

St. Paul's Episcopal Church Annual Report 2019

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St. Paul's Vision Statement

At St Paul's, as followers of Jesus Christ, we envision a church that provides and supports a loving community of faith: with our church, with one another, and with our world,

Where all are welcome, no matter where they are on their spiritual journey,

Where activities, events and opportunities support spiritual growth for people of all ages and diversities through worship, education and service,

Where we use our God-given talents, time and treasure to lift the less fortunate and the vulnerable.

May we all support each other in remembering and creating this vision, not just in the hours we spend on campus, but during our daily lives, as we interact with friends and neighbors, and as we act as members of our wider communities.

St. Paul's Episcopal Church
131st Annual Meeting
January 26, 2020 | 10:00 am

Agenda

Topic	Presenter
Call to Order & Opening Prayer	The Rev. Krista Fregoso,
Registrar's Report for Quorum	Sheri Grosjean
Minutes from the Annual Meeting: January 27, 2019	The Rev. Krista Fregoso
Nominating Committee Report	Deborah Webster
By Law Update	Pete Smyth
Election of 2020 Vestry & Deanery Delegates/Alternates	The Rev. Krista Fregoso
CFO report	Jennifer Machado
Senior Warden Report	Pete Smyth
Celebrating the Retiring Vestry & Volunteer Recognition	The Rev. Krista Fregoso
Introduction of New Trinity Center Director	
Rector Report	The Rev. Krista Fregoso
Presentation of the New Senior Warden	
General Questions/Comments/Observations	
Adjournment to Parish Hall	

The new vestry will gather in the Livingston Conference Center for a brief meeting to elect the Junior Warden, the CFO, and the Clerk of the Vestry.

Everyone please review, update and return your personal information page for the next church directory. If you are new, a blank form will be provided.

2019 Vestry

Senior Warden & Personnel

Pete Smyth (20)

Christian Formation

Amanda Cruz (21)

Jim Ward (22)

Membership & Church Growth

Sheri Grosjean (20)

Property

Frank Holbrook (21)

St. Paul's Commons

Jerry Williams (22)

CFO

Jennifer Machado

Junior Warden & Outreach

Lisa Bell Stewart (22)

Communication

Emily Hopkins (20)

Rhea Williams

Parish Life

Julie Layne (21)

Stewardship/G&M

Richard Colombo (20)

Worship & Music

Mary-Jane Wood (22)

Deborah Webster (20)

Clerk

Amy Tcheng

Nominations for 2020 Vestry Candidates



Jessica Beerbaum: Professionally, I've been many things: banker, office worker, and teacher. As a volunteer, I've been a PTA officer and librarian. Each experience has given me knowledge in government, accountability, organization, communication, and community building.

Since retirement, I've served at St. Paul's in many roles and on several committees such as the Concert Series and Adult Formation. I was also a delegate to the College of Congregational Development. I look forward to continue serving our community.



Tom Chaffee: My children, Alex (16) and Will (13) and I have been members of St. Paul's since last year. I've been so blessed to have found such a welcoming faith community. Professionally, I'm a real estate attorney and a partner at Clark Hill, LLP in San Francisco, focusing on contractual, construction, and land-use matters.

I look forward to using my talents to assist St. Paul's any way I can.



Maryanne Johnson: I've been a member of St. Paul's since 2003 when my family moved here from Minnesota. My children have been active in the youth group, went through confirmation programs, and served as acolytes. I taught Sunday School for several years, served on Vestry from 2009-2011 (including one year as Senior Warden), and am now a lector and regular attendee of the 7:30 am service. Soon I'll begin serving on the Altar Guild.

I'm interested in the ministry of Worship and Music and Faith in Action.



Kim McCarl: My husband, Todd, and I feel like old friends of St. Paul's, although we've attended for a short time. It's become the community and spiritual home we've been seeking. In my professional role, I've served as a public affairs manager at John Muir Health, the latest stop in a 20+ career in public and community relations.

I would be honored to utilize my skills on behalf of St. Paul's.

Nominations for 2020 Deanery Delegates & Alternates

Delegates

Laura Williams
Glenn Shockley
Emily Hopkins
Hugh Harvey

Alternates

Mike Yale
Phil Webster
Nancy Falkenstein
Mary-Jane Wood

Bylaw Update

ARTICLE 6 THE VESTRY

6.1 Number of Vestry Members. The vestry shall consist of the Rector, who shall serve as an ex-officio voting member, and ~~at least~~ twelve elected lay members. The number of elected lay members of the vestry may be changed by amendment of these Bylaws, but shall ~~be not be~~ fewer than six nor more than fifteen.

