

St. John's Episcopal Church 2023 Annual Report



Parish Annual Meeting January 28, 2024

St. John's Episcopal Church
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ST. JOHN'S EPISCOPAL CHURCH

Parish Annual Meeting

January 28, 2024

VESTRY

President

The Rev. Chris Rankin-Williams, Rector

Senior Warden

Becky Hlebasko ('24)

Junior Warden

Joannie Ericson ('25)

Vestry Members

Alden Mills ('24)

Karen Petterson ('24)

Tim McCandless ('24)

Kari Saunders Chao ('25)

Hadley Dettmer ('25)

Nancy Wolcott ('25)

Claire Comins ('26)

Donalyn Hellar ('26)

David Kinney ('26)

Alice Pidgeon ('26)

The Vestry Class of 2024 concludes its service at this annual meeting.

Wardens for 2024-25

Joannie Erickson will serve as Senior Warden until the Annual Meeting 2024.

Note: The Senior Warden is appointed by the Rector. The Vestry elects the Junior Warden.

VESTRY CANDIDATES (Class of 2027)

Michael Hiscott, Lexi Ford Kernot, David Petterson, Lauren Tucker

DELEGATES TO DIOCESAN CONVENTION & MARIN DEANERY

St. John's may have six delegates and six alternates. The Vestry may elect delegates to fill vacancies.

Eleanor Prugh, Chair

Connie Granger

Vance Frost

Paul Glover

LaTonya Sumner

Ethan Dettmer

Maggie Doyle

Alternates: Barry Druschel, Marjorie Sun

ANNUAL MEETING AGENDA

Welcome	The Rev. Chris Rankin-Williams
Opening Prayer & Call to Order	The Rev. Chris Rankin-Williams
Senior Warden's Report	Becky Hlebasko
Election of New Vestry Class	
Election of Delegates	
Presentation of 2024 Budget & 2023 Financials	Susan Aley
Rector's Report	The Rev. Chris Rankin-Williams
Q & A with Rector & Vestry	
Blessing	The Rev. Heather Erickson
Adjourn	

SENIOR WARDEN

Becky Hlebasko, Senior Warden

rhlebasko@bridgehousing.com

2023 was a year of growth and renewal for our Church. Fifty-one new households joined us this year. Seventy parishioners attended the Parish retreat, we had outstanding attendance at the Welcome Sunday Barbeque, and the Harvest Gala was a stunning success. Almost nine hundred people came to Christmas services, back to pre-pandemic levels! We are blessed to have such a vital community here at St. John's when so many churches are languishing.

Over the past year, Vestry continued the work from 2021 and 2022, supporting and monitoring progress on the areas of focus identified in the Strategic Plan. We saw progress in all areas, thanks to the work of our dedicated staff and the generous donation of time and money by many of our members.

- Both **Sunday School** and **Youth Group** attendance increased;
- The **Adult Choir** grew to twenty-one members, and our children's choir, **the Choristers**, more than doubled its ranks;
- We established a **CARES** Team, chaired by Mary Kay Dolejsi. The mission of the Cares Team is to: **Connect** with parishioners in need of a friendly word; **Assist** parishioners in locating services if needed; **Respect** and **Embrace** them – they are appreciated and not forgotten; and **Serve** this mission to strengthen our Church Community;
- **Outreach** in 2023 included St. John's support for the work of Agape Farms in Malawi, The Marin Interfaith Counsel, Street Chaplaincy, St. Dorothy's Rest, St. Vincent de Paul, The Bishop's Ranch and the Marin Organizing Committee.
- **Hybrid Worship** is here to stay - In person attendance has increased since last year, and online attendance remains robust.

The Vestry is responsible for over-seeing the care of our beautiful and welcoming building and grounds. I would like to especially thank last year's junior warden, Joannie Ericson, the very capable chair of the building and grounds committee. Thanks to Joannie, Karen Petterson and others, the project of improving the Memorial Garden has begun and is well underway. If you have not been there in a while, I invite you to go; it is much improved by tree removal and clean up in the entryway, with more to come in 2024. The committee also oversaw a major plumbing project, conversion of the long- unused "bride's room" off the Fireside Room to a Sunday School storage area, and a major reorganization and improvement to our attic storage space.

The Vestry continues the goal of long-term financial stability for St. John's. We came very close to our net fund-raising goal for 2023, thanks to the generosity of our members. However, unanticipated, unavoidable expense increases created an operating deficit that required draws on our reserves. Those reserves are finite, and we will need increased giving to sustain our level of programs over the long

term. To that end, the Vestry has re-established the Stewardship Committee, and you will be hearing from them soon.

Serving on the Vestry has given me a new appreciation for all that St. John's provides, having observed up close all the work and effort that goes into it every day by the clergy, staff, and volunteers. Thank you for the opportunity to serve as Senior Warden and a member of the Vestry. I look forward to seeing what St. John's accomplishes in the years ahead and feel blessed to belong to this wonderful family.

RECTOR

The Rev. Chris Rankin-Williams, Rector
crw@stjohnsross.org

On Pentecost 2023 I celebrated my 20th year as Rector at St. John's. I have grown and changed a lot over 20 years thanks to the understanding and support of the congregation, vestry members and staff. St. John's has changed a lot as well over that time, while keeping the core characteristics that make this such a vibrant church community.

The pandemic created a great amount of uncertainty for churches across the country. 2023 turned out to be our first truly post-pandemic year, and I'm delighted to say it has been a year of growth across the spectrum of the church. Everything from Sunday attendance to the number of people participating in all our programs has gone up since the pandemic. In areas like Sunday attendance we are not back to pre-pandemic numbers but we are defying national trends with growth we are seeing and engagement feels deeper. We have experienced an influx of newcomers which is now surpassing those who have disengaged or left the church following the pandemic. In a promising sign, our in-person attendance at Christmas services in 2023 approached pre-pandemic levels, especially at the 5pm service.

