

St. John's Episcopal Church
Ross, California
2019 Annual Report



Parish Annual Meeting
January 26, 2020

ST. JOHN'S EPISCOPAL CHURCH, ROSS

Parish Annual Meeting

January 26, 2020

VESTRY

President

The Rev. Chris Rankin-Williams

Senior Warden

Doug Van Gessel ('20)

Junior Warden

Mary Beth Baker ('20,'21)

Vestry Members

Maya Farhoud ('20)

Charlie Hoeveler ('20)

Robb Baer ('21)

Hadley Dettmer ('21)*

June Sullivan ('21)

Amy Taylor ('21)

Jennifer Jones ('22)

Chris Russell ('22)

Paul Kaplan ('22)

Kathryn Supinski ('22)

Note: Class of 2020 concludes vestry service at this annual meeting.

* Hadley Dettmer resigned from vestry for medical reasons in January 2020. The vestry elected Mary Beth Baker to serve the remaining year of Hadley's term.

VESTRY CANDIDATES (Class of 2023)

Genny Biggs ('23)

Erin Budlong ('23)

Mike O'Brien ('23)

Jaco Sadie ('23)

DELEGATES TO DIOCESAN CONVENTION & MARIN DEANERY

Eleanor Prugh, Chair

Connie Granger

Vance Frost

Bill See

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

SENIOR WARDEN REPORT: Doug Van Gessel

At its January retreat, the Vestry set three goals for 2019: 1) achieving financial security, 2) deepening and expanding outreach and service, and 3) strengthening our children's, youth and family ministry. In addition, the Vestry continued the implementation and monitoring our chancel remodeling project to its conclusion. The Vestry is extremely proud to have completed the chancel project on time and on budget (but for some punch list items) and believes that the physical modifications to the church will support the evolution of our spiritual programs, provide better intimacy and accessibility to the altar and provide for a far greater flexibility to allow for a much greater variety of programs that can be offered in the church.

Of our three goals, the effort to achieve financial security dominated. The Vestry was (and continues to be) deeply concerned with the repeated annual incidence of budget gaps based on our failure to meet our goals for pledge income and feels that the resulting need to draw on reserves and endowment funds to meet such gap would not be prudent for the church and is unsustainable. In response, the Vestry, through its wardens, instituted a public request for additional funds to help meet that shortfall. While the ultimate results were slightly shy of the full amount of the deficit, it was extremely gratifying to see the way that many parishioners responded to our request. We are extremely grateful for your response. It is not lost on the Vestry that many responders had already given generously not only to the 2019 Annual Fund, but also to our capital campaign, and you have our most profound thanks for your generosity. To see St. John's at its best is truly a remarkable thing.

The Vestry does wish to emphasize, though, that our financial security is not only an annual, but also a long-term, concern. In 2020, it will be very important for the church that the Vestry and the members of the church work together so that parishioners fully understand the cost of running the church, the need for your financial assistance and the value that the church's myriad of programs provides to its members. We would very much like to avoid a pattern of annual budget crisis and instead find our way to a level of regular, annual financial support that meets the needs of the church's programs benefitting all of us.

A description of the church's youth program and outreach activities can be found in the separate reports on those topics.

I'd like to thank Chris for giving me the opportunity to serve as Senior Warden and thank the clergy and staff, along with the many Vestry and church members, who supported and guided me through the year. I end the year more convinced than ever of the goodness of our mission, the dedication and excellence of our clergy and staff and the quality of the people that I am proud and happy to call my fellow church members. Being Senior Warden means learning throughout the year just how many wonderful things this church is doing that you didn't even know about before, and I end the year convinced that we can be even better still.

RECTOR'S REPORT 2019: The Rev. Chris Rankin-Williams, Rector

2019 is the year a dream became a reality at St. John's. For as long as I have been at St. John 's I dreamed about renovating our chancel, but a dream must become a shared vision to become a reality. It took a lot of work and a lot of generous donations by the people of this church to make our chancel renovation happen. Using our new chancel for the first time on Easter Sunday 2019 is a joyful experience that I will never forget. Our capital campaign was called Revitalizing St. John's for the 21st Century, and now we have revitalized our church to enhance our worship for the 21st Century.

