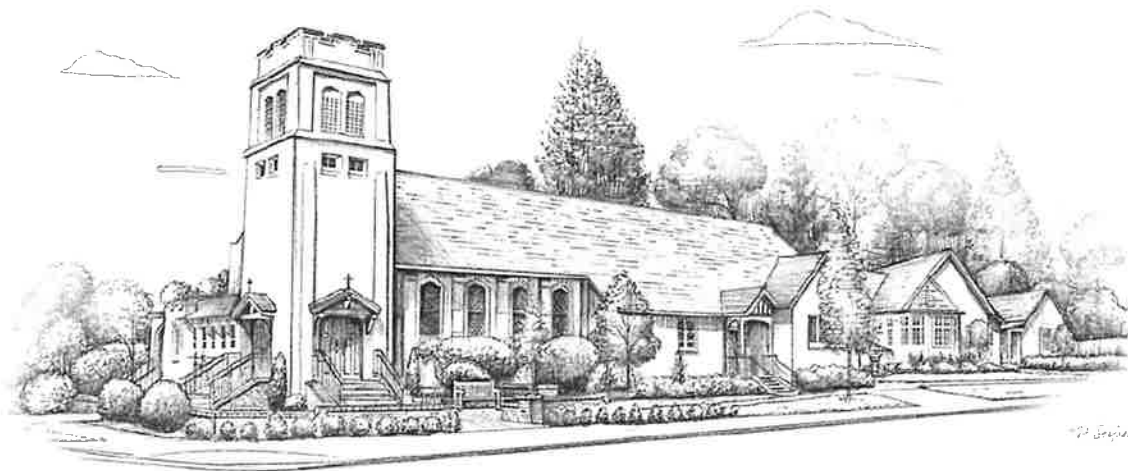


St. John's Episcopal Church 2024 Annual Report



Parish Annual Meeting January 26, 2025

St. John's Episcopal Church
PO Box 217, 14 Lagunitas Road
Ross, California 94957
415.456.1102
www.stjohnsross.org

ST. JOHN'S EPISCOPAL CHURCH

Parish Annual Meeting

January 26, 2025

VESTRY

President

The Rev. Chris Rankin-Williams, Rector

Senior Warden

Joannie Ericson ('25)

Junior Warden

David Kinney ('26)

Vestry Members

Kari Saunders Chao ('25)

Hadley Dettmer ('25)

Nancy Wolcott ('25)

Claire Comins ('26)

Donalyn Hellar ('26)

Alice Pidgeon ('26)

Michael Hiscott ('27)

Lexi Ford Kernot ('27)

David Petterson ('27)

Lauren Tucker ('27)

The Vestry Class of 2025 concludes its service at this annual meeting.

Wardens for 2025-26

David Kinnery will serve as Senior Warden until the Annual Meeting 2026.

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

VESTRY CANDIDATES (Class of 2028)

Ethan Dettmer, Lauren Lamm, Marian Mancini, Katie McGee,

DELEGATES TO DIOCESAN CONVENTION & MARIN DEANERY

St. John's may have seven delegates and seven alternates. The Vestry may elect delegates to fill vacancies. If you are interested in serving as a delegate please speak with the rector.

Eleanor Prugh, Chair

Connie Granger

Vance Frost

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 | Joannie Erickson |
| Restated Articles of Incorporation - Changing Corporate Name | |
| Election of New Vestry Class | |
| Election of Delegates | |
| Presentation of 2025 Budget & 2024 Financials | Susan Aley |
| Rector's Report | The Rev. Chris Rankin-Williams |
| Q & A with Rector & Vestry | |
| Blessing | The Rev. Heather Erickson |
| Adjourn | |

SENIOR WARDEN

Joannie Ericson

joannie.ericson@gmail.com

In 2024, St. John's continued its progression of growth and success, guided by the talents and dedication of our parishioners and the leadership of our wonderful faculty and staff. As we begin 2025, St. John's feels fully alive and engaged, perfectly aligning with our 2024 theme: "Spiritual is Tangible."

The Vestry continues to follow the Strategic Plan developed and adopted in 2020. This plan serves as an important framework, guiding the Vestry and Staff in fulfilling our mission and vision. In the remaining sections of this document, you will find six annual reports written by leaders from the Vestry and Staff, each providing updates on the strategic categories from the plan. I encourage you to review them closely to fully appreciate the considerable progress we made in 2024.

At the February 2024 Vestry retreat at The Bishop's Ranch, we set several key goals, focusing on strengthening our community life, financial stability, and physical spaces.

Community Life: We focused on fostering connection and engagement through parishioner-led initiatives.

Reimagined Coffee Hour and Thriving Dinner Church

- Lauren Tucker's thoughtful leadership brought new warmth to our cherished Coffee Hour. It is now complete with homemade treats, fresh flowers, and thoughtfully arranged tables.
- Dinner Church continues to be a St. John's Ross parish favorite. Participation is at the highest levels since the program began.

Expanded Bible Study Opportunities

- David Kinney and Rev. Heather's Christian Classic Light drew consistent participation.
- Ethan Dettmer introduced Bible studies with rotating themes that drew 10-15 people.
- Looking ahead, plans are in place for a 2025 evening class aiming to reach an even broader audience for Bible Study.