6.9 Removal. Absence from three (3) ~~consecutive~~ regularly scheduled vestry meetings, or failure to remain current on a stated pledge, may be cause for removal from the vestry at the discretion of a majority of the vestry. Failure to carry out assigned commission responsibilities or to assume a fair share of vestry responsibilities shall be cause for removal at the discretion of the Rector and a majority of the vestry. Three weeks' notice and an opportunity to be heard will be given to the vestry member whose status is in question.

6.5 Special Meetings. Special meetings of the vestry may be called at any time (i) by the Rector, (ii) the Senior Warden, (iii) the Junior Warden, or (iv) by any two members of the vestry. Notice of special meetings shall be given to all members of the vestry at least forty-eight (48) hours before the meeting. **Special meetings of the Vestry may be held on St. Paul's premises; or via electronic meeting applications; or a combination of the two.**

ARTICLE 8 PRESIDENT

8.1 The powers and duties of the Rector, in **their** capacity as President, are:

ARTICLE 12 DELEGATES TO DIOCESAN CONVENTION

Delegates to the Diocesan convention shall be elected at the annual parish meeting, and another shall be elected by the vestry from among its own members following its January organizational meeting. Each delegate shall serve until the second annual parish meeting following **their** election. Delegates shall attend the Diocesan convention in the first year of their terms as alternates and shall attend the Diocesan convention in the second year as delegates.

Individual Reports

Rector's Report: The Rev. Krista Fregoso

2019 didn't begin with a bang. It kicked off with a cacophony of construction noises: beeping, drilling, sawing, and jackhammering!

Almost every inch of our campus has been touched by construction, be it hammering, repairing, or reorganizing. It's for this reason that I felt a construction metaphor might be the best way to describe my first full year at St. Paul's as your eighth rector.

Embracing our Foundation

Over the past few years, St. Paul's has experienced major shifts that have affected our very foundation. We've witnessed leadership changes and have even literally transformed our physical campus. All of these changes are in the context of a major spiritual shift in our culture that reflects fewer people feeling connected to a faith community.

In times of transformation and change, it's important to ground ourselves and embrace our foundation.

St. Paul's was founded in the 1880s to meet the needs of Walnut Creek. Over the years, we've continued to be a faith community that not only serves our congregation, but the community at large. We seek to be a community center where one can find God's love and hope, be it through our church services, support groups, or other non-profits that we partner with on our campus, such as Trinity Center.

This past year we've been working on structural changes that I hope will help us build upon our 140-year-old foundation as a spiritual center in Walnut Creek.

Adding Anchors

St. Paul's is a "doing" type of church. We love to do... all sorts of things! But as time marches on, sometimes we may keep doing things that no longer make sense.

For example, I've noticed this is particularly true with what I do day in, day out. As we've opened our campus to more and more non-profit groups, the needs around the campus have increased and lately, it feels like more duties have been added to my position. Sometimes, I feel like Rector to the building, consumed with tasks that pull me from my pastoral duties.

And so, I've begun adding "anchors" to help me stay focused on preaching, teaching, and worshiping. I've been seeking ways to carve out more time that allows me to focus on "being church" together. Some of these anchors include:

Working with the wardens and a team of leaders. Together, we listed 11 major liabilities around our campus and in our parish life, ranging from searching for an associate to our overused parking lot. The team recommended hiring staff and reorganizing to help address these campus needs.

Moving forward with the office reorganization

- o Moved the office around to better utilize the space.
- o Reorganized how and where we keep church records.
- o Purchased a safe and improved our process for accepting cash in the office.

Welcoming Eileen Mitchell as Chief of Staff. She has been working with our partners to prepare for the grand opening of St. Paul’s Commons in the upcoming year. She also has been working with Bev to address identified campus needs.

Learning organizational tools. This past June, St. Paul’s sent leaders to the College of Congregational Development (see page 17) a two-year program that helps equip congregations with tools of organizational and church development. During the first year we started a team project, using the tools we were taught in the program. In 2019 we embarked on a listening campaign to take the parish temperature on the St. Paul’s Commons building project and then reported your incredible hopes and dreams for our new neighbors.