We are still growing into how we use the space and still need to experiment more with the flexibility it offers, but the changes were so noticeable for our Christmas Pageant and 3pm Christmas Eve service where all the children come gather around the chancel steps. The open space in the back of the church around the font allows us to recapture the ancient practice of baptism as a spiritual and physical entrance into the church. It also creates a space for children and parents with babies who need to move around during our services. One thing I noticed right away with the new chancel is that no one with mobility issues has to struggle up steps to get to communion. It all feels more open and welcoming, and the choir sounds amazing because the acoustics are so much better in the new location.

I am immensely grateful to everyone who supported our chancel renovation with their time and treasure. Special thanks to Doug Van Gessel and Scott Kuehne who have overseen this project for the Buildings and Grounds Committee. Mark Vogt, our Owner's Representative, did a masterful job overseeing our project. It a blessing to work with Terry Eason, our liturgical space designer, on this project. Thanks to Everest Waterproofing and Restoration, our contractor, and especially Peter Vorhees and Rhett Marino. Thank you to Jessica Fairchild, our architect, and Jeremy Ginsburg, who did all the woodwork including the new tops for our altars.

I can't wait to see how our use of the new chancel and the open space at the back of the church evolve over time. God is good!

ASSOCIATE PRIEST'S REPORT: The Rev. Ginger Strickland, Associate Priest

The image of ministry I've carried with me through 2019 at St. John's has been "walking with" – walking with you through good times and bad, walking with you as you deepen your faith in the Living God. I am deeply thankful for the privilege, and for the new paths I've gotten to walk this year.

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

Outreach

Each month, members of St. John's serve as mentors to homeless moms, offer care and support to homeless kids while their moms take life skills classes, serve lunch to the homeless in San Rafael, lead Spirituality Groups for women in crisis, and make brown

bag meals for those who are hungry. Our youth also serve at a soup kitchen in San Francisco and participate in annual mission trips focused on God's call to racial reconciliation. In addition, each year we provide Easter baskets of household goods and treats to homeless families and homebound seniors and Christmas gifts to both groups as well.

After deepening our connection to Gilead House, a transitional housing facility for homeless mothers and children, the organization went through a major transition in 2019. While the staff changes have been difficult and disruptive to the moms and to the volunteer program, we are hopeful that the Board's work to build a program that is more evidence based and trauma informed will result in more and better support for the moms. However, after this new program is off and running, the volunteer program will need to be rebuilt.

In 2019, the Outreach Committee was rebuilt and became an official vestry committee charged with exploring how through Bible Study, prayer, and working together, we can deepen our service alongside the poor. This group evaluates the service opportunities presented to us according to the criteria the parish discerned during an evaluation of our outreach programs 3 years ago and comes up with strategies to get more St. John's parishioners involved in outreach. In 2019, one of the group's most notable accomplishments was an outreach fair in which parishioners and members of the community came to learn about and sign up for St. John's service opportunities.

Making brown bag meals for homeless neighbors and serving hot lunches at St. Vincent de Paul continue, as does conversation about how we can engage more deeply with this organization and with others.

Through Marin Interfaith Council, several members of the Outreach Committee have become a part of Marin Organizing Committee, a faith based organization working particularly on housing issues in Marin. I have learned about how much we can get done if we work together. At a convention of about 700 people, we ratified an agenda for the next season of our work together: Renter Protections, Affordable Housing, Access to Mental Health Service for Youth, and Aging in Marin. I would love to talk to anyone interested in learning more about this work.

In 2019, the Men's Group led St. John's in volunteering with the Interfaith Street Chaplaincy's weekly service and meal. As the REST program has ended, this program is expanding in order to provide food, community, and connection to those on the street.

In 2019 we hope to make our service opportunities even more grounded in the needs of our community and more rooted in deep relationship with those being served.

I often hear St. John's members worry aloud that "we don't do any outreach" – please know that your fellow members are doing deeply meaningful work every day. And please join us!

Care Committee

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.

In the year ahead, we hope to continue this work. I hope also that we can think creatively together about ways to respond for requests for visits and spiritual accompaniment from those who are not a part of our St. John's community, like the nursing home that we visit at Christmas.

Faith Formation

The work of formation is so central to our spiritual growth, and yet so hard for us to find room for in our busy lives. In 2019, we continued to explore creative ways to offer opportunities for spiritual growth.

We began a biweekly Bible Study in 2018, which in 2019 began meeting every week. I am refreshed and invigorated by the reflections of those who attend and hope that the group will continue to grow.

In October and November, we offered four separate small book groups that lasted 6 weeks each led by a combination of lay leaders and clergy. The meetings were such a success that we are beginning another round in February.

