

St. John's Episcopal Church
Ross, California
2016 Annual Report



Annual Parish Meeting
January 29, 2017

ST. JOHN'S EPISCOPAL CHURCH

Annual Parish Meeting

January 29, 2017

AGENDA

Welcome, Opening Prayer & Call to Order	Rev. Chris
Senior Warden's Report	Susan Aley
Rector's Report	Rev. Chris
Election of New Vestry Class	
Presentation of 2017 Budget & Financials	Nigel Heath
Diocesan and Deanery Delegates Report	
Election of Delegates	
Q & A with Rector & Vestry	
Blessing	
Adjourn	

VESTRY

The Rev. Chris Rankin-Williams	President
Susan Aley, Sr. Warden	Class of 2018
Tom Fishburne, Jr. Warden	Class of 2017
Martin Coyne	Class of 2017
Scott Kuehne	Class of 2017
Jeffery Taylor	Class of 2017
Morgan Darden	Class of 2018
Katie Jarman	Class of 2018
LaRae Quy	Class of 2018
Lori Akers	Class of 2019
Bob Goldsmith	Class of 2019
Charles Schaefer	Class of 2019
Shelley Wilson	Class of 2019

Note: Class of 2017 concludes vestry service at this annual meeting.

VESTRY CANDIDATES (Class of 2020)

Mary Beth Baker
Maya Farhoud
Charlie Hoeveler
Doug Van Gessel

DELEGATES TO MARIN DEANERY & DIOCESAN CONVENTION

Jolly Brown, Mary Jane Chetelat, Connie Granger, Susan Ivancic,
Christopher Lewis, Eleanor Prugh (Chair,) Tara Sotter

Note: St. John's may have seven delegates and seven alternates. Additional nominees will be allowed from the floor. The Vestry may elect delegates to fill vacancies.

WHAT IN GOD'S NAME IS GOING ON AT ST. JOHN'S?: RECTOR'S REPORT 2016

The Rev. Chris Rankin-Williams, Rector
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What in God's name is going on at St. John's? I asked this question in my first sermon at St. John's. Another way to think of the question is, what is going on, in God's name, at St. John's. The purpose of this church is to gather as a community in God's name, hydrate the soul of all who come here, and equip people to go forth into the world to do the work God has given us to do. St. John's does this in several dynamic ways, including our worship, vestry priorities (see the Senior Warden report), various ministries and programs and, of course, our dedicated volunteers and staff. What are the ways you have your soul hydrated at St. John's? What are the ways you minister in God's name either at St. John's or in the broader community?

Some of the places and programs where I have and continue to see things going on in God's name at St. John's are Dinner Church, Youth Group, our Parish Retreat (you should come if you haven't), REST, Men's Group (I know it's happening in Women's Group too), and our growing involvement with hand's-on outreach programs. There is much that is thriving at St. John's.

2016 saw significant transitions in staff and programs for children and youth ministry and music. Caren Miles left to take a position at the diocesan office. After some discernment with program staff and vestry a decision was made to split the position into two roles, including investing in having a full-time Youth Minister. I'm grateful to Rev. Ginger Strickland and Mary Beth Baker who lead an excellent search process that brought us Sandra Pathik as our Director of Children's Ministry and Tom Fregoso as our Youth Minister. We have seen exciting growth in these programs with the addition of Sandra and Tom. Rev. Ginger and I now alternate being a clergy presence at youth group meetings.

In August, Dr. Lenore Alford, who had done a wonderful job leading our music program for seven year, including developing our children's choirs, left to pursue a new career in web development. I am profoundly grateful to Cheryl Ziedrich for stepping in as our Interim Music Director. I'm also grateful to Nancy Svendsen who volunteered to lead our older children's choir through Christmas, and to Sara Frondoni, a section leader in our adult choir, who leads our K-4 children's choir. Many thanks to the faithful members of our choirs for their dedication.

Due to several factors the search for a new music director did not get underway as I had planned in the fall. It will begin in earnest in February with the posting of the position and assembling a search committee.

In 2016 we restructured the administrative staff with Virginia Kosydar, our incredibly capable Church Administrator, taking on direct supervision of our bookkeeper and sexton, and helping with day to day financial oversight. Virginia is well suited for this work and it has freed me to put more focus on other ministry and pastoral areas.

St. John's is blessed with tremendous voluntary assisting clergy. Team B, consisting of Revs. Jan

West, Skip Fotch and Chuck Gompertz has been a stable presence at St. John's since long before I arrived. Due to medical issues with his hip, Rev. Chuck has been unable to serve (except for Christmas Day) for most of the fall of 2016. He hopes to return to St. John's this spring. Rev. Jan is facing some new medical challenges and is currently on break from serving at the altar on Sundays until further notice. She will continue to work with the healing ministry team. Join me in praying for Jan and Chuck that they both will be able return to Sunday services soon. Skip Fotch will continue to serve as Sunday clergy and sing in the choir when he is in town. I am grateful to my father-in-law, Rev. Bill Rankin, who graces our pulpit several times a year. I am also looking into options for additional assisting clergy and will have more to announce soon.

Our cornerstone proclaims that we are "A House of Prayer for all People." Our focus is on people, but we must maintain and revitalize our house of prayer in order to most faithfully serve all the people who do and will come here. Our bell tower, which is nearly as old as the town of Ross, needs significant repairs to address water intrusion and an aging roof. The vestry has authorized a liturgical design consultant to work with me on a new vision for our altar and choir space to better serve the worship life of our community in the 21st century. The goal of this work is to enhance our worship experience while maintaining the aesthetic and beauty of our church.

To address these and other physical plant needs focused on revitalizing our house of prayer for all people we will be joining with the diocese in a collaborative capital campaign. The diocese has launched a capital campaign and by joining with them in a collaborative campaign we gain the services of their consultants and leadership. This effort will serve the needs of St. John's while also benefiting important ministries in the diocese, including the Bishop's Ranch, St. Dorothy's Rest and vital outreach ministries around the Bay Area.

St. John's is blessed with an incredible, hardworking and creative vestry and staff. It is an honor to work with all of them. I'm grateful to Tom Fishburne, Martin Coyne, Scott Kuehne and Jeff Taylor who conclude their vestry service with the annual meeting. I am pleased to announce that Susan Aley has agreed to serve as senior warden for a second year.