I believe all of this “construction” literally and figuratively, is about making sure that everything we do is answering God’s call for us as a faith community. This will help us continue to be the thriving, living, grace-filled community we were founded as 140 years ago.

Deacon’s Report Rev. Margaretmary Staller

For the past two years I had been worshiping at Church of the Resurrection, but after prayer and reflection, decided to come home to St. Paul’s. Last March, I met with Rev. Krista and let her know of my wish to return home and she responded with a simple and direct “Welcome!” And that’s how it came to be that over the past year, Rev. Krista and I have been working closely with our pastoral care team, which provides St. Paul’s with the opportunity to truly reflect God’s love in times of need. Good Sams provides meals; Lay Eucharistic visitors bring Holy Communion and offer a compassionate ear to those who are housebound; and we provide transportation for those with health issues. We have many who are showing God’s love through our Pastoral Care program, but more are needed. The rewards are immediate and rich. Please consider this as a part of your time with, and for, your St. Paul’s family, and let us know if you can help. We welcome your participation!

Chief of Staff: Eileen Mitchell

I'm so excited to be a member of the St. Paul's community. In the original job posting for my position, there was one sentence that jumped out at me. It read something along the lines of, "We are a small but mighty group sharing God's love" and I found that to be such a refreshing change from the other impersonal, cookie-cutter job postings I'd come across. Those were the words that inspired me to apply for a job at St. Paul's, and I'm so glad I did!

As a newcomer of just a little under four months, I don't have much to report for 2019. But in this new role, what I can do is share with you my goals and vision for 2020.

Lead Communications

I want to tell the story of St. Paul's work with, for, and throughout the greater community. Using various platforms such as print, digital, and social media, the goal is to share our accomplishments, programs, and offerings that confirm we are indeed a "small but mighty group" that is making a difference in the lives of others. This will include:

- Increase public outreach to raise awareness beyond our campus. This means using various community resources to share our story and inspire interest, support, and participation in all that we're doing.
- Utilize current marketing trends to refresh our print and digital presence. Marketing trends are constantly evolving, and formats, designs, colors, and even fonts that might have worked just a few years ago may no longer be effective today. By giving our collateral a gentle "facelift" I hope to retain the authenticity of St. Paul's voice while presenting a polished, attractive, and contemporary look that appeals to our existing members while also drawing newcomers. A good example is the amazing work that our website team did with our new website!
- Increase communications. Through email, social media, and the bimonthly Epistle Newsletter, I want to keep the people of St. Paul's informed, interested, and engaged. Whether it's about an upcoming concert, perhaps a member profile, a message from Krista, "Where in the World is Larry?" a topical event, or ways to get involved, I hope to keep the lines of communication open so members feel connected and informed at all times.

Manage Relationships

- Work with and strengthen relationships with partners such as Trinity Center, RCD, and St. Paul's Commons. Working together will allow us to identify the most effective ways to serve our community and meet goals while also reinforcing our various ministries.

- Work alongside our terrific staff and team of volunteers to help streamline workflow, identify needs, and effectively utilize talents.
- Identify and vet vendors, applications, and tools that might help manage various needs while also being practical and cost-effective.
- Create ways for members to connect with one another and help retain and foster a sense of “community” that is fun, meaningful, and mission-driven.

During my brief time at St. Paul’s, I’ve met many wonderful people and have been made to feel very welcome. I look forward to serving our community to the very best of my ability and appreciate your expertise and suggestions; you never know what might spark a bigger idea! Please feel free to reach out at any time. I’d love to hear from you.

Facility Manager Report: Beverly Price

Going into 2019, we knew that facility usage would be a challenge. OH MY! But we did manage to find space for everyone, and at times became very creative in the process. We were buoyed by the dreams of extra space upon completion of St. Paul’s Commons. Even the challenge of decreased parking, due to construction equipment and vehicles, didn’t slow down our continued mission to support and enrich not only this parish, but also the surrounding community. I continue to see all that St. Paul’s does, as living into your Baptismal Covenant (*will you seek and serve Christ in all persons, loving your neighbor as yourself?*).