After discussion with both the Women of Wisdom and Second Thursday Lunch groups, and after realizing that the groups were composed of many of the same members, we decided to combine these two groups and offer a more substantive book or article based discussion on Second Thursdays, and cease the Women of Wisdom group.

Jed Dearing and Joanna Benskin, our outstanding seminarians, led a range of faith formation opportunities at our Parish Retreat and after the 9am and 10am services.

Baptism formation continues to be a central focus and a gateway to deeper involvement in the parish.

Our goal for 2020 continues to be to meet people where they are and invite them into transformative relationship with Christ.

Yoga St. John's

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.

This program has continued to grow, even in a time of transition. While several people who found St. John's through yoga have gone on to attend church services, others find

that the Yoga St. John's community is their spiritual home. Our longtime teacher Christopher Love moved to North Carolina in October. We are delighted that Conor Oates, who found yoga through Yoga St. John's and went on to get professional certification, will be taking over this program. He understands its spirit and community focus and we welcome him.

Other Activities

I am so grateful for the opportunity support Tom Fregoso, Sandra Pathik, and their dedicated volunteers in their ministry with the youth and children of this parish. I attend youth group regularly and help with children's ministry events like Adventure Camp and the Christmas Pageant. I've also been working with our staff to implement our new database. Oddly, both the work with children and youth and the database work has been a reminder that our ministry has to be rooted in faith that the seeds we sow now will one day bear fruit.

On the diocesan level, I serve as chair of the Committee on Dispatch of Business, which is charged with creating the agenda for our annual diocesan convention and then running the meeting.

In the community, I lead a weekly spirituality class for mothers at Gilead House and serve as a pastoral counselor to social workers at some area agencies.

YOUTH MINISTRY: Tom Fregoso, Youth Minister

As of 1/30/19 the youth program has had almost 75 participants across our Junior High and Senior High. Our biggest program population drop has been in the Junior High. To help promote a better outreach and create a better landing experience for up-and-coming youth, I've started Pizza Club (3rd-5th graders). Pizza Club is hot! We've had 30 participants in just two monthly offerings on Tuesdays nights (paralleling Dinner Church). This group is hungry for more programming and in the coming year, we'll be looking at meeting those needs with outings, game days, biking events, and more.

Now let's talk YG successes: our confirmation program 2019 (10 Youth w/ 10 mentors), our Summer Pilgrimage (9 that joined a group of 50+ in NC), volunteering in SF at remarkable soup kitchens, and our ongoing Church School program on Sunday mornings. Our normal offerings are: confirmation program, church school, coffee hour, afternoon youth group, and evening youth group. On 2nd Sundays of the month I've been rallying groups to go into San Francisco to serve at St. Martin De Porres.

This past Summer, a group of us went on an adventure to view sites of Wilmington, North Carolina's racial history. It was a microcosm of what has happened since the end of the civil war. We took 7 youth and 2 adults and were joined by 40 other youth from around the Diocese of North Carolina. On our trip we stayed a local church in Wilmington, participated in neighborhood work projects to help with hurricane damage, did many activities with local leaders as they recounted the complex racial history of the town, and went to worship services where youth led conversations about all they had

experienced. It was an amazing trip and our video can be seen here:
<http://bit.ly/sjrythtrip2019toNorthCarolina>

Now what is youth ministry at St. John's? Our conventional Sunday starts with church school @ 10 a.m. (we talk about the season of the church, the readings for the day, and issues that are topical, and we close in prayer), coffee hour (youth run our espresso bar), afternoon youth group (we head out to movies, food trucks, farmers markets, mini golf, hikes, & more), evening youth group for junior high (shared dinner, games, discussions on social media, peer pressure, drugs, alcohol, mental health, suicide, and we end with a closing prayer session).

Social outreach: On second Sundays of the month (@ 7AM), we've been going to Martin De Porres in San Francisco to volunteer at a fantastic soup kitchen where we make meals from scratch and serve upwards of 125 homeless. We also made a trip to Glide Memorial (@6AM!) and served over 700+ and then went their gospel choir service.

Faith formation: As of this past Fall, I've also started a year long confirmation program with 10 youth and their 10 adult mentors.

Moments of Fun!!! – kickoff day snow cone booth, touring a local haunted house, movie nights, seeing local plays, trips to San Francisco, a local swim party, and visiting the House of Air & Rebounderz.