Informal Gatherings

- Claire Comins and Donalyn Heller brought creativity and heart to rethinking parish events, creating opportunities for deeper engagement. Events like the reimagined Hoe Down became delightful, family-friendly occasions brimming with joy and togetherness.
- Harvest Auction Parish parties were spaced throughout the year, these gatherings were a great way to drive increased engagement from the parish community.

Strong Children, Youth and Family Ministries

- A continued strength and focus of St. John's Ross with full support from the vestry.
- Maggie, Sandra and Heather share updates on focused objectives throughout the year— consistently adapting and improving their ministries.

Music

- The music program continues to thrive under John Hirten's leadership.
- Choir participation is strong, and the youth Choristers welcomed several new members. In addition to regular service, these groups hosted concerts, lessons and carols, and other events.
- The Parish community voiced its appreciation for this ministry by raising \$36,000 at the Harvest Party with an additional gift of \$33,000 from the Sandy Morgan Bertelson Fund in specific support of the music programs.

Financial Stability: Ensuring financial health through our Annual Fund while reducing reliance on reserve fund.

Continue to Focus on Transparent Communication

- Parishioners were provided with open and clear updates on our financial standing. Rev. Chris and the wardens sent financial updates to help the church community understand our dynamic financial needs. Susan Aley has been the St. John's Ross treasurer for the past 6 years and leads with diligence and expertise.
- St. John's raised \$941,316 between the annual fund and Harvest Auction.
- The Finance Committee has been reinvigorated with additional members and a renewed focus. Its members now meet several times annually, bringing invaluable guidance in support of our strong financial foundation.

Diocesan Advocacy

- Rev. Chris acted as a steadfast advocate for St. John's and is working directly with the new Bishop to possibly reach a compromise on the Diocesan Assessment.

Utility Savings

- Smart thermostats and a Flume water metering system were installed, making stewardship of resources both mindful and efficient. We have also begun a focus on better tracking of utility expenses, which are a considerable portion of our annual costs.

Engaging New Parishioners and Families

Improved Outreach and Strategic Event Planning

- Thoughtful advertising in the MIJ and social media outreach helped bring new faces into our community
- Improved planning of key events to engage greater numbers of people. For example, the Easter Egg Hunt was moved to follow the Sunday service, bringing joy to more families given Easter is one of the most well attended services of the year

Buildings and Grounds

Outstanding new head of Building and Grounds

- The head of buildings and grounds, Dave Peterson, along with his wife, Karen Peterson, have taken it upon themselves to utilize their carpentry and Master gardener skill sets to keep the physical spaces of St. John's in Ross beautiful and functioning.

Trash Enclosure

- A new, visually pleasing enclosure was designed, creating a more aesthetically pleasing space for the bins. Marin Sanitary now empties and replaces the bins, removing a small burden on the Staff of rolling numerous bins back and forth.

Sanctuary and Landscape Lighting

- A stunning new lighting plan has been developed under the guidance of Virginia Kosydar. Next steps are underway so that we can properly illuminate our beautiful Church Grounds.

Memorial Garden

- Significant progress was made, with design details refined and contractor selection underway.
- 2025 will be an exciting time to share with the parish the details of this important project.

It was an honor to have the opportunity to work so closely with the clergy, staff and each member of the Vestry. I want to especially thank David Kinney, Junior Warden, for his guidance and support. I have

been so very blessed to serve as the Senior Warden on St. John's Vestry. A huge thank you to all the members of St. John's for supporting me in this role and on my faith journey.

RECTOR

The Rev. Chris Rankin-Williams, Rector

crw@stjohnsross.org

St. John's is experiencing exciting growth while also facing some significant challenges. In 2024 we saw an influx of newcomers that exceeded my expectations for the church after the pandemic. Many of these newcomers are families with young children who had children during the pandemic or moved to Marin during the pandemic and are now looking for a faith community. This is a great sign for St. John's that truly enriches our community. Over the last few months, the 9am intergenerational family service has had the highest attendance numbers we've seen since before the pandemic.

Christmas attendance is sometimes considered a metric for the number of people who consider themselves members of or affiliated with a specific church, regardless of whether or not they are actually members. Overall Christmas attendance was up by almost 100 people in 2024 to 978 across four services. Prior to the pandemic we averaged 1,200 people across five services.

Our youth ministry and music programs are thriving. Participation in adult faith formation programs is higher now than it was before the pandemic. I think a big factor in the success of these adult faith formation programs is that they are led by lay members of the church, not by staff. This is the case with our Wednesday Bible Study, Thursday Christian Classics class and the monthly Dinner Church. Strong lay leadership in faith formation and at the level of our vestry is critical for a church that will be vital and thriving for the future.

In the midst of this good news and exciting energy at St. John's, we face significant challenges, primarily financial. Thanks in part to the great work of our Director of Stewardship, Lee Steward, we are growing our stewardship engagement and fundraising efforts, yet at the same time we are falling short of our goals to meet our budget. The last two years we have relied heavily on reserve funds to balance our budget and cover the shortfall in annual fund contributions. Those reserves are being depleted and we cannot continue to rely on them to fund our budget.

Being a member of St. John's means participating in the life of the faith community and financially supporting the church through the annual fund. The annual fund is the primary source of income for St. John's. We have 443 active households at St. John's. In 2024, 258 of those households supported the annual fund. We needed an average pledge/annual fund commitment of \$4,000 to meet our needs. We achieved an average pledge of \$3,505 and a median pledge of \$1,493. For 2025, if every active family gave to the annual fund we would need an average contribution of \$2,500. We have some members who can and do give far more than our average, and we have those for whom that amount is not possible. The most important thing is participation. After that it is striving to give a portion of your income or resources to God's work in the world, including the church. Spiritually, the percentage of your available resources you give to God's work and the church is more important than the amount.