The list of services in 2019 included:

- Spiritual growth of three congregations: St. Paul’s Episcopal Church, St. Peter, St. Paul Orthodox Church, and Open Door East Bay.
- Ongoing support services for the homeless: Winter Shelter at Armory with St. Paul’s as back-up.
- Temporary shelter for homeless families: Warm Winter Nights for two weeks in December
- Support for Seniors: Use of our Parish Hall Mondays and Tuesdays for AARP Tax-Aide from February 3 through April 14 from 9:00 am – 5:00 pm.
- Educating children in a safe, happy environment: My Spanish Village
- Supporting youth by providing the weekly Tuesday evening home for Boy Scout Troop 202 including storage space for their camping and other activities gear.
- Personal support and growth: 27 weekly 12-step groups (including AA, ALANON, Adult Children of Alcoholics, CODA, several Overeaters and Food Addicts Anonymous groups, and Business Debtors Anonymous).
- Improving physical health and wellbeing: Stanley Forsythe’s Balance Training
- Feeding the hungry through weekly food donations and shelter meals.

- Gifts of Music for St. Paul's and the Community: Weekly practice site for local Chorale groups as well as private artists; monthly concerts from varied community artists
- Celebrating the joy of weddings, both for this Parish and the community = 1 non-member
- Honoring those who have left us, and grieving with family and friends = 7 members

I am delighted to have been included in the "staff family" of St. Paul's for almost eight years. The Parish Facility Manager is a very visible representative in dealing with the public, parishioners, community representatives and others, and is responsible for the management of all the Parish facilities. My routine duties include:

- Scheduling and juggling all meetings and events held at St. Paul's
- Initial yearly contract execution
- Collecting and tracking Facility Use fees
- Parking lot management of permits and fees, and key management.

I continue to seek your insight into ways to use these facilities to better support the many missions of this congregation.

Music Ministries: Deborah Webster

I am honored to recap our Music Ministry for 2019. What a year of change and growth! It was just last January that Dr. Larry Crummer was our Interim Music Director, keeping our music ministry alive while we searched for our next permanent leader of our Music Ministry. During that interim period, our Music Director Search Committee conducted a music survey that resulted in astonishingly high returns, and from which we were able to set effective goals to fine-tune our music program to best serve our parishioners, including: our 7:30 am services in the chapel, our Joyful Noise services in the Family Ministry Center, and our 9:30 am services in the church. We then created a robust job description for our Music Minister and a charter for running the music program to best support our targeted plans.

Then, the miraculous happened; Dr. Crummer accepted the new position as Music Minister of St. Paul's! With his expertise and incredible talents, coupled with our new charter for the music program, we were off and running with exuberance and energy, and just in time for Lent. Our seasons moved through the liturgical calendar, with our music deftly guiding the way with contemplative Lenten anthems leading us through the emotional depths of Holy Week and exuberance of Easter; through the Ordinary weeks of Pentecost; and again the contemplative depths of Advent; to the celebration of Christmas with all the glory and reverence pronounced in our music presentation. Our *Evening of Lessons & Carols*, our most musically inspired service, was one of our best ever.

Our Music Ministry is very fortunate to have extremely talented members, of whom Dr. Crummer supported and inspired to embrace new musical challenges, and for which we are all grateful for their contributions. Over the summer, we widened the scope of musical styles presented at the 9:30 am services, with many of our choir members stepping up to sing solos and duets, coached (and coaxed a little) by Larry. And, we are truly indebted to the contribution of our instrumentalists, particularly our beloved brass ensemble, directed by Tom Stone, and our featured oboist, Joan McDavid, Euphonium player Tom Stone, and violinist, Zoe Tcheng, and Deborah Webster on recorder and piano. Special thanks go to our vocal soloists Neal Logue, Pete and Karen Smyth, Marina Tolstova, Deborah Webster, Tom Tcheng, Veronica Takesh, Emily Hopkins, Nancy Turner, and everyone who stepped up to share their talents as a solo and/or part of a duet.

During the fall, we fell into step with a general music theme for our Spirit Services. On these days, we featured some of our Joyful Noise music selections in the 9:30 am service, and presented folksy anthems featuring Tom Tcheng and Carol Langford on voice and guitar, along with our choir and piano accompaniment. We always invite our Joyful Noise parishioners (particularly the littlest ones) to participate in all aspects of the service, especially with percussion instruments during our recessional hymns, and what a joyful noise is made!

Peering behind the curtains, our Music Ministry has grown and strengthened in so many ways over the last year. Our choir ensemble has grown from eight to 15 regularly-attending members! Our brass ensemble is a permanent component of our music ministry, again thanks to Tom Stone for his leadership! We have also improved our instrument base, with:

- donations of a console piano in the Family Ministry Center
- a new grand piano in the Parish Hall
- the refurbishment of our Baldwin 9' Concert Grand piano in the church

We are currently reviewing the costs of adding pipes to our Schlicker organ in the church and the refurbishment of the Harrison & Harrison organ in the chapel. We also recently received the incredible gift of a Steinway upright piano, of which we are still contemplating its best use by the parish.