As I mark 20 years of ordination to the priesthood and almost 14 years as your rector I feel profoundly blessed to share with you in what is going on in God's name at St. John's!

VESTRY REPORT

Susan Aley, Senior Warden
susankaley@gmail.com

I have served on the vestry for two years of a three-year term. This past year I have acted in the capacity as Senior Warden. I find the work of the vestry to be very satisfying as it ensures that St. John's is serving the needs of our community now and is prepared to continue doing so in the future. I also appreciate how much serving on the vestry has been an enriching spiritual experience for me as an individual.

This year the Vestry learned about and practiced The Examen – a method of reflection to discern

the direction in which God is leading us. This practice was indeed a welcome addition for me, and I think many of us, on a personal level. The gift that I did not anticipate however was going through this exercise as a group. Learning a bit more about each other and supporting each other made us a strong group who could listen to each other, challenge each other and collaborate with each other as we performed our work this year.

At our retreat in early February, the vestry set a strategic goal for 2016 of “Building Community at St. John’s.” We developed four priorities to support our goal and made progress on each:

1. Welcome newcomers: A couple members of the vestry along with staff attended workshops on best practices for welcoming newcomers. Welcoming is a custom that many congregations struggle to do well as it is not a one-time initiative but must be a habit woven into the culture of a parish. Lori Akers assembled the research around creating a welcoming culture, presented this to the entire vestry and outlined the framework of a welcoming program. We will need volunteers to bring this program to life and embed it in our culture so the work is certainly not complete. With support from clergy, staff and people like you, I am optimistic that this new ministry will be embraced and further developed at St. John’s.

2. Deepen engagement of members: LaRae Quy has recruited and led a core group of volunteers to conduct listening conversations with members of St. John’s. On the surface, these conversations have illuminated what are St. John’s areas of strengths and what activities people seek for St. John’s to do more. Insights from our parishioners helped to set the program for the annual parish retreat and determine the beneficiary of the Harvest Auction. We also heard people’s desire to develop deeper relationships with others in the congregation. These conversations are a start towards this end as they build connections between members. To make lasting changes that truly deepen the engagement of our members will take more time and effort. As such, listening conversations continue to take place and the Stewardship Committee continues to identify how and where members can engage on a deeper level.

3. Integrate outreach into the life of the church: The vestry wanted to be sure that the momentum behind St. John’s new approach to outreach – focusing on Hunger/Homelessness and Education/Mentoring as well as committing to work “with” rather than “for” those in need – did not diminish. Shelley Wilson coordinated with Rev. Ginger and the outreach leads to ensure that our service was not a separate activity in which a small number of parishioners were involved but instead was integrated into the life of our church. Our partner agencies, such as Gilead House and St. Vincent de Paul, have been regularly included in Prayers of the People at Sunday services. There also has been a regular cadence of opportunities to serve meals, work in and around Gilead House or prepare sack dinners for the homeless. Making sack meals in the parish hall has even allowed some of our youngest members to serve others. Finally, classes preparing candidates for baptism or confirmation reiterate the importance of service and encourages people to participate.

4. Improve technology to make giving easier and track giving more effectively: The back-end technology that St. John’s uses to receive and track gifts is cumbersome for donors to use

and for the staff to process. Charles Schaefer has led an effort to identify and evaluate software that would improve the giving experience. There is not an easy add-on solution to our current system unfortunately. We considered more complex programs to replace and upgrade parts of our technology infrastructure but these are expensive and do not match our needs well. We are continuing to research and explore technology solutions that can improve the donor giving and tracking experience at St. John's.

Outside of these priorities, the vestry was involved in other business of the church as it arose during the year. One area was staffing and organization changes. At the start of the year, the vestry approved hiring a new bookkeeper, Diana, and reinstated the Finance Committee to support the treasurer and staff. As a result of these changes, St. John's financial practices and policies have been reviewed and tightened where needed. Later Caren Miles left St. John's to take a position with the Diocese of California. Thanks to a substantial gift supporting the youth program, the vestry reconfigured Caren's position into two parts -- a part-time director of children's programs and a full-time youth minister -- which enabled the hiring committee to select candidates who were best qualified for these distinct positions. Lenore Alford also left after seven years with St. John's and the vestry is involved in how her position is being filled.

The vestry has also been engaged in understanding the condition of our buildings and assessing the repairs needed. Early in the year, the building columns near the parking lot were damaged. Examination of the structure revealed extensive dry rot that was deteriorating the building. Ongoing leaks in the belfry have also been investigated. Over the years minor fixes have been made to patch together a solution, however there has been water intrusion which has degraded the structure and must be addressed. The recent wind and rain storms have only compounded the need to act soon.

Finally, the Diocese of California has launched a diocese-wide capital campaign. The vestry met with the Diocese to understand the goals of the campaign. The vestry is currently discussing and planning how St. John's will be involved with this larger capital campaign.

It has been a privilege to serve on St. John's vestry and to represent this group as Senior Warden. I want to thank our outgoing vestry members -- Jeff Taylor, Martin Coyne, Scott Kuene and Tom Fishburne -- for their incredible dedication and service that they have each given. I also must acknowledge the incredible staff at St. John's, all of whom are instrumental in making St. John's a remarkable place. I look forward to serving another year on vestry and continuing to build and strengthen our community at St. John's.

ASSOCIATE PRIEST'S REPORT

The Rev. Ginger Strickland, Associate Priest
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It's hard to believe that I've already been at St. John's for two years. I continue to be delighted by this place, by your passion for faith and community, and by the joy I find in serving alongside you. I am so thankful to be a part of a dedicated, fun, supportive staff and of a vital, creative,

faithful congregation. A quick summary below of some of what I've been up to this year, and my hopes for the year to come.

Outreach (see Outreach Report): After a year of re-imagining outreach at St. John's, 2016 was a year of focus on hands-on service. We have learned that St. John's parishioners are ready and willing to get their hands dirty, and we are grateful. In 2017, we look forward to offering opportunities for deeper engagement with the people we serve alongside and we hope to begin considering ideas for parishwide service and fundraising projects.