A vestry member used to ask me what keeps me up at night. My answer is two-fold. One, is our need to get annual fund participation and donations from those who are active at St. John's but don't give to the annual fund, and two, we have a number of large annual fund contributions from faithful members who

are in their 80s and 90s. Unless those contributions are endowed through planned/estate gifts, it will take 20 or more new annual fund contributions at our median to replace them.

Sometimes people will say all the church or I care about is money. What I really care about the most is building up a vital and thriving church that helps us love and serve Jesus, each other and those in need in our communities and the world. To keep doing that the way we are right now with the budget we have now will require greater giving. It is up to each one of us to decide how we will participate in that. St. John's will need to make changes to how we are currently staffed and how we resource our programs if we do not increase giving. I know we will continue to be a thriving and welcoming church regardless of what our financial future looks like. Our budget is about resourcing our church, but the character of St. John's and the spirit of this place is not dependent on money. The question is really, what do we want St. John's to look like from a staffing and program perspective. It's ultimately up to the people of St. John's, who are the church, to make that decision.

I want to name three other challenges that have financial components. The first is our youth program. Maggie Doyle has been such a tremendous gift to St. John's as our youth minister. We all hate to see her go, but are also so happy for her and her new husband and the life they will now build together. We are, of course, fully committed to a strong youth program at St. John's. Over the next few months Rev. Heather will lead a process in the congregation to help us evaluate our needs and decide best how to staff and resource our youth ministry program.

The final component of our capital campaign projects is replacing the lighting in the church with a new LED system. Our current light system in the church is dying. Many of the fixtures no longer work and the bulbs are no longer being manufactured. The cost of the new system exceeds the funds we have remaining from our capital campaign. The vestry will need to determine how best to address this capital need.

Finally, along with other clergy in the diocese, I have been working to get the amount of money we contribute to the diocese reduced. Currently, almost 15% of our income goes to the diocese. It is, of course, important to fund the work of our bishop and the mission of the Episcopal Church in the Bay Area, but I do not believe this is a sustainable percentage for St. John's and other congregations. I am grateful our new bishop is willing to engage this conversation in a way that allows healthy congregations to continue to thrive while also addressing the needs of congregations in areas marked by poverty.

There are so many good and life-giving things happening at St. John's, and we face some financial challenges. How we respond to these challenges will help shape our future. Whatever decisions we make given our circumstances I know and give thanks that will always strive to be a house of prayer for all people and hydrate the souls of all who come to St. John's.

It is truly a blessing to share in ministry with you as our rector.

ASSOCIATE PRIEST

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

The Holy Spirit is showing signs of her work moving through St. John's. All throughout the week, we are engaging with our faith and making choices to learn and grow together. From our two Bible Studies to our Christian Classics Lite class, from the interactive conversational homilies we create together

during the 9am to assembling bagged lunches during coffee hour, from children learning about our sacred stories in Sunday school to youth exploring their faith in partnership with their adult mentors in Confirmation class and on our yearly youth trips, we are creating space for the Holy Spirit to continue her work shaping us into the Body of Christ and sending us out into the world, equipped to be agents of love and hope. Thank you, St. John's, for your partnership in ministry.

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
- Bible Study: Wednesday afternoon in person
- 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
- Christian Classics Lite: Thursday morning
- 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
- 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, Ethan Dettmer, Bill Reeves, and Kelli Fleitas for leading the Sunday 9am in song and spirit. Thank you to Ethan Dettmer for creating a space for lively exploration of the Bible. Thank you to David Kinney for suggesting and co-leading a new formation experience steeped in thoughtful conversation and christian practice in Christian Classics Lite. Thank you to the Outreach Leadership Team - Karen Petterson, Margaret Partlow, and Alice Pidgeon, Michael Hiscott and everyone else who

shows up to help make a difference in the world. And thank you to the Bible Study crew - LaTonya Summers, Anne Coyne, Eleanor Prugh, Anne Pearson, Connie Granger - 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 four years.

The Choristers (our children's choir) grew a bit since this time last year, but has basically stayed stable. At the end of December we had eight members, ages 6 through 11. The choristers sing an average of once a month at the 10 AM service, as well as extra services, such as Lessons and Carols on December 15, and the Christmas pageant. We also had a group sing at the 5 PM Christmas Eve service, and they did very well.

The Adult choir is currently at 19 members. The quality of choral performance continues to improve. Lessons and Carols was well attended this past December, and the choir did a marvelous job. 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.

This past Fall, we also experimented with a Choral Scholar program, in which a high school student sings with the choir in a professional capacity as an extra voice (who is paid a small stipend). We found it to be a success, and the goal for 2025 is to have both a female and male student singing with the choir (which has already been budgeted).

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 on Sundays, but there have been more issues from the electronic part of the organ, which has a tendency to make "popping" noises when turning it on. As of this writing (Jan. 14) we are awaiting a diagnosis from our electronic organ technician.

We also had some much-needed work done on the clapper of our 110 year-old tower bell. One of the clapper "springs" had broken off, which made ringing the bell a bit risky because of potential damage. Although now working there is need for more work to be done on the "carriage" on which it sits, which is made of 110 year-old wood. The technician will be sending us a proposal.