A mentor of mine says that "church growth is an outcome, not a goal." Of course, we want to grow in all areas of church life, but our focus is on living into our mission and vision so that St. John's is a life-giving and caring community for all who come here. When we do our work as a church well we grow as a result.

Just prior to and during the pandemic the vestry worked hard on creating a strategic plan. Naturally, much of that plan was based on responding to the realities of the pandemic. As 2023 has felt like our first post-pandemic year, vestry has been engaged in a process of revising our strategic plan to respond to our new reality and position ourselves to best serve the congregation and our community. In early 2024 the vestry, with staff input, will complete the revision and begin implementation of the strategic plan. Part of the plan is re-creating our CARES team and shifting some of my work so we can best respond to the pastoral needs of our parishioners. It is much easier to visit parishioners in the hospital now than it was during and just after the pandemic which has enhanced our offering of pastoral care.

St. John's is truly blessed with a talented and committed vestry and staff. Working with them is one of the great joys of my ministry. I believe much of our growth and vitality as a church is because our

ministry is grounded in the shared work of the community rather than the person of the rector or focused mainly on the clergy. While I always strive to be a priestly presence in the lives of our parishioners, my main role is empowering the ministry of the congregation and ministries of our members.

In 2023, with the approval of the vestry, I took a four-month sabbatical. This was a crucial opportunity for me to refresh and reset, especially because leading a church through the pandemic was truly exhausting. By the end of my sabbatical I felt recharged and eager to return to this church I love so much. I am so grateful to the vestry, staff and all of you for making this unique opportunity available. Thank you.

On a more practical level, there are three major projects which will be a focus for 2024: Completing our audio/video setup to livestream and record our services including the installation of remote video cameras in the church to expand viewing options, Installation of a new LED lighting system in the church and landscape lighting outside the church (which will help complete our capital campaign projects), and creation of a much more aesthetic access to the Memorial Garden from behind the parish hall and refresh of the garden itself.

Finally, as some of you know, I have served on the Bishop Search and Transition Committee for the election of a new bishop for our diocese. It has been an incredible amount of work, but important work for our church. My role on that committee will conclude with the ordination of the new bishop for our diocese in May. I am truly excited for this new chapter in the life of our diocese — and excited to complete this work. Serving the wider church is part of my commitment as a priest, and the commitment of all clergy, but I feel I've put my time and effort in and really just want to focus 100% on leading St. John's under our new bishop.

May God continue to bless us in the year ahead.

God's Peace,
Rev. Chris Rankin-Williams
Rector

ASSOCIATE PRIEST

The Rev. Heather Erickson, Associate Priest
heather@stjohnsross.org

Recently during our Sunday 9am sermon reflection, someone offered the image of a tapestry to describe the ways in which the relationships in our lives support us. This image resonated with me - in the in between moments of my days I've revisited this illustration and the ways in which it feels like what we do here at St. John's, what we do as church. A tapestry is a thick piece of fabric, created by weaving together a variety of different threads that form a design. From a distance it might look like a painting, but upon closer inspection the patterns and pictures are formed from individual threads coming together to create patterns, or a larger image. The parts come together creating something new, something whole,

and often something grand. Tapestries are usually robust, and like most works of art, intended to enhance the beauty of our surroundings and invite us to see something new, or something familiar in a new way.

I like to think of St. John's as a tapestry, each of us woven together, offering of ourselves in service of Christ and of each other. We do this in a variety of ways, some of which are listed below.

So if anyone is in Christ, there is a new creation: everything old has passed away; look, new things have come into being! – 2 Corinthians 5:17

Formation, Worship, Outreach, and Engagement

Bible Study: Monday evening on zoom

Baptisms: celebrated outdoors at the fountain and inside at the font in the church

Confirmation: celebrated with the whole diocese at Grace Cathedral

9am Intergenerational Family Service: gathering outside on the lawn or inside the Parish Hall

Dinner Church

Anti-Racism Education and Training

Mary Magdalene Book Group

Parish Retreat: St. John's together at Bishop's Ranch for a weekend together in September

Advent Wreath Making

Open House Sunday barbecue and Summer kick-off Sunday barbecue

St. Vincent de Paul Brown Bag Meals

TransHeartLine Dinners

Interfaith Street Chaplaincy

Marin Interfaith Council

Agape Farm: supporting children in Malawi

Giving Tree: Christmas gifts for residents of Pine Ridge Care Center and Gilead House

Marin Organizing Committee (MOC): working with other faith organizations to advocate for the common good for the people of Marin

Children, Youth, and Families

Sunday School: during the 10am service

Choristers: children's choir

Easter Egg Hunt

Christmas Pageant

Confirm not Conform: year long exploration and preparation for confirmation

Youth Group: Sunday evening gathering of youth

Youth Trip: pilgrimage/service experience for senior high age youth

Harvest Party: for children and youth

Haunted Church: hosted by our Youth Group for the neighborhood

All of this work wouldn't be possible with the support and effort of many people. Thank you to the People of St. John's for witnessing God's love in the world. Thank you to the Staff of St. John's. I am very grateful to be in partnership with Maggie and Sandra in Children, Youth, and Family Ministry. Thank you to the Vestry leadership of St. John's, and thank you to our Treasurer, Susan Aley. Thank you to Doug Aley and Kelli Fleitas for leading the Sunday 9am in song and spirit. Thank you to the Outreach Leadership Committee - Karen Petterson, Margaret Partlow, and Alice Pidgeon, and everyone else who shows up to help make a difference in the world. Thank you to Jennifer Whitaker for introducing us to the wonders of Mary Magdalene. And thank you to the Bible Study crew - LaTonya Sumners, Anne Coyne, Eleanor Prugh, Anne Pearson, Connie Granger, Jane Heath - for showing up nearly every week to enter into conversation with our sacred stories.

MUSIC

John Karl Hirten, Director of Music
john@stjohnsross.org

This coming August, I will have been privileged to be Director of Music at St. John's for three years.