Care Committee (See Care Committee Report): I am so proud and thankful for the work of the Care Committee, a team of trained lay caregivers and Eucharistic Visitors who visit those who are sick and shut in and walk alongside those who are struggling. They work hard and inspire me with their dedication and care for this parish. This year, the Care Committee has grown in depth, number of members, and number of people that we are able to visit and care for. I think our ability to identify and reach out to those in the parish who are sick, shut-in, or otherwise struggling has gotten better, and that the parish is growing into seeing the Care Committee as a resource. Our hope is to continue this growth in 2017.

Faith Formation: Dinner Church continues to be a key opportunity for parishioners to deepen their faith. The leadership team for this program is always thinking about ways to create more space for the Spirit to move.

During Lent, we offered an all-ages Confirmation/Introduction to Christianity class. We had strong attendance and engagement from a wide range of ages and 7 confirmations/receptions/reaffirmations of faith. I also loved the way that this class involved laypeople in teaching and leading. We also offered several Sunday morning forums for adults on topics such as the Black Madonna, racial justice, and preparing for the end of life.

In 2016, we also restructured our Baptismal preparation, moving from having candidates and their families meet individually with me to offering a baptismal preparation class at intervals over the course of the year. This format allows families to connect with others in the Parish and hear from St. John's members about their own baptismal experience. The class is followed by an online course taken at home. We also ask those being baptized and their families to participate in at least one service project as a way to name the centrality of service in Christian living.

In 2017, I look forward to co-teaching a course with the Rev. Dr. Vincent Pizzuto and to some new offerings for adults looking to deepen their faith.

9am Service: As a non-singer, one of the great joys of this year has been working with a group of excellent singers from the 9am and Dinner Church communities to learn how to lead congregational singing. I am so thankful for this spiritual community that has come out of this effort, and encouraged by the way that this new group of leaders has enlivened 9am worship.

Yoga: In 2016, St. John's continued to offer a yoga class on Monday evenings at 6pm. Modelled on the "Yoga on the Labyrinth" program at Grace Cathedral, we have live music every week, and the class is spiritually-focused and includes meditation with occasional singing and labyrinth walks. We are now offering child care as well. Attendance has steadily grown, and I've noticed several yoga attendees appearing on Sunday morning or at outreach projects.

Youth and Children: We are so delighted to welcome Tom Fregoso, Youth Minister, and Sandra Pathik, Director of Children's Ministry, to St. John's. I am so grateful to the Search Team that worked with the parish to articulate a vision for youth and children's ministry and to prayerfully select Tom and Sandra. We are so thankful for their work and delighted to see these ministries blossom under their care.

YOUTH MINISTRY

Tom Fregoso, Youth Minister
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First, I'd like to say thank you to St. John's for calling me. Since starting on November 20th, we've continued to meet on Sunday Night. Notable events include: epic Christmas parties, movie nights, biblical reading 101, buying Christmas gifts for the Giving Tree from our coffee money, tree planting at St. Dorothy's Rest, and a MLK overnight event at Grace Cathedral. I've also made it to a high school basketball game and a men's outing to take in a new tall ship construction for youth maritime education. As things progress, I hope to continue to offer fun events, build out our community service, get out into nature, and build an engaging confirmation program.

I do want to give one shout out to John Meyer who has been a steady presence on Sunday mornings. He recently led a wide-ranging talk about Christianity that left several youth's minds blown. It required delicate navigation as we connected points, but was a very fulfilling conversation. I appreciate his effort, patience, and diligence in preparing interesting lessons.

CHILDREN'S MINISTRY

Sandra Pathik, Director of Children's Ministry
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I thank God for the privilege of working in St. John's Children's Ministry. Sunday School is my primary responsibility and I am blessed to serve alongside dedicated parents and members of this church. From September to date, we have 17 volunteers who taught, assisted and ushered a total of 100 children.

Our Sunday School program is part of the 10AM worship service where children gather in age-appropriate groups where they are nurtured in the Christian faith and the traditions of the Episcopal church. The current structure includes three classes: Pre K through Grade 3, Grade 4 & 5, Grade 6 through 12. Nursery care is also provided for our youngest members. We use Godly

Play, Spark Bible Story & Weaving God's Promises for our curricula. As we aim to help our children in their spiritual lives, we also endeavor to provide a safe and caring environment for them consistent to Christian principles. One of the trainings our volunteers have to go through is in compliance with the diocesan requirement for best practices in ministry called "Safeguarding God's Children."

Our annual children's presentation in December was indeed the Best Christmas Pageant Ever with the participation of 40 amazing children, and the remarkable support of parents, volunteers and church members. It was also at this time and during the Christmas services where we had a special bulletin insert with information of St. John's children's ministry as well as recognition of our Sunday School volunteers. We also distributed Christmas souvenirs to our young ones to remind them of the birth of Jesus.

There is so much to look forward to in this year 2017. We will have a different Sunday School curriculum for summer and have the one week fun-filled Adventure camp in July 31st through August 4th. We encouraged parents to save these dates for their children to join.

I am most grateful to Rev. Chris and Rev. Ginger for their support and encouragement; the members of the Vestry for their warm welcome; the staff for their fellowship; the volunteers for their dedication; the parents for their trust; and to the rest of the congregation for their prayers for our children.

It is my hope and prayer that through the ministry of the church our children will "grow in the grace and knowledge of our Lord and Savior Jesus Christ. To Him be glory both now and forever! Amen." 2 Peter 3:18.

STEWARDSHIP

Emily McFarland, Director of Stewardship
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St. John's is very fortunate to have many dedicated members who are committed to raising the funds needed to accomplish our work. It has been a pleasure to work this year with the Stewardship Committee, the Annual Fund and Harvest Auction volunteers and the Vestry securing the financial support of all our generous parishioners. As the Director of Stewardship the challenge comes in adequately expressing how thankful we are to all who give of their time, talent and treasure. The list is a long one (thankfully) and we will continue striving in the new year to communicate this important message...We Are Grateful!