Our monthly concert series is our primary musical outreach project. This past year found us again offering stellar performances and drawing strong attendance. With each performance, I think, "Now, that was my favorite!" until I'm dazzled by the next performance. From our season opener of William Feasley on classical guitar last January, through our fabulous organ performance by Jerome Lenk in November, our concerts attracted and delighted our local community. The 2020 season continues with the same stellar attractions, so watch for our concert invitations—you won't want to miss these performances! Adding to this success story is the fact that our monthly concerts provide a modest income, of which we apply toward our musical instrument improvements. A

huge thank-you goes to the Concert Production team, including Marina Tolstova, Pete Smyth, Pete Banwell, Jim Ward, Jessica and Walter Beerbaum, Tom and Amy Tcheng, Larry Crummer, and Deborah Webster.

As you are probably aware, Dr. Crummer and his spouse, Bill Oman are on sabbatical this spring. We're following their journey as they sail around the world (see the display case in the Parish Hall near the front door or read "Where in the World is Larry?" in our weekly eNews). In Larry's absence, I (Deborah) and Tom Stone will keep the music charter going, with support from our interim organists Michael Erwin-Page and Marie Therese Ellis, and the tremendous support from Rev. Krista, Pete Banwell, and all the musicians in the choir and instrument ensembles. We are rich in music, both with the talents and leadership of our Music Ministry, our musicians in the parish, and the instruments upon which we rely. Most importantly, we are thankful for the support of our parish community!

Ministry Reports

Senior Warden Report: Pete Smyth

The job of the Senior Warden is easy to describe: support the Rector. In real life, it's more complicated.

This year, the Senior Warden chaired all the Vestry meetings. We have developed processes whereby all key items get on the month's agenda, and yet we manage our time so that we finish our work in two hours. We also have implemented a "round robin" reporting from all the ministries, so the Vestry has a better overall perspective on activities at St. Paul's. A great way to get a snapshot of the parish is to attend a Vestry meeting!

This year, two "building" projects were forced upon us—renovation of the kitchen and repair of 1944 Trinity. With Jim Bell's guidance and the generous donations of Lenox Homes, we have completely refurbished 1944 Trinity, including a new roof. It now awaits its next tenant—hopefully the new Associate Rector. The kitchen upgrade was forced by the County Health Department. At first, it appeared that we could do straightforward upgrades of appliances and cabinets, but alas, that was not to be. We have instead had to separate the project into two phases. The first phase, which is completed, has upgraded the hot water heater and repaired the sanitizer, which will allow minimum food preparation for our internal functions. Ongoing fact gathering has brought the estimate of total project costs to be almost \$200,000, which would be a significant financial stretch. The Vestry will step back and evaluate which piece(s) of the project still make sense, before proceeding. Get ready for another one of St. Paul's famous meetings

With Jim Ward's assistance, we have begun the process to build a capital repair/improvements plan that will span more than a single year. The repairs to 1944 Trinity are the first step; repairs to the nursery wing's roof is the next step. We continue to wrestle with how to schedule and fund major needed repairs; this will be an ongoing effort.

2019 also brought staff changes, as we reevaluated our needs. We brought Eileen Mitchell onboard to address two critical issues: enhancing our interaction with the world in this new era of social media; and helping organize programs that have gotten more diverse than ever before, especially with St. Paul's Commons and the return of Trinity Center.

With Rev. Jeff's departure, we have been looking for an Associate Rector. When it became apparent that we would not be able to do a quick hire, we were fortunate to

welcome Rev. Laurie who helps conduct services and preaching. Hiring a full time Associate Rector is still our goal, it's just taking much longer than we would have hoped.

And as for St. Paul's Commons? It's been an amazing struggle for the construction team to get occupancy approved before the end of the year, and I commend their hard work. We're now in the process of transitioning from the original Construction Committee to an ongoing organization that will provide support for all three aspects of the project: St. Paul's Commons, Trinity Center, and St. Paul's. This will be an area of emphasis for the foreseeable future, I am sure.

And this year, for the first time, I filled a new role: The Old Guy. I have now been Senior Warden for three different Rectors, and Krista and Lisa allowed me to share experiences from earlier years. I am confident that wherever we go in the future, we will respect the past that brought us to this point.