The Choristers (our children's choir) grew since this time last year, when there were three members. At the end of December we had eight members, ages 6 through 10. The Choristers now rehearse in two groups to accommodate schedules. We made a lot of progress especially in the fall, and had a very nice presentation for Lessons and Carols in November and the Christmas pageant. We also had a small group sing at the 5 PM Christmas Eve service.

The Adult choir is currently at 21 members. The quality of choral performance has shown tremendous improvement in a relatively short time. The Evensong service in November was well attended and well received, as was Lessons and Carols this past December. We plan to have two Evensongs in the Spring of 2024.

Due to the generosity of the parish, we were able to add one section leader to the choir, a baritone, bringing the total number of paid singers to five.

The instruments at St. John's comprises two pianos, a new set of handbells, and the hybrid pipe/electronic organ. The pianos are in reasonably good shape. The organ functions well enough but may need some minor maintenance in the short term and some major maintenance in the long term. My goal for 2024 is to prepare a full report about the health and long-term needs of the instrument.

Thank you for your continued support.

YOUTH MINISTRY

Maggie Doyle, Youth Minister
maggie@stjohnsross.org

I am delighted to share that our St. John's Youth Program continues to thrive, as our incredible St. John's youth help to create a uniquely joyful, insightful, creative, and safe sacred space.

2023 Youth Highlights

- The youth group ran the kitchen for an extremely successful Pancake Breakfast on the Sunday before Lent started – serving fellow parishioners across generations and helping to bring the community together over delicious pancakes, fruit, and lots of bacon!
- Six St. John's confirmands were confirmed at Grace Cathedral in June. The Sunday prior, our confirmands presented their fantastic reflections on the confirmation process to the entire parish during the 10 am service – including two visual pieces of art, two written speeches, and two singing performances.
- We, once again, partnered with Church of the Resurrection, Pleasant Hill for our June youth trip - this time traveling to Navajo Nation in New Mexico and Arizona for cultural immersion and service opportunities. During this amazing trip, our group assembled around 1,000 giveaway bags for Gallup, NM and the surrounding communities through St. Bonaventure Mission, experienced moments of true wonder in Petrified Forest National Park, fully cleared out a cattle grate at Good Shepherd Episcopal Mission, learned from multiple incredible Diné storytellers who blessed our group with their ineffably wise and hopeful tales, explored Bandera Volcano and Ice Cave, and learned so much more about the Diné people, their history, and their land at Window Rock – the seat of Navajo Nation's government. (6 St. John's youth attended)
- With the help of 47 volunteers, we organized and ran a truly awesome Haunted Church on Halloween night – where 1,267 community members (and two dogs!) were in attendance – making this our largest community outreach event of the past few years.
- Confirmation Class has started up once again – now with 9 confirmands and 8 confirmation mentors.
- We held multiple SVDP bagged lunch prep volunteering evenings.
- We offered a range of fun and engaging youth-specific and inter-generational activities at the Parish Retreat in September – including a youth scavenger hunt and youth glow-in-the-dark evening pool party (with 13 youth in attendance).
- We maintained weekly Sunday Morning + Evening Youth Groups – with additional Evening Youth Group parties (such as a Summer Kick-Off Party [complete with jumpy obstacle course] and, most recently, a fantastic Youth Group Christmas Party).
- We, once again, sent out multiple prayer packages, expanding the recipients to college-aged young people as well as youth.
- St. John's Youth organized and ran a fundraiser for St. John's charitable partners Agape Farmhands – making snowflake ornaments to raise money for Agape Farm in Malawi Africa.

Looking forward in 2024, I am so excited for our youth program to continue to grow, as we are looking at around 10-12 youth attending this summer's youth trip to Oahu in June. This will be a combined service + cultural immersion trip, in which we will be working with local non-profits and parishes on an array of service projects, as well as learning from and about the history and culture of Hawai'i and its incredible, resilient Native Peoples. I absolutely cannot wait for coming adventures, new experiences, and even deeper connections.

We are so grateful for the ongoing support of our entire St. John's family - without which our youth program would not be possible. Here's to another year filled with laughter, insight, prayer, and play!

CHILDREN'S MINISTRY

Sandra Pathik, Director of Children's Ministry
sandra@stjohnsross.org

"Start children off on the way they should go, and even when they are old they will not turn from it."
Proverbs 22:6 (NIV)

Our Children's Ministry had a wonderful year of fun and engaging events and activities in 2023. Through our Sunday School class, our children not only gained knowledge of the Bible stories, they also had the opportunity to connect with these sacred stories on a deeper level, exploring and understanding faith in a meaningful way. We never skipped a Sunday except on Easter Sunday, Christmas Eve Sunday and New Year's Eve Sunday.

During the summer, the children learned about the heroes and heroines in the Bible and their inspirational example of their trust and reliance in God through their life journey. Our new addition of Godly Play materials was used extensively in the majority of our Sunday school classes. We had three teachers who participated in Godly Play training sessions last year. We hope to expand the number of volunteer teachers participating in the training to further enhance our Sunday School program.

For our activities, the children enjoyed breakfast on Pajama Sundays, hid the *Hallelujah* at the beginning of Lent, had an Easter Egg hunt at the close of Holy Week, planted seeds on Earth Day Sunday, received Back to School blessings, got treats on our holiday parties, and most importantly, took on roles to retell the Christmas story in the Best Christmas Pageant Ever—all contributing to a mix of joyous and memorable experiences. We distributed resources during the Lent Season and gave out mementos during Easter and Christmas Eve services.

Our children had the opportunity to engage in a variety of intergenerational events in St. John's, like the church BBQ, Parish Retreat, Blessing of the Animals, Open House, Harvest Party, and Advent Wreath Making, among others. These experiences foster a sense of community providing our children opportunities to connect, form friendships, express themselves freely, be inspired, have meaningful interactions with adults and overall have a positive sense of purpose within our church community.

