,000+

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We strive for accuracy in acknowledging your generous gifts to Parity. If we have misspelled or omitted your name, please accept our sincere apologies and contact Frances Thom at frances@parity.nyc or (917) 441-8638 so we may correct your listing.

PARITY

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