Getting to know the youth: as the youth are involved in all sorts of arts and sports, I've been heading out into the community to observe plays, dance recitals, ballet performances, and soccer/football/basketball games. This past Summer, I also invited myself over to several parishioners' houses to help get to know youth in their family settings. I'm enormously grateful for the meals and conversations.

Hard Moments: along with possible highs, there comes many moments of difficulty. St. John's has an amazing collection of caring adults that include doctors, counselors, therapists, and wise elders. Thank you to all those helped behind the scenes .

BIG SET OF THANK YOUS: to Jon Meyers for being a stalwart teacher who is reliably there on Sundays, who leads interesting programs, brings donuts, and loves the youth in all their youth-iness. To all of the many guest speakers and to all our adults mentors who are working with the youth in our confirmation class. To all the parents that have driven for a youth event and to all those that have provided food for a youth event -- many, many thanks! To all the donors and latte drinkers! Lastly, to all of you at St. John's that have talked to a youth/their families and welcomed them here. THANK YOU!

STEWARDSHIP: Emily McFarland, Director of Stewardship

2019 was indeed the year St. John's members heeded the annual fund call to "step up". The 2019 theme encouraged people to recognize the many ways the parish is growing and expanding and to respond in kind by increasing financial support to ensure St. John's continues to thrive. Many households generously grew their pledge amount. While this

was a wonderfully welcomed response, by late fall it became clear it was still not enough to meet the budgeted needs for the year. Our wardens put out a communication explaining the shortfall and asking members to please contribute more if possible. 49 households again responded and in addition to their regular annual fund giving, donated \$32,335 which successfully closed the budget gap. This combined with a very successful Harvest Party which netted over \$60,000, made 2019 a banner fundraising year. St. John's members enthusiastically endorsed all the programs and services we offer by ensuring they were properly funded. We are grateful!

MUSIC: Dr. David Montgomery, Director of Music

Children's Choir: In 2018 the SJR children's choir numbered 5 "members". The choir grew in 2019, doubling in size to 10 after the summer break. When all children are present we are evenly divided: 5 boys and 5 girls. We sing several times during ordinary periods and also at Easter and Christmas. In terms of learning, we are now able to move from simple unison singing into harmony through rounds and also into harmony through separate melodic parts.

Adult Choir: In 2019 the adult choir prepared and sang a different anthem each week of ordinary time except during summer break. We also participated in singing the shared Thanksgiving service (held this year at First Presbyterian Church). During Holy Week we sang on Palm Sunday, Easter Vigil, and Easter Sunday. At Christmas, in addition to the Christmas Eve anthem at the Offering, we presented our 30-minute choral prelude with guest instrumental accompaniment: this year it was an English Christmas program (in 2018 it was music sung in seven languages, and in 2017 it was the complete Vivaldi Gloria). The choir also comes together annually for a social occasion, during which we also hold a comprehensive rehearsal.

The choir is fortunate to have the regular and gifted vocal help of a paid section leader, soprano Betsy Bennett-Smith. We have been able to hire bass-alto Asher Davison on occasions when he can be "on loan" from his regular position, which has helped to compensate somewhat for the scarcity of men singers. Some months ago I had invited SJR parishioner Chip Gow, a baritone, to sing with us, and we were all delighted when he participated in the Christmas choral service.

Instruments: Our beautiful but aging Aeolian Skinner pipe organ with digital addition by the Allen Company has developed some technical problems over this last year. We invited two Allen experts and several pipe organ technicians to help us identify the source of these problems. As of this report, it has been determined that the electrical supply was irregular and in need of a battery backup, which now has been installed.

Other SJR instruments include two Yamaha digital pianos: the older one has developed circuit problems and does not function at the moment. It has been a useful practice instrument for Thursday night rehearsals but now needs repair or replacement. Which of these choices would be wisest is not yet clear.

SJR also owns a few rhythm-band instruments (mostly percussion) that can liven up the children's choir experience, but most exciting for children and adult choir members would be to acquire (or borrow) a set of hand chimes. Chime ringing is a strong method for teaching people to read music. For the congregation, the sound of a chime choir is ethereal.

Music Library: Our music library (housed jointly in the Fireside Room and the choir robing room) is very old and only ca. 50% useful from the perspective of text style (for example, gender outdated language that has to be changed by hand in every part). Some of the parts have disappeared, and in many cases the extant printed parts are heavily marked up from years of use over changing times. Meanwhile, an online source ("Choralwiki") has made some reprints available, but the copying and organization of this material takes a heavy toll on our copier, our budget for paper, the trees from which that paper is generated, and on the time of the person who prints the weekly materials.