Reflecting on the past year, I'm profoundly grateful for the steadfast support of our clergy, staff, vestry, parents, and congregation, as well as the exceptional dedication of our volunteers. Our collective effort has resulted in the achievements of the Children's Ministry, and I look forward to another year of shared commitment in supporting the personal growth and spiritual development of our children in St. John's.

Soli Deo Gloria!

STEWARDSHIP

Lee Steward, Director of Stewardship
stewardship@stjohnsross.org

Summary:

The year was a year of celebration and transition at St. John's:

- 1) Transition of Church database platforms from Blackbaud to Breeze
- 2) Fundraised for over half of the year with Rector on sabbatical
- 3) 10% increase in Annual Fund giving from 250 AF'23 donors
- 5) 26 LYBUNTS (57k)
- 6) 18% increase in Harvest giving

With the transition from Blackbaud to Breeze, we increased our accessibility and transparency. During the transition, we used another platform, Panorama, for the start of the Annual Fund '23 - 'Connect to God through Stewardship' campaign. Garnering increased and new support through this platform we moved Annual Fund giving completely from both Blackbaud and Panorama to our new Breeze database. During the transition we saved money through a less expensive platform (Breeze) and increased revenue through support from individuals covering transactional fees.

Starting the year celebrating Rev. Chris' sabbatical through 20 years of service, but without a major fundraiser was, of course, a major challenge. We adapted through increased organization of Annual Fund '23 appeals and process. Also, with the help of several vestry members, we reached each of our members through email, phone, and text conversations in the first month of the campaign. The fifteen week AF23 campaign garnered almost 40% of our Annual Fund goal and with Rev. Chris' return, we were able to reach 96% of our 965k goal.

Our Annual Fund ask of a 10% increase from all givers was met through an increase in giving from 89 of our 250 Annual Fund donors - 36%. We also had 64 donors keep their annual fund giving steady - 26% but had 18%, 46 donors, decrease their giving in 2023.

Another transition included 26 members who gave last year, but not this year (LYBUNTS) for a total loss of 57k in contributions. Additionally, we added 51 new annual fund donors (44k).

The Harvest '23 was the best individual fundraising event ever at St. John's with over 84k in

net income. We increased both the silent and live auctions with almost 20k in income from those events. Also, our generous sponsors increased their support with almost 25k in donations. The Fund-A-Need for children and youth had very strong funding with almost 45k. Overall, we had an 18% increase from last year's Harvest.

Key takeaways from 2023:

- I. Transparency and flexibility leads to greater support.
- II. An aligned staff and vestry keeps the church 'mission focused.'
- III. St. John's flourishes through the people - clergy, staff, and volunteers - that celebrate our abundance.

As of Dec 31:				
Annual Fund	\$926,342.00		250 AF'23 donors	26 LYBUNTS (57k)
Harvest '23	<u>\$84,358.00</u>			
	\$1,010,700.00		195 1 Time Donors	17 one time LYBUNTS (34k)
Special Gift	\$10,000.00		54 increase AF23	
Music Fund	\$4,751.00		58 same AF23	
Xmas Gifts	\$3,289.00		42 decrease AF23	
Total	\$1,028,740.00		41 NEW AF23	
			55 Recur Donors	9 recurring LYBUNTS (23k)
			35 increase AF23	
			6 same AF23	
			4 decrease AF23	
			10 NEW AF23	
March '22 - Jan '24	post-pandemic			
2022	2023		Total	
\$925,404.00	\$1,028,740.00		\$1,954,144.00	15% increase
			374 families	10% decrease
March '18 - Jan '20	pre-pandemic			
2018	2019		Total	
\$698,495.66	\$957,304.22		<u>\$1,655,849.88</u>	
			414 families	

OUTREACH

The Rev. Heather Erickson, Associate Priest

heather@stjohnsross.org

Karen Petterson, Alice Pidgeon, Margaret Partlow

Agape Farm: During the summer, St. John's collected school supplies, games, puzzles, and learning aids - filling many suitcases - which were delivered by those who traveled to Malawi. Fr. Francis visited in October to share the work that is happening and hopes for the future, and we sent him back to Malawi with more supplies. Parishioners also made generous monetary contributions.

St. Vincent de Paul Free Dining Room: Over the course of 2023, St. John's gathered during coffee hour and during Youth Group to make lots of peanut butter and jelly sandwiches, providing approximately 400 bagged meals to be distributed through the SVdP Free Dining Room.

MOC: St. John's is one of over twenty institutional members of MOC, the [Marin Organizing Committee](#). Through our work with MOC, St. John's is practicing one of the Episcopal Church's core values and ministries, [Social Justice and Advocacy](#). MOC advocates for local community issues jointly chosen by member institutions. The current issues include Aging & Disability; Affordable Housing; Youth Mental Health, and Homelessness. This past year St. John's was well represented at the Civic Action advocating for a just and equitable wage increase for IHSS (In Home Supportive Services workers), which educated county Supervisors and encouraged them to take concrete steps to improve IHSS wages in the 2024 union negotiations with the county and state.

TransHeartLine: TransHeartLine provides a safe and free space for people to recover from gender affirming surgery. St. John's, along with other faith communities and non-profit organizations in Marin, provides hospitality and meals.

Warm Winter Hats: St. John's provided handmade warm winter hats to help care for the unhoused people living in Marin.

Ritter Community Center: During the month of November, St. John's gathered canned proteins to support the food pantry at Ritter Center in San Raphael.

Holiday Giving Tree: St. John's provided a generous bundle of gift cards to support the mothers and children living at Gilead House and we delivered individually wrapped gifts to the 93 residents living at PineRidge Care Center.