Thank you for your continued support.

YOUTH MINISTRY

Maggie Doyle, Youth Minister

maggie@stjohnsross.org

2024 Youth Highlights

- Youth programming returned in the new year, following our Christmas break including morning + evening youth group and confirmation class.
- We held multiple SVDP bagged lunch prep volunteering evenings.
- In celebration of Pancake Day (before Lent began) our youth once again ran the kitchen for our parish-wide Sunday Pancake Brunch – this year creating the illustrious giant pancake that will go down in St. John’s history.
- We held our first (and second) ever Taskmaster competition during evening youth group (based on the UK game show Taskmaster), where the boys and girls competed against one another in a series of wild tasks (the girls won both times).
- Our youth helped Children’s Minister Sandra Pathik to set-up and document the annual St. John’s Easter Egg Hunt, lending a hand wherever needed.
- Our amazing youth mentor, Jon Seto-Meyers, and his wife Bonnie Seto-Meyers led a morning youth group on the history and culture of Hawaii in preparation for our youth trip to Oahu in June – even bringing in fresh leis for everyone!
- We, once again, sent out multiple prayer packages, continuing to include college-aged young people as well as youth in the recipients list (including content such as that of our spring package that contained a traditional Indigenous Hawaiian prayer and a card with a nature-based meditation practice on it).
- 10 of our incredible St. John’s youth were confirmed at Grace Cathedral by our new bishop, and, the following week, they presented their fantastic reflections on the confirmation process to the entire parish during the 10 am service – including 4 written reflections, 4 musical reflections, 1 visual reflection, and 1 culinary reflection.
- From June 25 th to July 1 st – 11 of our St. John’s youth - alongside 7 youth from Church of the Resurrection, Pleasant Hill and 5 chaperones – embarked on a journey to the beautiful island of Oahu to learn from Native Hawaiian culture and be of service. We served with fantastic organizations such as River of Life Mission, St. Elizabeth’s Episcopal Church, Paepae o He’eia Fishpond, and Nā Mea Kūpono Taro Patch/Education Center, and were able to learn so much from the wonderful Hawaiian People and their beautiful land.
- After the summer, our normal youth programming returned with a bang, as we had a record 15 kiddos at our evening youth group ice cream social that kicked-off the program year. This was just one of many youth parties we held throughout the year – including a movie night in April, our Summer Kick-Off Party in June, and, most recently, our wonderful Youth Group Christmas Party.
- We were able to celebrate our wonderful mentor Jon Seto-Meyers, as he began a new chapter of his life with his wife Bonnie in Hawaii.
- We once again offered a range of fun and engaging youth-specific and intergenerational activities at the Parish Retreat in September – including a youth scavenger hunt and youth glow-in-the-dark evening pool party (with 9 youth in attendance).
- We held our most successful Haunted Church to-date, as we welcomed just over 1,300 people into our Tim Burton themed haunted sanctuary on Halloween night making this, once again, our largest community outreach event in the past few years. (A very special thank you to all the volunteers who made this possible!)
- Confirmation class started up once again, with five confirmands and five mentors participating in this year’s class.

While there is much change to come in 2025, what remains ever-present is our dedication to Youth Ministry here at St. John's. I am so excited to lead this summer's youth trip to Nova Scotia alongside Rev. Heather, and I look forward to returning to lead monthly youth retreat weekends (including special outings, morning and evening youth group, and confirmation class) this Spring. And as we look forward together toward the future of youth ministry at St. John's, I have complete faith that our Youth Program will only continue to grow and thrive as it always has, with new opportunities and insights to come.

CHILDREN'S MINISTRY

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

"Let the children come to me, and do not hinder them, for to such belongs the kingdom of God." - Luke 18:16

Spirituality is a precious gift that helps children connect to something greater than themselves. By nurturing their faith from a young age, we help them understand their place in the world and their relationship with God. As a church, we are called to guide them on this journey, alongside their families, so they can grow in love, hope, and grace by following the ways of Christ.

This past year, our Children's Ministry has been a vibrant place of learning, exploration and friendship. Through our Sunday school classes, children discovered the Bible in creative and meaningful ways through Godly Play, where they had the chance to engage with the stories and reflect on their own questions about faith. The children also had the opportunity to meet new friends, forming bonds that hopefully will last. We provided resources throughout the year, especially during special observances like Lent, Easter, Pentecost, Advent and Christmas helping children understand how these moments in the church calendar are deeply tied to our Christian beliefs. We also enjoyed several intergenerational events such as the parish retreat, the Harvest party, Blessing of the Animals, BBQ Sundays, and Welcome Sundays, where children and adults came together to share in the joy of our community. The year wrapped up with the beautiful Christmas pageant, where our youngest members had the opportunity to bring the Christmas story to life for the congregation.

I am deeply grateful to the children for their enthusiasm, curiosity, and open hearts. A big thank you to the parents for their unwavering support and for bringing their children to share in this journey of faith. I also truly appreciate the volunteers, the congregation, the staff and clergy, for their support and guidance, helping to nurture our children's spiritual growth. Above all, I give thanks to God for His continued grace and blessings. *Soli Deo Gloria!*

STEWARDSHIP

Lee Steward, Director of Stewardship
stewardship@stjohnsross.org

This year, our parish community continued their generosity of spirit and energy toward action, increasing overall giving to the parish by almost 40k. Stewardship engages our best nature as "A generous person will prosper; whoever refreshes others will be refreshed" (Proverbs 11: 24-25).