STEWARDSHIP COMMITTEE

LaRae Quy, Chair
larae@laraequy.com

Committee Members: Emily McFarland, LaRae Quy, Katie Jarman, Susan Aley, Tom Fishburne

St. John's is blessed to have Emily McFarland as Director of Stewardship. Her help with Harvest Auction and the Annual Fund has been truly invaluable. Because of Emily's assistance, the Stewardship Committee was freed up to address a priority identified at the 2016 Vestry Retreat—deepening membership engagement. The Stewardship Committee identified a cross section of 30 parishioners and then reached out and connected with them, either in person or over the phone. The criteria for the people contacted was as follows: the service they attended, different age groups, those with younger children as well as those with older children, empty nesters, etc. We wanted to talk to a cross-section of people to understand when/where/why they had experienced real engagement at St. John's. From this sampling, we learned two things:

1. Parents wanted a more vibrant children and youth program.
2. People wanted deeper relationships; the times they felt the most engaged were those when they had developed real friendships, not just acquaintances.

Based on this feedback, it was decided to direct all of the funds raised from the Harvest Auction toward children and youth programs. Over \$60,000 was raised! Thanks to everyone who helped make that event such a success.

An Engage Group (Leslie Hopkins, June Sullivan, Anna Frost, Paul Clark, Ann Morse, Nancy Wolcott) was formed to address the second issue—how to deepen relationships at St. John's. Members from the group will be reaching out to more parishioners to get their input on how/when/where they have felt engaged and developed relationships. Rather than the Stewardship Committee or Vestry deciding what programs the parish needs, we will be asking parishioners what they want to see happen in 2017.

ANNUAL FUND 2017

Susan Aley, Campaign Chair
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This was the second annual fund campaign with Emily McFarland on staff at St. John's. Emily managed the activities of the campaign, incorporated best practices for fundraising and supported the volunteers in their work. Her involvement alleviated the strain on volunteers and allowed the committee members to focus their efforts on connecting to parishioners with phone calls and/or letters during the campaign period. Outside of the campaign period, Emily led our follow-up efforts and served as a bridge of continuity between campaigns. It has been simply wonderful to draw on Emily's expertise and to work with her on the Annual Fund.

The theme for the 2017 Annual Fund campaign built on the previous year's "We Are Grateful"

theme. Many people had shared that they were most grateful for community at St. John's. So the theme this year was "Commit to Community."

Our goal for the 2017 campaign was to raise \$800,000 from 325 households. This goal was similar to the financial goal set in 2016 but increased our participation goal over from last year.

Almost 30 volunteers made up the committee with the primary responsibility to call and connect with parishioners. The committee sought to have conversations with as many households as possible.

The Annual Fund drive started a couple weeks earlier than it has in past years. We hoped to conclude the campaign prior to Thanksgiving. However, the first couple weeks of the campaign coincided with the lead-up to Election Day and many people were not answering phone calls! As a result, the public campaign was extended two weeks to early December.

As of mid-January, St. John's has received commitments totaling \$720,000 from 276 households. We saw an average 10% increase in dollars committed per household from those giving to St. John's. However, we are still short of our goal. One factor is deaths and transitions from the parish; these occur every year but in 2016 a couple significant donors left our congregation. Emily is spearheading efforts to follow up with households who gave in 2016 but have not made a commitment to 2017 and to have conversations with new attendees in order to close the gap.

OUTREACH REPORT

The Rev. Ginger Strickland, Associate Priest
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Outreach Ministry Leaders

Vestry Representative: Shelley Wilson

Rotating Emergency Shelter Team (REST) Chair: Keao Caindec

REST Leadership Team: Elizabeth Pontius, Paul Clark, Chuck Finnie, Lisa Williams

St. Vincent de Paul Kitchen Leader: Becky Hlebasko

St. Vincent de Paul Brown Bag Lunch Leaders: Susan Aley and Sarah Saven.

St. John's Outreach Mission: Following Jesus, we seek to make an impact on our community and be transformed ourselves as we respond collaboratively to the needs of our neighbors.

In other words, all St. John's outreach projects should:

- Have an articulable connection to the mission and ministry of Jesus
- Make meaningful change in our community
- Offer potential for building authentic relationship, while respecting the vulnerability and privacy of those in difficult situations.
- Be genuinely collaborative and responsive to the needs of the community
- Represent an effort to work "with" rather than "for" those in poverty.
- Offer a range of ways to engage parishioners with varying schedules and levels of commitment

- Offer the possibility of a large-scale parish-uniting project.

Last year, our Outreach Task Force, in collaboration with the parish, charged us with a new mission and direction for outreach. After a slow start, we focused our attention on hands on service with three organizations: REST, St. Vincent de Paul, and Gilead House.

REST: As the rain falls this winter, the work of REST seems particularly urgent. We are so thankful to Keao Caindec for his caring, passionate, organized leadership. This year he has gathered an outstanding leadership team so that leadership of REST is more sustainable and the work more evenly divided. Thanks to their work, particularly around communications, we have the strongest volunteer participation we've seen yet from St. John's members and friends.

St. Vincent de Paul Dining Room: Over the summer, St. John's began serving lunch one Saturday per month at St. Vincent's Dining Room. Volunteer interest was such that we committed to making this regular. We have more volunteers than there are slots, so we are moving to two Saturdays per month. Thanks to Becky Hlebasko for her outstanding leadership.

St Vincent de Paul Sack Lunches: Under the leadership of Sarah Saven and Susan Aley, we began making and providing brown bag meals to St. Vincent de Paul, which serves a hot breakfast and lunch and gives its clients a brown bag meal for dinner. We've gathered on Saturday morning to make lunches and made them during coffee hour on Sunday. We're particularly excited to see great participation from children and youth. We will be providing 100 sack lunches to St. Vincent's once per month in 2017. We'll do some Saturdays and some Sundays, and hope to use our Saturday times to offer special projects for children.

Gilead House: St. John's volunteers participated in Saturday morning work days at Gilead House in 2016. We are thankful for the hard work our volunteers offered in the Gilead House garden. However, volunteers have reported that their work doesn't seem needed and that this is perhaps not the most useful way to engage with Gilead. I am meeting this month with Gilead staff about ways we can partner with them to improve their volunteer program and get St. John's volunteers involved in forming a once-weekly "homework club" for Gilead house kids.

Thanks to Anne Doyle, this year our profits from Christmas Memory and our Christmas Boutique went to Gilead House. Through our Giving Tree and Easter Basket projects, families at Gilead House received generous gifts.

We are thankful to Whitney Creutz for leading us through this process with Gilead, and currently in search of a new project leader.

Outreach Team: Leaders of all our St. John's outreach projects met to discuss how they could collaborate and support one another in their ministries. We discussed connecting volunteers to our various ministries and our need for ways to tell the story of what we are experiencing as volunteers to the parish in order to bring others into service.