My temporary solution to some of these problems has been to recast some of this music in a computer program that can be printed in the manner in which we should be singing it. This process is heavily time-consuming (I was barely able to finish the 2019 Christmas parts by the moment of our first general rehearsal). With a stronger budget, we could reorder some of the more useful works in better editions for the future.

Ross Arts at St. John's: I started "Ross Arts" to offer fine music (regardless of its "style") and musical commentary as an incentive for every person in the community to interact gratis with gifted artists (both formative and experienced). I believe so strongly in this outreach activity that I personally have underwritten a portion of our activities in order to "prime the pump". Funding for future Ross Arts events may have to succeed through a more universal approach, but the basic idea of this series appears to have gained positive attention.

General comment: SJR is fortunate to serve a congregation of people who appreciate music of quality and purpose. Parishioners often greet me after services inspired by the choirs, our soloists, or our organ music. A number of them also have let me know that they read "Our Music Today" in *Connect* and on the music webpage. All of this lets us know that music of quality is an important factor in our religious life at SJR, and that we should find a way to continue the funding that makes it possible.

CHILDREN'S MINISTRY: Sandra Pathik, Director of Children's Ministry

"In his grace, God has given us different gifts for doing certain things well. So if God has given you the ability to prophesy, speak out with as much faith as God has given you. If your gift is serving others, serve them well. If you are a teacher, teach well. If your gift is to encourage others, be encouraging. If it is giving, give generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly." Romans 12:6-8 New Living Translation (NLT)

In St. John's, we rely on volunteers to serve in our ministry to children. Praise God for our dedicated volunteers who have served faithfully through the years. In 2019, we delightfully welcomed additional parent volunteers especially that we have more younger kids participating in our programs and we needed more help. It was encouraging to have volunteers meet a number of times for fellowship, prayer and planning.

Last year's Sunday School program included Bread Baking, observance of the Love Feast, celebrations of Thanksgiving and Christmas. For Summer Sunday School, the focus was the 9 lessons of virtues (fruit of the Spirit). Questions kids ask in Sunday School are incredible and that shows they are listening. During the Parish Retreat a good number of kids were in attendance and we had fun activities for them. The swimming pool was a big hit.

There are 2 annual events for children, the Summer Adventure Camp, which is scheduled in the 1st week of August and the Christmas Pageant in the 3rd Sunday of December. Last summer, WildCare, an urban wildlife rehabilitation center in Marin, was featured in our adventure camp. We had an amazing team of adult volunteers, a group of energetic counselors-in-training volunteers coming from different schools, and a crew of enthusiastic campers. It was a marvelous time for everybody. In December, we had the best Christmas Pageant ever! The church was packed with families as our St. John's kids presented the story of the birth of Jesus.

We tried to capture these teachable moments and meaningful experiences through the weekly Children's Ministry Newsletter, which included teacher's write-up of Sunday's class, special features or announcements, and photos of activities. This was sent to parents through email and was also linked in the eConnect. It's encouraging to hear positive feedback about the newsletter from some parents, so we will continue to send out the newsletter after making upgrades.

All what has been accomplished in 2019 is significantly a result of our volunteers' hard work, dedication and love for God and for the kids. The support of the clergy, vestry, staff and congregation is always vital. In our ministry to children, we hope to forge an effective participation of our faith community, especially from parents, in the spiritual formation of our children in St. John's for this year and the years to come.

Soli Deo Gloria!

ALTAR GUILD: Leslie Limpert, Director

The purpose of the Altar Guild is to serve and assist the Clergy. The Liturgy begins and ends with the service of the Altar Guild in preparation for the service and ending with caring for the vessels, linens and sanctuary afterward. 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 and yet they are some of the most rewarding as well.

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 the Altar linens, polish and maintain all silver and brass and candles and monitor and order supplies as necessary. They are also responsible for cleaning and repairing clergy vestments. All flowers are arranged by Altar Guild members to enhance the beauty of our wonderful Sanctuary.

The income required to operate the Altar Guild is derived solely from donations by parishioners wishing to dedicate flowers to family, friends or to the Glory of God. The income from these donations remains basically flat however expenses have increased each year.