MARIN DEANERY & DIOCESAN CONVENTION DELEGATES

Eleanor Prugh, Chair

eleanactor77@gmail.com

At the Parish Meeting last January, nine parishioners of St. John's were elected to serve as lay delegates or alternates for 2023. They were Ethan Dettmer, Maggie Doyle, Barry Druschel, Vance Frost, Paul Glover, Connie Granger, Eleanor Prugh, LaTonya Sumner, and Marjorie Sun. They attended five Deanery meetings and two Diocesan Conventions, as assigned by Fr. Chris and their own availability.

Five Deanery meetings were held on Zoom, March 1, June 17, September 5 (all Deaneries together on Zoom for a pre-Convention “tutorial” presentation), September 21, and November 20. Finding dates for meetings where most representatives of the Episcopal Churches in Marin can attend remains a perennial challenge.

Of note, this year:

Holy Innocents Episcopal Church in Corte Madera was closed. On April 12, Bishop Marc celebrated a final Eucharist there. It is hoped that the diocese will find a use for the property that will continue to serve the greater church and the community. This work has been started.

In September the names of DEANS for the 6 Deaneries of the diocese were announced. Bishop Marc and Executive Council had advanced this change, in hope that a central figure overseeing each deanery would add to better communication and connectivity among the Episcopal churches in each area and stir up some needed vitality. Marin’s Dean is the Rev. Kristin Spaulding, of Nativity in Terra Linda.

The Diocesan Convention was held in-person, in Grace Cathedral, on Saturday, October 28. The night before, Session One was held on Zoom. Early the next morning your delegates, Ethan, Maggie, Vance, Connie, Eleanor, LaTonya, and Marjorie, scrambled for a car or ferry to arrive on time, along with clergy, Rev, Chris, Rev. Heather, and Rev. Jim Ward. If you are interested in knowing what occurred at the Convention, access the Diocesan website diocal.org and find the convention tab for a thorough report.

The Deanery has a small fund from which they make modest grants each year, selecting from applications received. At the November meeting the body of representatives voted to use the 2023 funds to support the St. Francis Community Pantry. They received \$3,000 which was needed to round out their budget, adding to other sources they had. The Episcopal church in Novato, although shrinking, is committed to providing this very needed service to their community.

On Saturday, Dec. 2, St. John’s delegates again traveled to Grace Cathedral, this trip to elect the next bishop of the Diocese of California. As you know, Fr. Chris spent much time and energy during 2023 as a member of the Search Committee which presented to the diocese three excellent candidates. On the first weekend of November the candidates traveled to all six deaneries, arriving lastly in Marin at Our Savior in Mill Valley. Besides seeing the candidates and hearing their voices “in person” the sessions were online and recorded for reference afterward. VERY HELPFUL. Our delegates, besides clergy, who voted at the election, were Ethan Dettmer, Maggie Doyle, Paul Glover, Connie Granger, Eleanor Prugh, LaTonya Sumner and Marjorie Sun. The Rev. Austin Rios was elected on the second ballot.

Connie Granger serves as treasurer of the Marin Deanery. Vance Frost is a representative from the Deanery on the Executive Council of the Diocese. Ethan Dettmer will be secretary for the Deanery starting this year.

A GOOD TIME WAS HAD BY ALL.

E. Haynes Prugh De Scribe

ALTAR GUILD

Leslie Limpert, Director
leslielimpert@yahoo.com

The purpose of the Altar Guild is to serve and assist the Clergy. In 2023 the Altar Guild continued its work in a pre-pandemic mode. The nature of the work the Altar Guild does has many rituals as well as traditions which require us to be a very tightly knit group based on teamwork. As in the past we begin 2024 with strength and excitement to continue our ministry.

In 2023, the Altar Guild tried to build its reserves back up so we did not make any major purchases. Donations continue to diminish so we have tried to make our mission more widely known through announcements and participation in Welcome Back Sunday and a donation board at Christmas. We will plan to put one out in 2024 at Easter and Christmas. We have learned that most parishioners do not know that the 'Flower Donations' are not just for flowers. The Altar Guild is solely funded by your generosity. We supply the wine, candles, oil, linens, priests liturgical clothing, when needed, and repairs to Eucharistic implements to name a few. As examples, in years past we have bought new chasubles, repaired the kneelers, candelabra and silver cruets. Please consider a donation to the Altar Guild directly as we receive no funding from the church.

I want to thank Rev. Chris for his leadership and flexibility. I would also like to express gratitude for Rev. Heather and John for helping Altar Guild when we need an extra pair of hands. As I attended and served on Christmas Eve I was overcome with the joy that this year in 2023 it finally felt like the pandemic was behind us. There were many young families as well as old friends at the 3PM service and I felt great hope for the future of our community. I am grateful to begin another year of service and I thank Chris for the opportunity.

ALTAR GUILD TREASURER'S REPORT

Patty Griffith, Treasurer
sananpatty@comcast.net

Cash on hand January 1, 2023: \$9,254.38

Receipts: \$6,575.47

Disbursements: \$5,728.27

Cash on hand December 31, 2023: \$10,101.58

DINNER CHURCH

Marjorie Sun, Group Leader
marjorie@stjohnsross.org

Dinner Church is thriving! Folks are hungry for community and spiritual conversation post-pandemic. We met once a month in the spring of 2023 to explore grief and finding meaning, took our usual break over the summer, and then launched in the fall a 5-part series on our relationship with money as individuals and as a community. Since its start in 2013, Dinner Church's aim has been to build community one delicious meal at a time—in the kitchen and at the table. As in previous years, a team of terrific volunteers bond while slicing and dicing together. Others then join us to share the meal and together we wrestle with spiritual questions and support each other as we seek.

MEN'S GROUP

Paul Clark & Keith Granger, Group Leaders
mensgroup@stjohnsross.org

Mission: The St. John's Men's Group has regularly met 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 held once a month have resumed, generally held outdoors in the memorial garden, frequently with a featured speaker or other program. A short prayer service is held at each gathering. Average attendance is 10-12 participants that varies throughout the year.