Raising almost 1.1 million this year, the parish enjoyed the joy of celebrations and joined hands in prayer during times of grief. We graciously accepted 900k toward the 2024 Annual Fund, 95k at our wonderful Harvest '24 Gala - Studio 14, over 37k for the Sandy Morgan Bertelsen Music Fund, as well as 231k in gifts, pledges, and recurring commitments (20% of our goal) for this year's 2025 Annual Fund. *St. John's makes it happen in support of our parish family!*

Highlights of 2024 included our colorful Harvest '24 Gala that offered an important opportunity for members to come together, create, and decorate the 70s Dance Party-themed gala. We were fortunate to offer an auction of forty silent auction items and four live auction items that raised 28k toward our Harvest '24 fundraiser. With 85 attendees for the live auction event, we welcomed adults and youth to celebrate our dynamic parish community.

In 2025, as we are truly blessed to be generous, we call on each family to prayerfully consider increasing their pledge in order to reach our million dollar goal in support of our parish's vibrant programs, priests, professional staff, and rising operational costs. Together, we can achieve any goal if we commit to joyful stewardship. Thank you for your support.

OUTREACH

Karen Petterson, Outreach Leadership Team Chair
kepetterson@gmail.com

St Vincent de Paul Over the course of the year we gathered in our parish hall after the 10am service and prepared 600 bagged meals for the free dining room. There are also several St John's parishioners who faithfully sign up to prepare these sack meals in their homes and have done so almost monthly since the sign-up's inception in 2020 when the dining room was forced to close.

Warm Winter Hats St. John's provided 142 handmade warm winter hats and toiletries to help care for the unhoused people living in Marin.

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 85 residents living at PineRidge Care Center.

Agape Farm St. John's has continued to support the ministry and incredible work of Fr. Francis and Agape Farm. He visited in October, preaching the good news at St. John's and sharing the work that is happening and hopes for the future. St. John's offers a donation to Agape Farm each year and many parishioners also made generous monetary contributions.

Marin Organizing Committee (MOC) The issues of aging & disability, affordable housing and homelessness, and youth mental health continued to be the top advocacy priorities for the Marin Organizing Committee in 2024. In-home supportive services, IHSS workers negotiated a new union contract this year and although the negotiated salary did not reach a wage competitive with neighboring counties, our supervisors recognize this and are carefully monitoring the worker supply and demand in the wake of the new contract. The MOC housing group researched and educated voters on the ballot initiatives that would be beneficial to affordable housing in Marin. St. John's hosted 2 of MOC's educational events on ballot initiatives, 1 in February and another in June - you were there! When I serve with this group I feel a connection within my community to people who are acting in response to their faith - just as I am. While we may call our high power by a different name, we know it is the same

loving God that drives the mission of our organizations. MOC's members continue to build sustainable, relational power while developing leaders who create imaginative actionable responses to local problems. We work together to change our communities for the better. All are welcome to join us! Please connect to either me or Margaret Partlow or Rev. Heather anytime.

MARIN DEANERY & DIOCESAN CONVENTION DELEGATES

Eleanor Prugh, Chair
eleanactor77@gmail.com

St. John's had 7 delegates and 2 alternates to deanery and convention. We worked to carry out the work of the church. As deanery representatives we met with other Marin deanery members to disburse deanery funds to help programs in our Marin Episcopal churches. We supported a program to build community connections with our churches and the community organizations using our facilities. In addition, we discussed the resolutions to be voted on at Diocesan Convention and presented representatives for election from Marin Deanery to work on Executive Council of the diocese. All deanery meetings were held online.

Eleanor Prugh, Chair, Connie Granger, Ethan Dettmer, and Vance Frost attended diocesan Convention. As delegates to Diocesan Convention we were presented with resolutions that affect how the diocese responds to the needs of our communities in the SF Bay Area and nationally. It is work that connects us with fellow Episcopal churches in the area and gives a sense of the diversity and faith present throughout the diocese. *(report submitted by Connie Granger)*

ALTAR GUILD

Leslie Limpert, Director
leslielimpert@yahoo.com

The purpose of the Altar Guild is to serve and assist the clergy. 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 2025 with strength and excitement to continue our ministry. In 2025, the Altar Guild needed to build its reserves back up so we did not make any major purchases, however we did buy new Christmas trees and a new alb for Rev. Chris. Donations continue to diminish so we have tried to make our mission more widely known through announcements and participation in Welcome Back Sunday. We want to ensure parishioners understand 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, and repaired the kneelers, candelabra and silver cruets. Please consider a donation to the Altar Guild directly as we receive no funding from the church. In 2025 we plan to work with the office to streamline the process for making donations to the Altar Guild. If you are interested in learning more about the Altar Guild ministry, please reach out to me.

I want to thank Rev. Chris for his leadership and support. 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 my family served and attended the 3PM service on Christmas Eve it was wonderful to see over 200 people attend. There were so many children and multi-generational families. I felt so much love and kindness as we worshiped together. I feel 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, 2024 | \$10,101.58 |
| Receipts | \$9,828.93 |
| Disbursements | \$8,018.84 |
| Cash on hand December 31, 2024 | \$11,911.77 |

DINNER CHURCH

Marjorie Sun, Group Leader
marjorie@stjohnsross.org

Dinner Church celebrated its 10th anniversary this year! Founded in 2013* by then associate priest Steve Hassett and myself, Dinner Church's mission from the get-go has been to build community and faith one delicious meal at a time. Its premise: cooking, eating, praying and singing together will draw us closer to each other and God. Jesus set the model for Dinner Church. He built community sharing food. Think about it: the feeding of the 5,000. Sharing meals with the disenfranchised. The Last Supper. Jesus was intentional breaking bread with others. The experience was and is holy.