Besides purchasing the weekly flowers, these donations are the only funds available to purchase and maintain clerical vestments, vessels and appurtenances of the Altar and Sanctuary. These basic costs include wine, linens and all the supplies needed for Eucharist. Each year we have a special project requiring extra funds. In 2019 we refurbished our beautiful kneelers with a cost of \$3,000.00. Your donations help cover these projects and others. The Altar Guild is always in need of additional funds to invest our beautiful sanctuary and service. Please consider a memorial or thanksgiving gift in memory and 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 weddings and funerals. 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. Our members look forward to the preparation for these services and this special ministry.

I have been on the Altar Guild for 20 years and humbly accepted the position of Directress in 2017. As I complete my second full year as Directress I want to thank Rev. Chris for his leadership. My job is made easy and most enjoyable by this dedicated and hard-working group of women and I thank them for their continued time and support! In 2020, we have the joy and inspiration of the new chancel renovation which we all enjoyed at Christmas and look forward to expressing our thanks at Easter for a job well done. Your continued contributions to the Altar Guild are gratefully appreciated.

ALTAR GUILD TREASURER'S REPORT: Patty Griffith, Treasurer

Cash on hand January 1, 2019	\$11,391.78
Receipts	\$9,276.00
Disbursements	\$(10,011.01)
Cash on hand December 31, 2019	\$10,656.77
Details of expenses:	
Christmas 2019	\$985.45
Easter 2019	\$1,555.40
Rest of flowers	\$2,054.74
Wine	\$1,038.99
Cleaners	\$135.00
Candles	\$147.33
Linens	\$605.05
Flower Mart Badge	\$100.00
Gift to Sexton	\$200.00
Supplies and Misc.	\$275.73
Postage	\$43.00
Special expenses (help with remodel)	\$2,870.31
Notes:	
Receipts up \$536	
Disbursements up \$1934.46	

MEN'S GROUP: Paul Clark & Keith Granger, Leaders

Mission: The St. John's Men's Group regularly meets in a safe and nurturing environment for spiritual fellowship and community building. The Group offers the men of the Parish a variety of ways to engage and participate according to their interests and schedules. The traditional Saturday morning breakfast meetings with Eucharist are held generally once a month, usually with a guest speaker or other program. We procure and cook for the Spring and Fall Parish BBQs at St. John's, serving as many as 150 meals and engaging new members in the parish community. We also prepare and serve two dinners for those in need at the Street Chaplaincy program. The Men's Group continues to support and promote the cycling events at St. John's.

2019 Highlights: Our Annual Retreat at St. Dorothy's Rest in the Redwoods was well attended. In meditations and discussions led by members, we explored the challenging theme of "Walking the Talk - How we can live a Christ like life". Time was set aside to

hike and prepare several sumptuous meals together. The retreat and all our activities this year saw a number of new faces join us for fellowship.

Paul Clark & Keith Granger continue joint leadership of the Men's Group and Chris Lewis remains our Co-Chair Emeritus. We'll continue to build on the best traditions of the Men's fellowship at St. John's by adding new events of interest to the parish.

Financial: The Men's Group events are self-financing paid for with contributions made by members for the events. Bank accounts are no longer maintained.

DINNER CHURCH: Marjorie Sun, Head Chef

Our annual Mardi Gras party on Feb. 25, 2020 marks the seventh anniversary of Dinner Church! Our aim, as always, is to build community one meal at a time, to foster serious spiritual discussion at a common table.

Actually, the community building starts in the kitchen. A group of loyal volunteer sous chefs, led by me, collectively cuts and cooks furiously for an hour to pump out a delicious four-course dinner for the wider group to share together. Morgan Darden and Rev. Chris lead the prayers and discussion.

In the past, the readings from the Lectionary often provided a focal point of reflection. But this fall, with the guidance of Rev. Chris, I developed a new theme, "Breaking the Silence on Death." In American culture, we don't talk about death. But what better place to talk about death than at church, at St. John's? We explored how to live more fully until we die, how we want to die and what we can do to support those who are grieving. Here are a few sample questions we tackled:

- What are your biggest fears about death?
- Recognizing dying and death will happen to you, what does it mean to live your life every day?
- What are the trade-offs are you willing to make and not make in how you die?

In conjunction with the death theme at Dinner Church, we also created two new events. We organized a Sunday forum on the logistics of preparing for death. At the forum, which was well attended, Rev. Chris discussed funeral and estate planning, Rev. Happy Pathik described his work as a hospice chaplain, and Claire Dodds, a nurse practitioner in palliative care, and a colleague explained Advanced Health Care Directives.