Junior Warden: Lisa Bell Stewart

This year was an exciting one for St. Paul's: it was Krista's first year first full year as Rector and we experienced changes, such as: trying different worship practices, exploring our history as we prepare for the future, and preparing for St. Paul's Commons to open in early 2020. Underpinning all those exciting developments were lots of logistics: a lease for Trinity Center; interviewing and hiring new team members to contribute to the ministry of St. Paul's; and learning how we manage and live with change. We are investing in our future by exploring our past: we have archived important documents, restructured our office and organizational structure, and undertaken the first engagement with the College for Congregational Development.

Next year, we will be exploring how we make smart decisions to prevent surprises and ensure that – in everything we do – we live out the mission of St. Paul's in Walnut Creek. I believe I can say definitively, it has been a very busy year, and that the year ahead will be just as action-packed. I'm excited and confident that together we will accomplish much!

Christian Formation: Jim Ward

Adult Formation

2019 was a year of transition for Adult Formation. The departure of Rev. Jeff in December of 2018 left a hole to be filled by a dedicated team. However, we were not able to form this team until after the Vestry Retreat. This left us little time to plan for **Lent**, but despite daunting challenges, we held a successful series based on a program prepared by the Society of Saint John the Evangelist (SSJE). These programs were followed by potluck

dinners, which offered the opportunity for discussion, reflection, and the sharing of insights and perspectives among the 15 to 28 who attended one or more of the sessions.

Our next offering was the **Advent** series, and as usual, there were logistical challenges due to Warm Winter Nights and setting up/tearing down our space in the Church. We chose to wrap an Evening Prayer service around the main presentations that focused on Advent Symbols, Mary in the Episcopal Church, and some of the minor characters in the Advent stories. A potluck started each session with lots of lively discussions before the gong sounded to bring us into prayer. We discovered that holding the potluck and program in the Church enhanced the entire experience for all who attended.

Implementing all these events of 2019 were the concentrated efforts of Rev. Krista, Jessica Beerbaum, Amanda Cruz, Todd McCarl, Sheri Grosjean, Sherry Mattern, Pete Smyth, Pete Banwell, Sue Phalen, Emily Hopkins, and Jim Ward. Looking ahead for 2020, we are in early discussions with the Passionist, Fr. Tom Bonacci, C.P. to lead our series for Lent.

Children and Youth Formation

This year we continue to see growth and development with our 8:45 service Joyful Noise. Joyful Noise is a short service designed with young children in mind. This year with the help from Jessica Beerbaum, Sheri Mattern and some volunteers from Open Door we transformed the Family Ministry Center into a space where Godly Play lessons can easily be used for the sermons during Joyful Noise.

Open Door is also using the Godly Play materials as part of their curriculum and we hope to collaborate on children's ministry in 2020.

In 2020 we have plans to collaborate with St. Timothy's to start a Pizza Club, a 4th-6th grade group and Church of the Resurrection to join their youth group.

College of Congregational Development (CCD)

Report to Parish Concerning the Listening Circles Project

November 1, 2019

Background About CCD

Developed by the Episcopal Church, The College of Congregational Development (CCD) is a training program for church leadership. The guiding belief of CCD is that every congregation can be "healthy, faithful, sustainable congregations fulfilling their calling to be in the body of Christ in a particular place and time and among a particular people". CCD teams from individual parishes make a two year commitment to: two separate weeks of intense training, and completion of at least two parish projects, designed by the parish team. The goal of these projects is to promote sustainability and the vitality of our church community.

Our Team's Project and Goal

The CCD team for St. Paul's has four members: Rev. Krista Fregoso, Emily Hopkins, Sheri Grosjean, and Jessica Beerbaum. Our project is to use a Listening Post strategy to achieve three goals.

The primary goal of the project was to create a safe and inclusive format for parishioners to share their differing thoughts, feelings and experiences openly in the context of community. The team conducted six listening circle events – one with the vestry, four at various times for the general congregation, and one for the Saint Paul's Commons committee. The answers collected over the course of these listening events were divergent.

Another goal was a high rate of participation in the listening sessions. There were 79 participants, representing 63% of our average Sunday attendance.

The final goal was to take the temperature of the church community concerning the opening of St. Paul's Commons and the return of Trinity Center to the church's property. Though we cannot know for sure how forthcoming participants were, many expressed their appreciation for the opportunity to be heard and to be in conversation with others. Also, responses were clearly thoughtful. The wide range of answers is also evidence of the sincerity of response.