For a decade, I've served as head chef and, in recent years, created the discussion topics. Some highlights of this wonderful collective effort:

- We've connected at the table. We've tackled hard topics that Episcopalians don't normally like to talk about—like death, grief, and money.
- We've built community in the kitchen too. So many terrific volunteers have bonded while we sliced, diced, seared, and stirred to conjure up chicken claypot, salmon with celery and capers, or an Indonesian curry. The kitchen team always makes four homemade dishes in one hour. It's a miracle.
- The sous chefs of Dinner Church have provided the core group to cater many St. John's events over the past decade, including Mardi Gras, Lessons and Carols, and the Agape Meals.

In 2024, nearly 200 people attended Dinner Church, which for the past few years has run monthly in the fall and the spring. The first theme we tackled in 2024 was, "Got Time?" What do we value and how do we actually spend our time? To celebrate the program's 10th anniversary, Rev. Steve made a guest appearance at our May session with about 50 attending. He spoke about the importance of observing Sabbath regularly, of carving time out to cultivate our spiritual lives. In the fall, the theme was "Fear Not." What do we fear? How do we handle fear? What does Jesus say about fear? How has He or others calmed your storms?

Huge thanks to all the volunteers over the decade who have prepped in the kitchen, to those who come to eat and share their hearts and stories, and to Rev. Chris for his steadfast support of Dinner Church. Dinner Church thrives because of parishioners' participation in the kitchen and at the table. Ten years and counting. To experience the holy. Onward to build community one meal at a time.

**Yes, 2024 - 2013 does indeed equal 11 years. But we took off one year because of the pandemic. So Dinner Church has met for 10 years total.*

MEN'S GROUP

Paul Clark and 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 continued, 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.

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.

2024 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 with 14 in attendance and had a group hike around the area
- We held our Christmas Breakfast Out meeting for the fourth 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 and 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.

FINANCE COMMITTEE

David Kinney, Acting Chair

kinneydl@yahoo.com

During 2024, the St. John's Church Finance Committee became operational again. David Kinney, Junior Warden, Gene Cheston, Ellen Clark, Reverend Chris Rankin-Williams and Treasurer Susan Aley met three times in 2024. The Committee will meet and review quarterly financial reports of the church on the Tuesday prior to the Vestry meeting. One additional meeting will be scheduled to review the proposed budget for the new year.

The following items were discussed by the committee during 2024:

- The Committee reviewed a proposed Fixed Asset Policy and Register that was suggested by our auditors.
- The Committee reviewed our current insurance policies.
- The Committee reviewed quarterly results of the church.
- The Committee reviewed the proposed budget presented to the Vestry.

2025 meeting dates are as follows:

- January 14, 2025

- April 15, 2025
- July 15, 2025
- October 14, 2025

INVESTMENT COMMITTEE

Andrew Biggs, Chair
andrew.biggs@gmail.com

The purpose of this Committee, which was created in August 2002, is to administer and over see the management of the investment assets of St. John's. The committee members during 2024 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 2024 draw from the Endowment Fund, Haynes Family Fund, and Memorial Garden Fund, (4% of the rolling 12 quarter average balance) totaled (\$137,425.00). 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 2024, The Endowment Fund returned 14.95%. For comparison the 2024 return on the S&P 500 was 25.02%, the return on the MSCI ACWI Ex-US (a proxy for international equities) was 5.53% and the return on the Barclays Capital U.S. Aggregate Bond Index was 1.25%. US Equity returns were concentrated in large technology companies, while bonds faced headwinds from a choppy and rising interest rate environment in the back half of the year. The asset class allocation for the Endowment Fund as of 12/31/24 was 73% in Equity and 27% in Fixed-Income.

The Endowment Fund balance on 1/1/24 was \$3,090,047.06 and the balance ending 12/31/24 was \$3,550,714.89, representing a net increase of \$460,667.83.

The House Sinking Fund balance on 1/1/24 was \$907,823.66 and the balance ending 12/31/24 was \$1,044,943.57, representing a net increase of \$137,119.91.


The Haynes Family Fund balance on 1/1/24 was \$382,869.94 and the balance ending 12/31/24 was \$439,960.95, representing a net increase of \$57,091.01.

The Memorial Garden Fund balance on 1/1/24 was \$68,952.76 and the balance ending 12/31/24 was

\$79,226.41, representing a net increase of \$10,273.65.

The aggregate St. John's portfolio balance on 1/1/24 was \$4,449,693.42 and the balance ending 12/31/24 was \$5,114,845.82, representing a net increase of \$665,152.40. The year-end balance includes \$137,425.00 in cash set to be distributed to the operating budget.