For the second event, we inaugurated the All Souls Dinner—the evening before All Saints Day-- to commemorate loved ones who've passed. The Dinner Church crew cooked. People brought pictures of their loved ones. With candles flickering around these portraits, it was a profoundly moving experience to share and learn the wonderful stories about these individuals who shaped our lives. Given its success, we aim to make the All Souls' Dinner an annual event.

Dinner Church is open to all. We welcome newcomers. Come slice and dice with us, eat, and bring your questions. We may not have the answers. But we are here to listen to one another, share a meal and support each other.

STANDING COMMITTEE ON INVESTMENTS: Andrew Biggs, Chair

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 2019 were: Doug Aley (Chair), Michael O'Brien, Robb Baer, Gregg Miller, Charles Hoeveler, and Andrew Biggs. Chris Rankin-Williams attends regular meetings, as does Nigel Heath as Treasurer. Alex Walkingshaw attends as representative of Commonfund, the investment manager. The committee holds four open meetings per year, with an agenda and minutes available for each meeting - all parishioners are welcome to attend.

The Standing Committee on Investments oversees five investment accounts on behalf of St. John's: the unrestricted General Endowment, the Capital Reserve Fund, the Housing Sinking Fund, the Haynes Family Fund and the Memorial Garden Fund. 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 a percentage of the endowment's trailing value to the church operating fund, subject to approval from the Investment Committee. The approved draw from the Endowment Fund has historically been 4% of trailing 12 quarter asset value and was (\$94,727.00) during 2019. 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.

For calendar year 2019, The Endowment Fund returned 23.4%. For comparison the 2019 return on the S&P 500 was 31.49%, the return on the MSCI ACWI Ex-US (a proxy for international equities) was 21.51% and the return on the Barclays Capital U.S. Aggregate Bond Index was 8.72%. Unlike the previous year, 2019 was marked by strong returns across global capital markets, as virtually every major asset classes increased in value. The asset class allocation for the Endowment Fund as of 12/31/19 was 63.58% in Equity, 25.92% in Fixed-Income and 10.49% in Diversifying Strategies.

The Endowment Fund balance on 1/1/19 was \$2,343,783.81 and the balance ending 12/31/19 was \$2,790,871.32, representing a net increase of \$447,087.51. The change in valuation resulted from investment gains of \$514,247.89, plus reinvested income of \$37,385.79, less a draw of (\$94,727.00) and investment manager fees of (\$9,819.17).

The Capital Reserve Fund balance on 1/1/19 was \$130,425.66 and the balance ending 12/31/19 was \$0.00, representing a net decrease of (\$130,425.66). The change in valuation resulted from investment gains of \$18,359.46, plus reinvested income of \$1,349.76, less investment manager fees of (\$268.16). The remainder of the fund was

used during 2019 for the renovation of the chancel area. This fund was originally established to provide for maintenance of the church's capital assets.

The House Sinking Fund balance on 1/1/19 was \$580,800.23 and the balance ending 12/31/19 was \$716,911.82, representing a net increase of \$136,111.59. The change in valuation resulted from investment gains of \$129,228.36, plus reinvested income of \$9,59.86, less investment manager fees of (\$2,476.63).

The Haynes Family Fund balance on 1/1/19 was \$247,411.11 and the balance ending 12/31/19 was \$315,291.05, representing a net increase of \$67,879.94. The change in valuation resulted from investment gains of \$54,791.56, plus reinvested income of \$4,156.26, less investment manager fees of (\$1,067.88).

The Garden Fund balance on 1/1/19 was \$49,482.19 and the balance ending 12/31/19 was \$60,872.69, representing a net increase of \$11,390.50. The change in valuation resulted from investment gains of \$10,773.37, plus reinvested income of \$826.54, less investment manager fees of (\$209.41).

The aggregate St. John's portfolio balance on 1/1/19 was \$3,351,903.00 and the balance ending 12/31/19 was \$3,883,946.88, representing a net increase of \$532,043.88. The change in valuation resulted from investment gains of \$727,400.64 plus reinvested income of \$53,078.21, less a draw of (\$244,593.72) and investment manager fees of (\$13,841.25).

The Standing Committee on Investments had no expenses chargeable to St. John's in 2019.