Answers to Our Three Questions

Query #1: *About the changes coming with our new neighbors in St. Paul's Commons...and about the return of Trinity Center, I feel...(Please list or describe all feelings that apply.)*

We grouped responses to this query into 15 categories. Each category had many responses, reflecting the complex feelings of many individuals. Many participants expressed simultaneous positive and apprehensive answers. Many described changing from a more negative response to a more positive perception of the project as the project unfolded over time.

There is a preponderance of positive responses: hopeful and optimistic, positive about the return of Trinity Center to our campus, pride and excitement about providing housing, sincere good wishes for our new neighbors, and deep respect for the expertise and accomplishments of the St. Paul's Commons Committee members. A sizable group expressed hope that our new neighbors will find a new church home at St. Paul's. Many felt this project models and reflects our spiritual beliefs of compassion; that we are living our mission.

Many participants expressed concerns, in particular for: the daily interaction of our new neighbors and church members, the care and condition of our campus, and uncertainty around the management and collaboration between all parties. There were also feelings of loss about the ministries St. Paul's no longer has, due to a changing population, i.e., youth ministries, and the related changes in Walnut Creek in general.

Query #2: *Tell us about your experience as the St. Paul's Commons project was developed, and how you were involved.*

The largest response falls into the category of members who were not involved for various reasons. The second largest response grouping represents those with worry and skepticism about the project, though a number of these members also experienced a change toward more positive perspectives as the project developed. Many members came to informational meetings and paid attention to up-dates. A sizeable group had no concerns at all and reflected enthusiasm and gladness about the project and comfort with the project's church leadership.

Query #3: *I have these questions, concerns, hopes and dreams about St. Paul's Commons...and/or about Trinity Center going forward.*

This question brought forth the largest variety of responses (27 areas of concern). Practical concerns about the parking lot represent the largest category of responses. Close behind are both hopes and concerns about all the groups coexisting: sharing space, possibilities of coordination with existing church ministries, engagement between groups, and management coordination between all involved parties. There are also questions around governance of the spaces and programs. Many of these concerns are expressed with positive values of neighborliness and good wishes for the success of our new neighbors.

Other Results

Now that our congregation has successfully conducted several of these listening efforts (one in 2017 conducted by the Rector Search Committee, the 2019 decision about the removal of sanctuary pews, and in September, 2019), we believe that our congregation has the expertise to use the listening circle strategy again successfully in the future.

Rev. Fregoso and the Vestry Wardens have used parish feedback from the listening circles for future goal setting. The information gathered highlighted areas of growth and of accomplishment, and has also led to the identification of focus areas for parish growth and development for the coming year.

Many Thanks

The CCD Team appreciates the participation of church members as scribes and facilitators during our listening sessions. And, we deeply appreciate the members of St. Paul's who attended the sessions and shared their thoughts, questions, and experiences. We could not do this without you! If you have any questions, please feel free to ask any CCD Team member.

Respectfully Submitted By,

The Rev. Krista Fregoso, Emily Hopkins, Sheri Grojean and Jessica Beerbaum

Communications: Emily Hopkins & Rhea Williams

Our Epistle team consistently publishes timely, readable, and interesting newsletters. We publish six issues a year, and each issue is posted and archived on our website. In October, Eileen Mitchell joined our team, helping us to give the publication a fresh look, with larger photos and a new design.

Our Web team doggedly pulled together a nifty new website. After almost a full year of hard work, envisioning, imagining, and testing, we were proud to introduce St. Paul's new website in December! The site reflects many new features, such as:

- A more polished, attractive, and contemporary look
- User-friendly navigation
- Inviting introductions to St. Paul's values and beliefs, various ministries, and community outreach
- A "news & events" column with upcoming events to look forward to
- An archive of past programs and events
- Photos and graphics to make the site more visually appealing

Areas of exploration for next year include a new logo to unify all our communication pieces; improved social media usage; and investing in a new audio-visual system to replace our cantankerous 15-year-old one.

A shout-out to our faithful Sound Techs, who record and produce the sermon videos, as well as making sure everyone can hear what the Spirit is saying to God's people. Thank you, Ken Jessup, Pete Smyth, Mark Sturgess, Tom Tcheng, and Phil West!