2023 Highlights:

We procured and cooked 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 have also resumed helping with meals through the Street Chaplaincy program, for individuals who are homeless or otherwise food insecure.

We held our retreat at St. Dorothy's Rest since Covid with 14 in attendance, and had a group hike around the area.

We held our Christmas Breakfast Out meeting for the third time at Creekside Pizza and Taproom in San Anselmo. Parishioner and co-owner Pat Townsley hosted a great event and we rolled up our sleeves and cooked pizzas.

Paul Clark & Keith Granger continue joint leadership of the Men's Group. We'll continue to build on the best traditions of the Men's Group by adding new events of interest to the parish as circumstances and our imaginations permit.

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.

INVESTMENT COMMITTEE

Andrew Biggs, Chair
andrew.biggs@gmail.com

Standing Committee on Investments

Andrew Biggs

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 2023 were: Andrew Biggs (Chair), Michael O'Brien, Tim McCandless, Gregg Miller, and Charles Hoeveler. Chris Rankin-Williams attends regular meetings, as does Susan Aley as Treasurer. Issa Brandt and Zoe Brizzolara attend as representatives of Commonfund, the investment manager. The committee holds multiple 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 four investment accounts on behalf of St. John's: the unrestricted General Endowment, 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 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 4% of the endowment's trailing value to the church operating fund. The approved 2023 draw from the Endowment Fund, (4% of the rolling 12 quarter average balance) was (\$117,080.00). 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 2023, The Endowment Fund returned 18.41%. For comparison the 2023 return on the S&P 500 was 26.29%, the return on the MSCI ACWI Ex-US (a proxy for international equities) was 15.62% and the return on the Barclays Capital U.S. Aggregate Bond Index was 5.53%. Equity and fixed-income returns benefited from the decline in overall interest rates during the back half of the year. The asset class allocation for the Endowment Fund as of 12/31/23 was 72.13% in Equity and 27.87% in Fixed-Income.

The Endowment Fund balance on 1/1/23 was \$2,708,583.80 and the balance ending 12/31/23 was \$3,090,047.06, representing a net increase of \$381,463.26.

The House Sinking Fund balance on 1/1/23 was \$766,633.32 and the balance ending 12/31/23 was \$907,823.66, representing a net increase of \$141,190.34.


The Haynes Family Fund balance on 1/1/23 was \$335,359.40 and the balance ending 12/31/23 was \$382,869.94, representing a net increase of \$47,510.54.

The Memorial Garden Fund balance on 1/1/23 was \$60,529.39 and the balance ending 12/31/23 was \$68,952.76, representing a net increase of \$8,423.37.

The aggregate St. John's portfolio balance on 1/1/23 was \$3,871,105.91 and the balance ending 12/31/23 was \$4,449,693.42, representing a net increase of \$578,587.51.

More detail regarding investment performance is available from the Standing Committee on Investments.

The Standing Committee on Investments had no expenses chargeable to St. John's in 2023.

	Beginning Market Value	Ending Market Value	Market Value Change
	January 2, 2023	December 31, 2023	December 31, 2023
Endowment Fund			
CFI Multi-Strategy Equity Fund	\$1,892,886.85	\$2,228,812.46	\$335,925.61
CFI Multi-Strategy Bond Fund, LLC	\$815,696.95	\$861,234.60	\$45,537.65
Total Endowment Fund	\$2,708,583.80	\$3,090,047.06	\$381,463.26
Haynes Family Fund			
CFI Multi-Strategy Equity Fund	\$234,352.58	\$276,224.27	\$41,871.69
CFI Multi-Strategy Bond Fund, LLC	\$101,006.82	\$106,645.67	\$5,638.85
Total Haynes Family Fund	\$335,359.40	\$382,869.94	\$47,510.54
Housing Sinking Fund			
CFI Multi-Strategy Equity Fund	\$535,883.08	\$664,191.40	\$128,308.32
CFI Multi-Strategy Bond Fund, LLC	\$230,750.24	\$243,632.26	\$12,882.02
Total Housing Sinking Fund	\$766,633.32	\$907,823.66	\$141,190.34
Memorial Garden Fund			
CFI Multi-Strategy Equity Fund	\$42,298.08	\$49,703.62	\$7,405.54
CFI Multi-Strategy Bond Fund, LLC	\$18,231.31	\$19,249.14	\$1,017.83
Total Memorial Garden Fund	\$60,529.39	\$68,952.76	\$8,423.37
St. John's Portfolio			
Total Equity	\$2,705,420.59	\$3,218,931.75	\$513,511.16
Total Fixed-Income	\$1,165,685.32	\$1,230,761.67	\$65,076.35
Portfolio Total	\$3,871,105.91	\$4,449,693.42	\$578,587.51

TREASURER'S REPORT

Susan Aley, Treasurer
susankaley@gmail.com

2023 Financials

The major sources of income for St. John's in 2023 were the Annual Fund (net \$911,129), General Endowment draw (\$117,080) and Building Use (\$109,091). Actual income from Plate and Parish Party were greater than expected in the budget. The budget foresaw using \$88,000 of restricted funds to cover expenses. After applying planned endowment draws and the Harvest Gala Fund-A-Need, \$99,000 of restricted funds were used to balance expenses.

Total expenses exceeded the budgeted amount, driven by high operating expenses. Auditing expenses were the greatest variance to budget as fees for three years of audits hit during 2023 (while only one year had been budgeted). Other line items that were greater than expected were Utilities, Cleaning and Technology.

During 2023, the church borrowed \$200,000 from the Operating Reserve to cover months with low cash balance. This was repaid at the end of the year. The church ended the year with \$55,376 in the Operating Checking account.

2024 Budget

The 2024 budget seeks to cover expenses with regular donations and decrease the use of restricted funds. Major sources of income will be the Annual Fund (\$995,000 stated goal; \$944,255 net of fees and unpaid pledges), General Endowment draw (\$120,342) and Building Use (\$110,000). Expenses for 2023 include a Diocesan-recommended 2.9% cost of living adjustment for staff and increases for Utility, Cleaning and Technology expenditures.