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 2024.

|  | Beginning Market Value | Ending Market Value | Market Value Change |
|---|---------------------------|------------------------|------------------------|
| | January 1, 2024 | December 31, 2024 | December 31, 2024 |
| Endowment Fund | | | |
| CFI Multi-Strategy Equity Fund | \$2,228,812.46 | \$2,558,540.00 | \$450,069.54 |
| CFI Multi-Strategy Bond Fund, LLC | \$861,234.60 | \$871,832.89 | \$10,598.29 |
| <i>Cash Awaiting Transfer/Settlement</i> | \$0.00 | \$120,342.00 | |
| Total Endowment Fund | \$3,090,047.06 | \$3,550,714.89 | \$460,667.83 |
| Haynes Family Fund | | | |
| CFI Multi-Strategy Equity Fund | \$276,224.27 | \$317,611.91 | \$55,778.64 |
| CFI Multi-Strategy Bond Fund, LLC | \$106,645.67 | \$107,958.04 | \$1,312.37 |
| <i>Cash Awaiting Transfer/Settlement</i> | \$0.00 | \$14,391.00 | |
| Total Haynes Family Fund | \$382,869.94 | \$439,960.95 | \$57,091.01 |
| Housing Sinking Fund | | | |
| CFI Multi-Strategy Equity Fund | \$664,191.40 | \$798,313.19 | \$134,121.79 |
| CFI Multi-Strategy Bond Fund, LLC | \$243,632.26 | \$246,630.38 | \$2,998.12 |
| Total Housing Sinking Fund | \$907,823.66 | \$1,044,943.57 | \$137,119.91 |
| Memorial Garden Fund | | | |
| CFI Multi-Strategy Equity Fund | \$49,703.62 | \$57,048.39 | \$10,036.77 |
| CFI Multi-Strategy Bond Fund, LLC | \$19,249.14 | \$19,486.02 | \$236.88 |
| <i>Cash Awaiting Transfer/Settlement</i> | \$0.00 | \$2,692.00 | |
| Total Memorial Garden Fund | \$68,952.76 | \$79,226.41 | \$10,273.65 |
| St. John's Portfolio | | | |
| Total Equity | \$3,218,931.75 | \$3,731,513.49 | \$650,006.74 |
| Total Fixed-Income | \$1,230,761.67 | \$1,245,907.33 | \$15,145.66 |
| <i>Cash Awaiting Transfer/Settlement</i> | \$0.00 | \$137,425.00 | |
| Portfolio Total | \$4,449,693.42 | \$5,114,845.82 | \$665,152.40 |

TREASURER'S REPORT

Susan Aley, Treasurer
susankaley@gmail.com

2024 Financials

St. John's major sources of income in 2024 were the Annual Fund (net \$876,769), General Endowment draw (\$120,342) and Building Use (\$117,936). The budget foresaw using \$57,100 of restricted funds to cover expenses. After applying music funds raised at the Harvest Gala, restricted funds of \$89,651 were used to balance expenses.

Total expenses were quite close to the budgeted amount. Operating expenses increased due higher maintenance expenses. The church also paid a one-time insurance payment and completed the bike/water station which had not been in the budget.

During 2024, the church borrowed \$200,000 from the Operating Reserve to cover months when the cash balance was low. This was repaid at the end of the year. The church ended the year with \$98,464 in the Operating Checking account.

2025 Budget

The 2025 budget anticipates an increase in Annual Fund donations (\$1,045,000 stated goal; \$992,750 net of fees and unpaid pledges) and maintaining the use of restricted funds in line with 2024 actuals. Expenses for 2025 include a Diocesan-recommended 3.2% cost of living adjustment for staff, piloting a choral scholar program, and requesting \$15,000 relief on the Diocesan assessment.

| | 2024 | | 2025 | |
|---|---------------------|---------------------|---------------------|------------|
| | Budget \$ | Actuals \$ | Budget \$ | % |
| INCOME | | | | |
| Annual Fund, stated goal | \$ 995,000 | | \$ 1,045,000 | |
| Annual Fund, after fees & unpaid pledges | \$ 944,255 | \$ 876,769 | \$ 992,750 | 69% |
| Endowment | \$ 120,342 | 120,342 | \$ 122,751 | 9% |
| Building Use (Preschool) | \$ 110,000 | 117,936 | \$ 120,000 | 8% |
| Plate | \$ 40,000 | 40,207 | \$ 40,000 | 3% |
| Parish Party | \$ 40,000 | 28,614 | \$ 40,000 | 3% |
| Fund-A-Need / Music Gifts | | 65,933 | | |
| Restricted Funds | \$ 57,100 | 89,651 | \$ 98,700 | 7% |
| Other | \$ 37,500 | 31,834 | \$ 24,000 | 2% |
| | \$ 1,349,197 | \$ 1,371,286 | \$ 1,438,201 | |
| EXPENSES | | | | |
| Salaries | \$ 607,872 | 599,590 | \$ 629,398 | |
| Benefits | \$ 190,707 | 190,842 | \$ 204,604 | |
| Salaries & Benefits | \$ 798,579 | 790,432 | \$ 834,001 | 58% |
| Operating Expense | \$ 241,600 | 255,256 | \$ 269,235 | 19% |
| Programs | \$ 99,250 | 98,613 | \$ 119,330 | 8% |
| Outreach (SJR Only) | \$ 16,000 | 16,758 | \$ 16,000 | 1% |
| Diocesan Assessment | \$ 194,425 | 194,315 | \$ 200,000 | 14% |
| Other | | 15,985 | | |
| | \$ 1,349,854 | \$ 1,371,359 | \$ 1,438,566 | |
| SURPLUS / (DEFICIT) | (657) | (73) | (365) | |