We also discussed the fact that St. John's is a parish with significant financial gifts and that we need to be sharing those gifts with the community. We also discussed the fact that the parish misses, and needs, the shared experience of a big annual fundraising project. We plan to spend the next year gathering ideas and seek to move forward in 2018.

Integrating Outreach into the Life of the Parish: This was one of the Vestry's priorities for 2016. This year we:

- Created a new section of our weekly e-connect newsletter "connect to service" to highlight opportunities to serve.
- Through the hard work of Elizabeth Pontious, created a new website with detailed and up to date information on how to serve through St. John's. The site includes one click access to sign up for REST on the front page of the website.
- Began praying weekly for our outreach ministries as part of the prayers of the people.
- As a part of our new Baptism Preparation classes, families having a child baptized and adults being baptized are required to participate in one St. John's service project. Families report enjoying getting a little push toward trying something new.

CARE COMMITTEE REPORT

The Rev. Ginger Strickland, Associate Priest
ginger@stjohnsross.org | 415.456.1102, x104

The purpose of the Care Committee is to support and expand the culture of loving and responsible care for one another at St. John's by:

- praying for one another and for parish members in need of care
- talking through issues and concerns
- learning about new resources and strategies for caregiving
- coordinating how best to care for people in the parish.

Members: Melinda Ching, Martin Coyne, Else Innes, Margaret Harter, Susan Ivancic, Anne Doyle, Mary Jane Chetelat, Diane Graves, Cynthia Captain, Brian Wittenkeller.

The Care Committee is made up of trained lay caregivers who offer a caring, confidential helping hand to those going through a difficult time. They visit parishioners who are sick or shut-in and listen to those going through difficult times from divorce to grief to family problems. St. John's Eucharistic Visitors, who bring communion to those who cannot attend church, are also a part of the care committee.

The work of the Care Committee is often unseen, but their work is an important sign of God's love and care. They serve as models of the ministry of care for one another to which all of us are called. The Care Committee meets monthly to coordinate our care for others, support one another in ministry, learn new skills, and communicate about community resources.

In 2016, the members of the Care Committee regularly visited at least 25 people. We worked together to update the "Caring for One Another" portion of our website which now offers

resources on end-of-life planning. We hosted a forum on the Christian responsibility to plan for the end of our lives as an act of faith and hope – and as a way of caring for our loved ones.

Membership on the Care Committee is by appointment of the Rector, but please speak to Rev. Ginger if you think you might be interested in this ministry.

ALTAR GUILD

Nancy Saunders, Head of the Altar Guild
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The purpose of the Altar Guild is to serve and assist the Clergy. The Altar Guild prepares the Altars and Sanctuary for all worship services and assists for special events such as baptisms, weddings, funerals and memorials. Lent and Advent are by far our busiest and most challenging times.

Membership in Altar Guild is at the invitation of the Rector. It is a special service of dedication, devotion and worship. It is composed of 18 members (including the Wedding Coordinator and Funeral Coordinator) divided into four teams. Altar Guild members prepare for and clean up after all services performed at St. John's. Members launder, care for and replenish as needed the Altar linens, polish and maintain all silver and brass and monitor and order supplies as necessary. They are also responsible for cleaning and repairing clergy vestments.

The income from the Altar Guild is derived from donations from parishioners wishing to dedicate flowers to family, friends or to the Glory of God. The income from these donations continues to decrease.

Besides purchasing the weekly flowers, these donations help to purchase and maintain clerical vestments, vessels and appurtenances of the Altar and Sanctuary. The Altar Guild is always in need of additional funds. Please consider a memorial or thanksgiving gift in memory/honor of a loved one or special occasion. We are very grateful for the generous donations from members of our parish which make it possible to maintain the beauty of our Altars and Church. We are most appreciative of your continued support! The Altar Guild prepares and cleans up after three Sunday services as well as the noon Eucharist on Tuesdays. Each Sunday after the 10am service, the Altar flowers are distributed by the Flower Angels to parishioners selected by the rector. There are five services at both Christmas and Holy Week/Easter.

ALTAR GUILD TREASURER'S REPORT

Patty Griffith, Treasurer
sananpatty@comcast.net

Cash on hand January 1, 2016	\$12,553.68
Receipts 2016	\$8,100.00
Disbursement so 2016	\$9,753.26
Cash on hand December 31, 2016	\$10,900.42

HEALING PRAYER MINISTRY

The Rev. Jan West
revjansky@gmail.com

The Healing Prayer Group meets on the second Wednesday of each month in the Chancel of St. John's Church. Our time together consists of individual prayers as well as praying for each person on the weekly Prayer List, Lectio Divina (Bible Study), and a time for a short Meditation. We also keep those on the Prayer List in our daily prayers. In addition, the participants serve with a member of the Clergy in the Chapel for Healing Prayers and Laying on of Hands during the Eucharist at the 10 o'clock Service. All are welcome.

WOMEN'S GROUP

Jane Heath
jaheath@ix.netcom.com

The Women's Group has about 90 registered parishioners. Gatherings are publicized by a group email to members from Jane and via notices in the parish weekly E-Connect and church bulletins. All gatherings are open to all and any ladies who consider St John's their community, not just those registered. The group generally meets once a month. Gatherings are held on a different days of the week, and at a different times and locations to keep the group open to all some of the time, rather than some all of the time. Different participants attend depending on their availability and interest. Thus despite the large number of ladies registered, usually a very manageable six to twelve ladies attend any one event. The group is a means of bringing women together outside of the busyness of church activities, to help to foster the creation of new, and development of existing friendships.

Members are encouraged to offer to host events on days and times that suit their schedule and with a theme or activity that appeal to them. A special thank you to Kellie Fleitas and Anne Coyne for helping Jane by hosting events this year. It is hoped that more will feel inspired to host gatherings in 2017. This past year many varied activities were enjoyed throughout the year. These included morning coffee, lunch while creating Valentines for the residents of Wind Chimes Memory Care Home, evening potlucks, a discussion of books that had inspired, a gathering at a evening musical concern in the grounds of Marin Art and Garden Center, afternoon tea, a "Filled with the Spirit" Halloween/birthday celebration, and a Christmas social. Members were also encouraged to join the SJ Advent Quiet and wreath making events. A special highlight of the year was our Halloween Potluck at SJ where we surprised our very own SJ VIP Rev Jan West to honor both her birthday, and most importantly, her service to the parish and especially her inspiration to its women. Attendees enjoyed sharing special moments and recollection of times shared with Jan. She enjoyed urging us all to keep on gathering and to place importance on nurturing the spiritual support and friendship of the women in our lives.