	2023		2024	
	Budget \$	Actuals \$	Budget \$	%
INCOME				
Annual Fund, stated goal			\$ 995,000	
Annual Fund, after fees & unpaid pledges	\$ 916,750	\$ 911,129	\$ 944,255	71%
Endowment	\$ 117,080	\$ 117,080	\$ 120,342	9%
Building Use (Preschool)	\$ 95,000	\$ 109,091	\$ 110,000	8%
Plate	\$ 30,000	\$ 41,149	\$ 40,000	3%
Parish Party	\$ 35,000	\$ 35,357	\$ 40,000	3%
Restricted Funds	\$ 87,880	\$ 162,841	\$ 42,700	3%
Other	\$ 35,000	\$ 28,160	\$ 37,500	3%
	\$ 1,316,710	1,404,807	\$ 1,334,797	
EXPENSES				
Salaries	\$ 601,883	\$ 600,264	\$ 607,872	
Benefits	\$ 225,656	\$ 233,894	\$ 190,707	
Salaries & Benefits	\$ 827,539	\$ 834,158	\$ 798,579	60%
Operating Expense	\$ 191,650	\$ 256,698	\$ 227,200	17%
Programs	\$ 92,250	\$ 95,962	\$ 99,250	7%
Outreach (SJR Only)	\$ 16,500	\$ 13,281	\$ 16,000	1%
Diocesan Assessment	\$ 190,055	\$ 188,440	\$ 194,425	15%
Other	\$ -	\$ 16,269	\$ -	
	\$ 1,317,994	1,404,807	\$ 1,335,454	
SURPLUS / (DEFICIT)	(1,284)	(0)	(657)	

ST. JOHN'S 2023 FINANCIALS, 2024 BUDGET

	2023 Budget	2023 Actuals	APPROVED 2024 Budget	Compared to '23 Budget		Compared to '23 Actuals	
				\$ change	% change	\$ change	% change
INCOME							
ANNUAL FUND CONTRIBUTIONS	965,000	923,833	995,000				
POTENTIAL UNPAID PLEDGES	(38,600)		(39,800)				
LESS CREDIT CARD CHARGES	(9,650)	(12,704)	(10,945)				
NET ANNUAL FUND	916,750	911,129	944,255	27,505	3%	33,126	4%
SPECIAL GIFTS	20,000	19,609	25,000				
PLATE	30,000	41,149	40,000				
PLEDGES PRIOR YEAR	5,000	375	5,000				
BUILDING USE	95,000	109,091	110,000				
WEDDINGS	0	0	0				
FUNERALS	5,000	5,800	5,000				
OTHER INCOME	5,000	2,375	2,500				
ENDOWMENT INCOME	117,080	117,080	120,342				
PARISH PARTY	35,000	35,357	40,000				
RESTRICTED USE CONTRIBUTIONS							
...restricted use Major Maintenance		21,108					
...restricted use Memorial Garden	2,880	2,880	2,700				
...restricted use Harvest Fund-A-Need		39,440					
...restricted use Other	85,000	99,413	40,000				
RESTRICTED FUNDS SUBTOTAL	87,880	162,841	42,700	(45,180)	-51%	(120,141)	-74%
TOTAL INCOME	1,316,710	1,404,807	1,334,797	18,087	1%	(70,010)	-5%
SALARIES							
TOTAL SALARIES	601,883	600,264	607,872	5,989	1%	7,608	1%
BENEFITS							
TOTAL BENEFIT EXPENSES	225,656	233,894	190,707	(34,949)	-15%	(43,186)	-18%
TOTAL SALARY AND BENEFITS	827,539	834,158	798,579	(28,960)	-3%	(35,579)	-4%
OPERATING EXPENSE							
UTILITIES	39,000	44,743	48,000				
Cleaning service	30,000	35,918	39,600				
INSURANCE	21,000	21,299	22,400				
MAINTENANCE	17,500	16,354	19,500				
OFFICE EXPENSE	15,000	14,983	12,000				
TECHNOLOGY	15,000	19,869	23,000				
PROPERTY & SALES TAXES	12,000	11,871	12,200				
ACCOUNTING & AUDITING	10,000	32,937	12,000				
Landscape maintenance	10,000	12,274	10,000				
TELEPHONE AND INTERNET	9,000	8,000	9,000				
STAFF EXPENSE REIMBURSEMENT	7,000	7,835	8,000				
CLERGY DISCRETIONARY EXPENSE	2,000	106	2,000				
POSTAGE	2,000	1,861	2,000				
ADVERTISING	1,500	493	1,000				
CLERGY SUPPLIES	500	90	1,000				
BANK CHARGES	150	286	500				
EQUIPMENT EXPENSE	0	6,671	5,000				
LEGAL FEES	0	0	0				
Major Maintenance	0	21,108	0				
TOTAL OPERATING EXPENSE	191,650	256,698	227,200	35,550	19%	(29,498)	-11%
PROGRAMS							
FAITH FORMATION	750	78	750				
CHILDREN'S MINISTRY	7,000	4,400	6,000				
CONFERENCES / RETREATS	12,000	11,371	12,000				
MUSIC & CHOIR	45,000	41,072	51,000				
PARISH LIFE (Inreach)	15,000	17,144	16,000				
YOUTH	10,000	21,896	10,000				
PASTORAL CARE	0	0	0				
STEWARDSHIP	2,500	0	3,500				
TOTAL PROGRAMS	92,250	95,962	99,250	7,000	8%	3,288	3%
OUTREACH							
PARISH OUTREACH:							
...MARIN INTERFAITH COUNCIL	1,000	1,000	1,000				
...STREET CHAPLAINCY	500	500	500				
...ST. DOROTHY'S REST	2,500	2,500	2,500				
...AGAPE FARM	2,500	2,500	2,500				
...ST. VINCENT de PAUL	0	(0)					
...BISHOP'S RANCH	2,500	2,500	2,500				
...MARIN ORGANIZING COMMITTEE	2,000	2,000	2,000				
...MISC. / OTHER	5,500	2,281	5,000				
TOTAL OUTREACH	16,500	13,281	16,000	(500)	-3%	2,720	20%
OTHER EXPENSES							
DIOCESAN ASSESSMENT	190,055	188,440	194,425				
MAJOR IMPROVEMENTS	0	16,269					
TOTAL OTHER EXPENSES	190,055	204,709	194,425				
TOTAL EXPENSES	1,317,994	1,404,807	1,335,454	17,460	1%	(69,353)	-5%
TOTAL INCOME	1,316,710	1,404,807	1,334,797				