St John's Episcopal Church

Balance Sheet

As of December 31, 2024

| | TOTAL |
|--|--------------------|
| <hr/> | |
| ASSETS | |
| Current Assets | |
| Bank Accounts | |
| 1001 Bank of Marin - CHECKING OPS | 98,464 |
| 1002 Bank of Marin - OPS RESERVE | 339,537 |
| 1003 Bank of Marin - CAP CAMPAIGN | 316,322 |
| 1005 Bank of Marin - VESTRY RESERVE | 120,662 |
| 1015 Wells Fargo - Altar Guild | 10,102 |
| 1100 Investment Accounts | |
| 1101 Commonfund 360001 Endowment Bk | 3,550,715 |
| 1103 Commonfund 360003 Housing Sinki | 1,044,944 |
| 1104 Schwab Bldng & Mjr Mnt Fnd 8781 | 5,676 |
| 1105 Schwab Trade 9946 | 0 |
| 1106 Commonfund 360004 Haynes FF | 439,961 |
| 1107 Commonfund 360005 MG Fund | 79,226 |
| Total 1100 Investment Accounts | 5,120,522 |
| Total Bank Accounts | \$6,005,610 |
| Other Current Assets | |
| 1410 Prepaid Expenses | -1,000 |
| Total Other Current Assets | \$ -1,000 |
| Total Current Assets | \$6,004,610 |
| 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 | \$8,882,317 |
| <hr/> | |
| LIABILITIES AND EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| 2200 Security Deposits | 5,925 |
| 2300 Pledges Paid for Next Year | 45,851 |
| Total Other Current Liabilities | \$51,776 |
| Total Current Liabilities | \$51,776 |
| Total Liabilities | \$51,776 |

St John's Episcopal Church

Balance Sheet

As of December 31, 2024

| | TOTAL |
|---|--------------------|
| Equity | |
| 3000 Retained Earnings | 3,161,433 |
| 3200 Temp. Restricted Net Assets | |
| 3210 Capital Campaign Net Assets | 310,542 |
| 3215 Altar Guild - Wells Fargo | 10,102 |
| 3220 Children's Fund Net Assets | 2,082 |
| 3240 Major Maintance Fund Net Assets | 173 |
| 3250 Memorial Garden Fund Net Assets | 15,266 |
| 3260 Music Fund Net Asset | 30,995 |
| 3261 SMB Music Fund Net Assets | 4,000 |
| 3266 Sabbatical Funds Net Asset | 700 |
| 3270 Outreach Fund Net Asset | |
| 3271 Easter Basket Fund Net Asset | 690 |
| 3272 SVdP Fund Net Asset | 3,521 |
| 3273 Gilead House Fund Net Asset | 100 |
| 3274 Mutual Hsing Marin Fd Net Asset | -0 |
| 3276 Outreach Misc Fund Net Asset | 7,114 |
| Total 3270 Outreach Fund Net Asset | 11,426 |
| 3280 Malawi Fd NA - Agape Farm | 297 |
| 3290 Vestments Fund Net Asset | 469 |
| 3300 Youth Ministry Fund Net Asset | 13,326 |
| 3410 Parish Party Fund Net Assets | 18,906 |
| 3599 Endowment Equity/ To Tfr NA | 120,662 |
| 3900 Endowment Fund Net Asset | |
| 3910 Commonfund360001 Endowment N/A | 3,550,715 |
| 3930 Commonfund360003 HousgSinki N/A | 1,044,944 |
| 3940 Bldg&MajorMaint Fund 8781 N/A | 5,676 |
| 3960 Commonfund340844 HaynesFF N/A | 439,961 |
| 3970 Commonfund360005 MemGrdn N/A | 79,226 |
| Total 3900 Endowment Fund Net Asset | 5,120,522 |
| Total 3200 Temp. Restricted Net Assets | 5,659,470 |
| Net Income | 9,638 |
| Total Equity | \$8,830,541 |
| TOTAL LIABILITIES AND EQUITY | \$8,882,317 |

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
415.456.1102, x104, 415.656.8361 (cell)
heather@stjohnsross.org

Assisting Clergy

The Rev. Skip Fotch
415.203.3212
sfotch@gmail.com

The Rev. Jim Ward
(415) 518-2757
jimward2@mac.com

Church Administrator

Virginia Kosydar
415.456.1102, x102
virginia@stjohnsross.org

Director of Children's Ministry

Sandra Pathik
415.456.1102, x115, 614.717.3966 (cell)
sandra@stjohnsross.org

Director of Music

John Karl Hirten
415.456.1102, x111, 415.404.2207 (cell)
john@stjohnsross.org

Director of Stewardship

Lee Steward
415.456.1102, x117, 917.664.3831 (cell)

Treasurer

Susan Aley
206.300.2325
susankaley@gmail.com

Youth Minister

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

St. John's Worship Metrics for 2024

2024 Average Weekly Attendance In-Person for regularly scheduled services: 188

2024 Average Sunday Attendance In-Person: 147

2024 Average Sunday Attendance Live Online (unique device connections): 27

2024 Attendance at Christmas Services In-Person: 978

2023 Attendance at Christmas Services In-Person: 898

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

Total Views: 3,481

Unique Views: 1,026

55% Watch Live / 45% Watch Recorded

Services were viewed in 12 Countries and 39 States, plus D.C. and Puerto Rico

Device Type: Laptop: 51%, Mobile: 48%, TV app: 1%

Source: The Episcopal Church's online register of services. A new online service register which became available for 2024.