Each meeting starts with a topic or theme, although often the discussion wanders into unexpected subjects! Discussions at all gatherings are wide and varied: sometimes spiritual, at others more worldly – usually a supportive, healthy and relevant mix of the two. At our June gathering

we were inspired by the sermon given by parish youth group member Martha Fishburne and used her theme of ‘the labels we wear’ as a jumping off point for our sharing. It was poignant reminder of the importance of the contributions and interaction of all generations at SJ.

The women of our community give an incredible amount of time, treasure and talent to St John’s and its ministries. The purpose of this group is to ensure that they also give to themselves. The hope is that the SJWG gatherings bring joy and support to the ministries and life journeys of the Ladies of St Johns. Our motto is No committee, No curriculum, No cost – but an abundance of Fun and Friendship in Faith.

DINNER CHURCH

Marjorie Sun, Head Chef
msunusa@comcast.net

This is sorta hard to believe in the most wonderful way: Dinner Church celebrates the beginning of its fourth year with Mardi Gras festivities on February 28, 2016. Dinner Church began as an experiment, founded by the Rev. Steve Hassett and myself. The original aim was to build community one meal at a time, to foster serious spiritual discussion at a common table.

It still is. Morgan Darden and I now lead the program. With the support of St. John’s clergy and staff and many volunteers, the program continues to thrive. Every Tuesday, 20 to 30 people gather to share a 4-course meal prepared by a terrific crew of volunteers. We wrestle with spiritual questions, and tell our stories of love, joy, and struggles as we try to follow Jesus. It is open to all, parishioners and non-parishioners and all ages.

We’ve recently tweaked Dinner Church a few ways. For the past couple of months, we’ve been experimenting with a new format to guide our conversations over the meal. The feedback has been positive. With the new format, everyone who would like to gets a turn to share how the reading of the week speaks to them and how it applies to their lives at the moment. You can share as much or as little as you like. In another first, we held a pizza night, which was a hit. Turnout bumped up to about 40. We plan to do pizza night roughly quarterly.

Dinner Church has created community in the kitchen and at the table. Since it began, more than 50 folks have volunteered to prep and cook, ranging in age from 8 to 90 years plus. In three years, these dedicated kitchen volunteers have prepared about 3800 meals. A few others have stepped up to lead the cooking too from time to time, which is terrific.

If you like to cook, please join us in the kitchen. We start cooking at 5 p.m. sharp and slam out four courses in an hour. Episcopal Iron Chef. There’s a lot of sharing and laughter as we slice and dice. (Kindly call the church office to sign up.)

Our aim is to keep feeding the body and the soul as long as there’s a hunger at St. John’s to support this experience. If you haven’t tried Dinner Church, check us out. We’re building community one delicious meal at a time.

DIOCESAN CONVENTION & MARIN DEANERY DELEGATION

Eleanor Prugh, Chair

ecprugh@earthlink.net

2016 was a relatively quiet year for the representatives of St. John's Church in Ross. There were four Deanery Meetings; at least one representative, and usually more, attended each of them. A special convention of the Diocese, June 11, was called to deal with a matter specific to Episcopal Retirement Homes. The regular convention was held October 13-14.

St. John's delegation consisted of ten persons this year -- 2016. (St. John's is allowed seven delegates to convention and seven alternates. We can elect 14 persons total.) "Our own" Mary Jane Chetelat has served the deanery as treasurer for a number of years. At the November meeting she retired. "Our own" Connie Granger has taken that position.

It is understood that not everyone can attend every meeting. Generally, all needed information is available on the diocesan web site and through deanery minutes, now utilizing a drop box. Voting does require attendance. Delegate Susan Ivancic stated, "I would love to continue as a deanery representative just for the pure pleasure of taking part in our church's governance and being together with like-minded parishioners and deanery members throughout the year."

Tara Sotter wrote, "The most compelling feeling about being a delegate to the annual convention of the Episcopal Diocese of California is the very humbling sense of being part of a large, dynamic, progressive, richly diverse diocese that is a major force for supportive services in this area. St. John's is an unusually large parish with many opportunities to help others, and we have done much good. But we do not always get an opportunity to step beyond the parish level and see the larger picture, both the troubling and the uplifting. The diocese, one of six in California, is comprised of Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties, the city of Los Altos and part of Palo Alto. The varied ministries of our diocese include parishes, schools, homeless shelters, a culinary training program for unemployed homeless, senior housing, peace, social justice, anti-racism, and environmental advocacy, training and support for clergy and lay leaders, opportunities for spiritual development, and more. You can explore further at the website, www.diocal.org. There is so much work yet to be done. It is inspiring indeed to join with fellow Episcopalians across the bay area in actively living out our faith in Jesus."

Thanks to our present representatives, as well as to those who have served in the past. We hold out our hands for those who are coming forward in 2017 and the years ahead.

INVESTMENT COMMITTEE

Pablo Bizjack

pbizjack@gmail.com

The purpose of this Committee, which was created in August 2002, is to administer and oversee the management of the investment assets of St. John's. The committee members during 2016 were: Stephen Hohenrieder (Chair), Pablo Bizjack (Communications), Timothy Pidgeon

(Finance), and Rob Baer (Secretary), David DeRuff (Administration) and Katie Jarman. Chris Rankin-Williams attends regular meetings, as does Nigel Heath as Treasurer. Jennifer Seidler attends as representative of Commonfund, the investment manager.

The Standing Committee on Investments oversees three investment accounts on behalf of St. John's: the unrestricted general endowment, the capital reserve fund, and the housing sinking fund. Additionally, the vestry as appointed the Investment Committee to oversee the Haynes Endowment Fund beginning in 2017. The committee holds open, quarterly meetings. An agenda and minutes are available for each meeting, and all parishioners are invited to attend.