BUILDINGS & GROUNDS COMMITTEE: Doug Van Gessel, Chair

The big news this year is the completion of the construction portion of our chancel renovation project. After years of planning and many months of construction that began in 2018, the project was substantially completed on time by Easter, but for a series of minor "punchlist" issues and an issue regarding the grade of our new ramp that took a number of months thereafter to complete. As of this writing, it appears that the project was completed at a cost consistent with the budget for the project, although the final invoices are currently being submitted and the Vestry and staff are considering the advisability of potential upgrades of the church's lighting and sound system. We are thrilled with the results. We feel the new chancel has created a greater intimacy within the congregation with creating far greater flexibility to use the church for a far wider group of programs to support changes and additions to the church's programs. I would like to thank parishioner Scott Kuehne, who was extremely generous with his time and always helpful with his advice on design and construction issues, along with our owner's representative, Mark Vogt, who quietly but competently kept the process running well. Most of all, I would like to thank all of you, not only for your financial support of the project, but also for your patience during the disruptions caused by construction and your vision and guidance throughout the design and building process.

FINANCIALS: Nigel Heath, Treasurer

Please see the budget for 2020 on the following pages. Included is a comparison with actual and budget for the previous year and the Balance Sheet for 2019.

St. John's 2020 BUDGET vs 2019 ACTUAL

<u>INCOME</u>	<u>2020 BUDGET</u>	<u>2019 ACTUAL</u>
PLEDGE & OTHER CONTRIBUTION TOTAL	\$ 925,000.00	\$ 764,722.96
PLATE	\$ 35,000.00	\$ 34,329.41
PRIOR YEAR PLEDGES	\$ 5,000.00	\$ 5,645.00
BUILDING USE	\$ 78,000.00	\$ 80,019.93
WEDDINGS / FUNERALS	\$ 3,000.00	\$ 2,680.79
ENDOWMENT INCOME	\$ 97,579.00	\$ 91,567.00
PARISH PARTY	\$ 60,000.00	\$ 35,909.23*
SPECIAL GIFTS	\$ 20,000.00	\$ 18,399.75
OTHER INCOME	\$ 15,880.00	\$ 12,280.00
UNPAID PLEDGES (Estimate of 4%)	\$ (37,000.00)	\$ (4,135)*
CREDIT CARD FEES	\$ ZERO	\$ (8,983.98)
RESTRICTED USE FUNDS	\$ ZERO	\$ 115,155.00
TOTAL INCOME	\$ 1,193,459.00	\$ 1,151,725.54

<u>EXPENSES</u>	<u>2020 BUDGET</u>	<u>2019 ACTUAL</u>
SALARIES	\$ 537,575.34	\$ 531,998.60
BENEFIT EXPENSES	\$ 224,566.22	\$ 186,879.99
OPERATING EXPENSE	\$ 162,900.00	\$ 178,250.23
PROGRAMS	\$ 76,450.00	\$ 72,792.43
OUTREACH	\$ 68,059.60	\$ 64,542.69
DIOCESAN ASSESSMENT	\$ 178,532.00	\$ 167,516.40
TOTAL EXPENSES	\$ 1,194,523.56	\$ 1,151,725.54

() = minus/negative

*The Parish Party (Harvest Auction) raised \$60,000 in 2019 but the fund-a-need was restricted to Outreach so is held in a reserve fund and reflected on the Balance Sheet.

*Unpaid pledges actual is not reflected in the reported total income, only pledge & contributions we receive.

The increase in expenses 2020 vs 2019 is driven by:

TOTAL INCREASE IN EXPENSES (Net of some decreases)	\$ 42,798.02
SALARIES (No raises in 2020, Increase covers actual cost of bookkeeper)	\$ 5,576.74
BENEFIT EXPENSES (Increase in cost of diocesan health plan)	\$ 37,686.23
PERCENTAGE INCREASE IN EXPENSES	3.72%

The Change Needed in Income Looks Like:

PLEDGE INCOME INCREASE NEEDED TO BALANCE BUDGET	\$ 160,277.04
RESERVE FUNDING USAGE AT ZERO (Eliminate reliance on reserve funds)	\$ (115,155.00)
DONOR COVERS CREDIT CARD FEES (Instead of by St. John's)	\$ (8,983.98)
ZERO UNPAID PLEDGES (Unpaid pledges estimate is a loss of income on budget)	\$ (37,000.00)

PERCENTAGE INCREASE IN PLEDGES NEEDED IN 2020	20.96%
PERCENTAGE OF CHURCH BUDGET COVERED BY PLEDGES 2020	77.44%
PERCENTAGE OF CHURCH BUDGET COVERED BY PLEDGES IN 2019	66.39%