St John's Episcopal Church

Balance Sheet

As of December 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1001 Bank of Marin - CHECKING OPS	55,376
1002 Bank of Marin - OPS RESERVE	335,722
1003 Bank of Marin - CAP CAMPAIGN	327,900
1005 Bank of Marin - VESTRY RESERVE	163,721
1015 Wells Fargo - Altar Guild	10,102
1100 Investment Accounts	
1101 Commonfund 360001 Endowment Bk	3,090,047
1103 Commonfund 360003 Housing Sinki	907,824
1104 Schwab Bldng & Mjr Mnt Fnd 8781	5,324
1105 Schwab Trade 9946	0
1106 Commonfund 360004 Haynes FF	382,870
1107 Commonfund 360005 MG Fund	68,953
Total 1100 Investment Accounts	4,455,018
Total Bank Accounts	\$5,347,838
Total Current Assets	\$5,347,838
Fixed Assets	
1600 Church	
1601 Land	119,060
1602 Buildings	1,899,786
1603 Personal Property	257,000
1604 Property Improvements	101,861
Total 1600 Church	2,377,707
1620 136 Terrace Ave, Kentfield	500,000
Total Fixed Assets	\$2,877,707
TOTAL ASSETS	\$8,225,545
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2200 Security Deposits	5,925
2300 Pledges Paid for Next Year	2,750
Total Other Current Liabilities	\$8,675
Total Current Liabilities	\$8,675
Total Liabilities	\$8,675

St John's Episcopal Church

Balance Sheet

As of December 31, 2023

	TOTAL
Equity	
3000 Retained Earnings	3,158,351
3200 Temp. Restricted Net Assets	
3210 Capital Campaign Net Assets	327,900
3215 Altar Guild - Wells Fargo	10,102
3220 Children's Fund Net Assets	2,082
3240 Major Maintenance Fund Net Assets	3,673
3250 Memorial Garden Fund Net Assets	266
3260 Music Fund Net Asset	27,317
3266 Sabbatical Funds Net Asset	200
3270 Outreach Fund Net Asset	
3271 Easter Basket Fund Net Asset	690
3272 SVdP Fund Net Asset	4,512
3273 Gilead House Fund Net Asset	100
3274 Mutual Hsing Marin Fd Net Asset	7,256
3276 Outreach Misc Fund Net Asset	6,314
Total 3270 Outreach Fund Net Asset	18,873
3280 Malawi Fd NA - Agape Farm	2,012
3290 Vestments Fund Net Asset	469
3300 Youth Ministry Fund Net Asset	18,805
3410 Parish Party Fund Net Assets	24,906
3599 Endowment Equity/ To Tfr NA	163,721
3900 Endowment Fund Net Asset	
3910 Commonfund360001 Endowment N/A	3,090,047
3930 Commonfund360003 HousgSinki N/A	907,824
3940 Bldg&MajorMaint Fund 8781 N/A	5,417
3960 Commonfund340844 HaynesFF N/A	382,870
3970 Commonfund360005 MemGrdn N/A	68,953
Total 3900 Endowment Fund Net Asset	4,455,111
Total 3200 Temp. Restricted Net Assets	5,055,437
Net Income	3,082
Total Equity	\$8,216,870
TOTAL LIABILITIES AND EQUITY	\$8,225,545

CLERGY & STAFF DIRECTORY

Rector

The Rev. Chris Rankin-Williams
415.456.1102, x103, 415.250.7439 (cell)
crw@stjohnsross.org

Associate Priest

The Rev. Heather Erickson
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Assisting Clergy

The Rev. Skip Fotch
415.203.3212
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The Rev. Jim Ward
(415) 518-2757
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Church Administrator

Virginia Kosydar
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Director of Children's Ministry

Sandra Pathik
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Director of Music

John Karl Hirten
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john@stjohnsross.org

Director of Stewardship

Lee Steward
415.456.1102, x117, 917.664.3831 (cell)

Treasurer

Susan Aley
206.300.2325
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Youth Minister

Maggie Doyle
415.456.1102, x105, 415.233.1192 (cell)
maggie@stjohnsross.org

St. John's Worship Metrics for 2023

In-Person Attendance

2023 Average Weekly Attendance (Sunday plus weekday services): 163

2022 Average Weekly Attendance (Sunday plus weekday services): 142

2023 Average Sunday Attendance In-Person: 152

2023 Average Sunday Attendance In-Person not including Christmas: 138

2022 Average Sunday Attendance In-Person: 133

2022 Average Sunday Attendance In-Person not including Christmas: 121

2019 Average Sunday In-person Attendance: 225

2019 Average Sunday In-person Attendance not including Christmas: 207

2023 Attendance for Christmas Services: 898

2022 Attendance for Christmas Services: 726

Online Participation

2023 Online Total Views Average for 10am Sunday: 66

2023 Online Total Views for Christmas Services: 122

Online Viewing Statistics for All Services (Sunday, Funeral, etc):

Total Views: 4,327 Unique Views: 1,442

48% Watch Live / 52% Watch Recorded

Services were viewed in 14 Countries and 39 States