Commonfund, a large and well-known money manager of endowment and foundation assets, manages all of the investment assets overseen by the committee. The investment manager selection is evaluated annually, in addition to a review of the investment policy for the general endowment and review of the investment portfolio asset allocation.

The purpose of the St. John's endowment is perpetually to enhance the fabric, vitality and impact of St. John's Episcopal Church. Each year the Treasurer may transfer up to four percent of the endowment's value to the church operating fund. The endowment balance on 12/31/15 was \$2,061,741 and the balance ending 12/31/16 was \$2,200,506, representing a net increase of \$108,994. The change in valuation resulted from investment gains of \$108,994 plus reinvested income of \$37,580, less investment manager fees of \$7,809. For calendar year 2016, the endowment had a time weighted return of 6.73%. For comparison the 2016 return on the S&P 500 was 11.96% and the Barclays Capital U.S. Aggregate Bond Index was 2.65%. The approved draw from the endowment, (4% of the previous 12 quarter balances) was \$83,524. The treasurer may take up to that amount, as needed, for the operating budget. Any unused draw either remains in the endowment, is transferred to the house sinking fund and/or transferred to the operating reserves account at the discretion of the vestry.

The capital reserve fund balance on 12/31/15 was \$109,700 and the balance ending 12/31/16 was \$117,136, representing a net increase of \$7,436. The change in valuation resulted from investment gains of \$5,872, plus reinvested income of \$1,980, less investment manager fees of \$416. This fund was established to provide for maintenance of the church's capital assets.

The housing sinking fund balance on 12/31/15 was \$375,386 and the balance ending 12/31/16 was \$484,703, representing a net increase of \$109,317. The change in valuation resulted from investment gains of \$23,141, plus reinvested income of \$7,778, less investment manager fees of \$1,603.

In addition to confirming the current investment manager, investment policies, and asset allocation, the committee discussed further integration of social, environmental and governance goals as a prominent factor in the investment portfolio. The Diocese of California is currently addressing these topics, evaluating how best to balance financial goals, current strategic policies, and practical investment decisions with the values of the church. The Standing Committee on Investments had no expenses chargeable to St. John's in 2016.

FINANCE COMMITTEE

Chuck Eaton, Chair
chuck@eatoncap.com

Mission: The Finance Committee assists the Vestry and Rector by providing financial oversight of the assets and the financial reporting and internal controls of the Church and establishes standards for receiving, paying, allocating and accounting for the Church's funds.

Members: Susan Aley, Ellen Clark, Chuck Eaton, Robert Goldsmith, Doug Wolcott. Treasurer Nigel Heath and Rector Chris Rankin-Williams also attend Committee meetings.

2017 Highlights: After being inactive for several years, the Rector reconstituted the Committee in early 2016. The Committee held its first meeting in May, with subsequent meetings in June, August, October and December. The Committee's focus has been on balance-sheet level issues, including the asset replacement study, capital expenditures, capital raising, asset use and protection, financial operations management, and budgeting.

The Committee also identified an accounting firm to provide accounting consulting assistance to staff, and has provided recommendations for financial disclosures on the Church's web site. The Committee has also been involved in the allocations and re-negotiation of the rectory housing agreement. The Committee is currently discussing the Church's insurance coverages and limits and how the Church's insurance meshes with the Diocese's insurance, and the interaction between the impending capital campaign and the asset replacement plan, repair and maintenance costs, and the capital expenditure budget.

BUILDINGS AND GROUNDS COMMITTEE

Martin Coyne, Chair
martincoyne55@gmail.com

Committee members: Martin Coyne, Scott Kuehne, Charles Schaefer, Chris Rankin-Williams, Brian Wittenkeller, Virginia Kosydar

This year we experienced more than a typical year in expenditure due to physical structures issues at St. John's. Approximately \$105,000 was necessary for a number of major repair projects, including:

1. The Breezeway Colonnade - Early in the year an unknown hit and run driver severely damaged one of the columns to the "breezeway" colonnade adjacent to the parking lot. Upon investigation the foundations were found to be in state of decay resulting in a broader scope of work, including structural retrofit to repair the column.
2. The Bell Tower - After years of attempting to waterproof the Bell Tower a full investigation of the structure was performed by a structural engineer and a preferred contractor, requiring scaffolding of the tower during the summer. A design/structural team has been engaged to develop a solution / scope of work to strip / demolish parts of the building envelope and re-construct this 100+ year old structure. Projected cost: \$500,000.

3. New Sump Pump Generator - Replaced the existing generators in the church basement with efficient generators with built-in emergency battery back-up pack to operate the sump pump in the event of flooding into the basement and the power fails.

In addition, a number of improvements were completed to the Rector's home (in shared ownership with St. John's Church), including remodeling of the kitchen and removal of a mature trees that posed a danger to the house. These costs were born by the Rector in accordance with the Housing Agreement. Future plans projected for 2017/2018:

- The Bell Tower remodel
- Window waterproofing / sealing in the school building corridor
- Exterior painting
- Plumbing retrofit under the Church building
- Water Tank - Install an above ground water tank in the landscaped area to store water for the summer.

EDUCATION FOR MINISTRY (EfM)

Bill Kaufman, EfM Mentor

bill@statebelt.org

Education for Ministry is an adult education program put on by the University of the South (Sewanee), coordinated by the diocese and hosted by St. John's. This year we have two students from St. John's and four from other parishes. It is a program whose goals are to help its participants discern what God wants of them, not to make priests. Over the four years that people can participate, we study and discuss the Hebrew Bible, the New Testament, Church History and Theology. The program has a maximum of 12 participants so that everyone can be heard and meets once a week during the Academic years. For the last four years, our mentor has been Bill Kaufman. Bruce Cozzi ran it for many years. Short of going to Seminary, it is as deep and fulfilling a program as is available. If you have any questions, see Bill Kaufman

MENS'S GROUP

Paul Clark and Keith Granger

paulrobertclark@comcast.net and keith@omni7.com

Mission: St. John's Men's Group is a place where men can congregate for spiritual fellowship in a safe and nurturing place. The Men's Group meets at least once a month to have breakfast, hear guest speakers and share fellowship in the Fireside room. They also have special events, such as helping organize Bike Church rides for the Parish, procure and cook food for Parish BBQ's, cook and serve REST shelter meals, and their Annual Retreat.

2016 Highlights: The Men's Group formally announced a program change where they will meet for Eucharist and breakfast in the Church and Fireside Room once per month, and expand their variety of special events to engage a wider demographic of Parishioners. The annual retreat was held again this year in May at St. Dorothy's Rest. All events were well attended this year.

Millie Adams
 Lori & Chas Akers
 Margaret Alderman
 Susan & Doug Aley
 Frederick Allen
 Rick & Jean Alo
 Nancy & Michael Alvarez
 Mary Amonette
 Herb & Pauline Ancell
 Robb & Robyn Baer
 David & Mary Beth Baker
 Gypsy Banks
 Stewart & Melinda Barbee
 Secily Bason-Mitchell
 & Scott Mitchell
 Betsy & Scott Baxter
 Katie Beacock
 Robert Beadle
 Joe & Jamie Behrendt
 Sandy & Tom Bertelsen
 Barbara Biancalana
 Genny & Andrew Biggs
 Monica & Pablo Bizjack
 James Blom & Karin Swenson
 Melinda Booth & Bob Lea
 Jennifer Bowman & Elliot Fink
 James Boyd
 Helen Breck
 Fred & Helen Brenlin
 Robin Brennan & Jerry Kaufman
 Ann & Paul Brenner
 Erik Bringard & Sarah Fordney
 Jolly Brown & Ann Philopena
 Rob & Kelly Brown
 Suzanne Brown
 Kevin Buckholtz & Ruth Krueger
 Douglas Bull & Jenn Foster
 Jo Burnett
 Neil & Mimi Burton
 Keao & Carolyn Caindec
 Howard & Kristin Cann
 Sean & Kari Canon
 Kari & Chin Chao
 Bruce & Lynn Chatley
 Phil & Rosanna Chenette
 Mary Jane Chetelat
 Ward & Melinda Ching
 Bard & Jenny Chrisman
 Carolyn Ciampi
 Jeff & Patti Clark
 Paul & Ellen Clark
 Bill & Diane Clarke
 Scott & Lexie Clifford
 Mary Cole
 Colby & Caskie Collet
 George & Teta Collins
 Melissa & Theodore Congdon
 Martin & Anne Coyne
 Doug & Whitney Creutz
 Virginia Cunningham
 Alex D'Amario & Margot McShane
 Bill & Edie Dagley
 Liz Dakin
 Ken & Sue Dale
 Marty & Jerry Daly
 Nancy Danielson
 John & Laura Dannerbeck
 Morgan & Elizabeth Darden
 Daniel Davidson
 Judy Dawson
 Joan Dea & Lionel Conacher
 Alli Decker
 Jim & Kathy Deichen
 Jim & Janine DeMartini
 Ethan & Hadley Dettmer
 Amie Dewane
 Mary Kay Dolejsi & Chris Russell
 David & Anne Doyle
 Glynis Doyle
 Mark Dumolien & Carolyn Brown

2017 Annual Fund Campaign Commit to Community

As of February 2nd we have raised \$731,972 from 289 households!
 If you have not made a commitment, we are hoping to hear
 from you to reach our goal of \$800,000 from 325 households.

www.stjohnsross.org/st-johns/give



THANK YOU to all those listed for you support!

Sheila Dutton & Skip Foth
 Erin & Alex Earls
 Sharon Early
 Chuck Eaton
 Eric & Suzanne Egan
 Betty Enemark-Carpenter
 & Ted Carpenter
 Katie Erickson
 Mollie Eschen
 Paul & Gretchen Euchner
 Maxine Everest
 Rebecca & Nick Ferguson
 Chuck Finnie & Allison Gervais
 Tom & Tallie Fishburne
 Gil & Kelli Fleitas
 Tracy Foose & Brock Macdonald
 Anne & Mason Flemming
 Paul Ford
 Alexis & John Ford Kemot
 Stephanie & Charles Fountaine
 Jim & Sui Hen Fowler
 Robert Frankus & Maya Farhoud
 Tom & Krista Fregoso
 Vance & Anna Frost
 China Galland
 Mark & Molly Gamble
 Hope Garbo
 Peter Gettner
 Judy & Gregg Gibson
 John & Marilyn Gilmer
 Bob & Kathy Goldsmith
 Chuck & Leslie Gompertz
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 Tiziano & Zeina Grifoni
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 John Gulick

Harry & Leslie Harelik
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 Scott & Donalyn Hellar
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 Warren & Jennifer Jones
 Ward Kallstrom &
 Rosemary Morgan
 Paul & Christine Kaplan
 Bill & Holly Kaufman
 David & Brookie King
 Don & Lyn Klein
 Hugh & Kris Klein
 Mike & Sarah Kowalczyk
 Catherine Kuehne
 Scott Kuehne
 Jeffrey & Carol Kuhn
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Bertie Lesko
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 Beverly Lill
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 Hilary & Drew Lipner
 Dick & Cynthia Livemore
 Kate Lord
 Susan MacKenzie
 Mark & Jennifer Malcoun
 Michael Mardeley
 Alison Marshall
 Jib & Muriel Martens
 Ron & Kathlene Martyn
 Sally McAndrew
 Don & Skip McCaw
 Tim & Nancy McClean
 Ed & Betsy McDermott
 Emily McFarland
 Sally McKee
 Ron McRobbie
 Chuck & Chris Michaels
 Tom & Joy Mistele
 Francine & Tony Mitchell
 Peter & Sharon Mohler
 Michael & Doug Moore
 Ann Morse
 Peter & Amanda Mortimer
 Kelly & Ted Murphy
 Jon Myers & Bonnie Seto
 Chris & Mary Ann Neumann
 Don Nicodemus
 John & Trudy Noren
 Mike & Marty North
 Mike & Katharine O'Brien
 Ruthanna Page
 Sandra & Happy Pathik
 Cindy Patrizi
 Ralph & Liz Peer
 Warren Perry
 Tim & Alice Pidgeon
 Maria Pitcairn
 Bill & Mary Poland
 Kay Pomeroy

Deanne Portocarrero
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 Mark & Colita Wittenkeller
 Linda Wix
 Doug & Nancy Wolcott
 Ward & Polly Wolff
 Kirk & Melanie Wollenweber
 Roy Wonder
 Travis Wright
 Charles & Beverly Wynn
 Cheryl Ziedrich & Paul Smith
 Anonymous
 Anonymous