Gifts and Memorials: John D. Williams

Parishioners, families, and friends often make gifts to St. Paul's in memory of a loved one, to support a particular project or need, or to honor a special occasion or individual. The Gifts and Memorials Committee is responsible for receiving the gift and evaluating all issues relevant to the donation.

We meet throughout the year, send acknowledgements and thank-you notes, as appropriate, and make recommendations. Disbursements honor the intention of the donor, if they were designated to a particular ministry or particular cause. Sometimes a gift is not designated for any particular need and is simply a gift to the church. These "Undesignated" gifts are available to benefit the needs of the parish. The Vestry recently accepted our recommendation to accept the donation of a Steinway piano. Currently our two big special funds are the: Kitchen Remodel and Grounds & Gardens.

Membership & Church Growth: Sheridan Grosjean

The main goal for the Membership and Church Growth Ministry is to welcome newcomers and connect new members with the community of St. Paul's. The year began with a meeting with Emily Hansen Curran, Associate of Ministry Development from All Souls Parish in Berkeley. Emily shared her 6-step process for tracking newcomers through involvement in the parish, which eventually leads to membership in the church. Some of the ideas shared were applicable to St. Paul's and a committee was formed to further develop the ministry. Committee members included Mary Waddington, Rhea Williams, Kim McCarl, Maureen Horton, and Laura Williams.

The welcoming and incorporating process will take place in two phases:

- 1) Create a welcome packet for visitors and newcomers. Identify newcomers, greet them and give them a packet.
- 2) Develop a Welcome Plan and process for tracking newcomers: identifying potential members; orienting them to life at St. Paul's; and incorporating them into the various activities of invitation, education, stewardship, and baptism.

Kim McCarl developed and presented this Welcome Plan to the committee. To implement this phase, a cadre of greeters will be needed, who will identify potential new members and follow them into full membership in St. Paul's. The greeters will provide guidance and support along the way.

St. Luke's in Rossmoor: With the closing of this church, members joined St. Paul's Church. At a celebratory service with The Rev. Abbot Bailey, Canon to the Ordinary of the Diocese of California, members from St. Luke's were joyfully welcomed into membership at St. Paul's.

ASA (Average Sunday Attendance) 2019

1 st Qtr	130
2 nd Qtr	145
3 rd Qtr	133
4 th Qtr	131

Outreach: Lisa Bell Stewart

During 2019 our Outreach team saw several retirements and a few additions, while continuing to represent St. Paul's in our community. Through the Rummage Sale (only one last year), Valentine's Tea, Warm Winter Nights, Family Camp and other events, we supported:

- St. Dorothy's Rest
- Trinity Center
- Bay Area Crisis Nursery
- CCIC

- Chaplaincy at Contra Costa County Juvenile Hall
- And many others

In 2020, we look forward to looking carefully at all of the groups that we support and making wise decisions about which ones require our ongoing attention and looking thoughtfully at how much we can realistically do with the team that is currently in place. Outreach is the hallmark of our giving spirit, and we look forward to continuing to be the face of St. Paul's in Walnut Creek through our outreach efforts.

Parish Life: Julie Layne

Parish Life enjoyed another busy year recognizing significant liturgical events both in the church and in the lives of our parishioners. As always, the people of St. Paul's did what we do best: utilized our talents and resources to celebrate who we are and what we do.

Fellowship Hour remains an important time for parishioners and guests to build and cement relationships. Both the 7:30 and 9:30 am fellowship hour continue to operate on a voluntary signup policy.

Through the Year

January: Our Annual Meeting brunch featured a chili cook-off, complete with prizes! Next came our Holy Week agape feast (a communal meal shared among Christians) held in the church, and our Easter receptions took place in the Parish Hall. Summer was marked by Family Camp celebrating its 50th anniversary!

September: St. Paul's Celebration of New Ministry recognized Rev. Krista and her first year with us as rector, followed by a sumptuous catered luncheon.

November: the celebrations continued as we recognized the importance of stewardship and the military contributions of our own veteran parishioners.

December: our Lessons & Carols reception was held in the back of the church complete with the customary beautiful crèches on display throughout the church. Christmas Eve found us in the Parish Hall enjoying our Christmas Eve reception.

Thanks to all of you for the contributions you have made to your thriving Parish Life: upkeep of storage closets, Fellowship hour setups and signups, countless hours decorating and cleaning up our venues, and both in-kind and monetary donations. It takes a village to do a lot of things, and our Parish Life is a beautiful example.

Property Report: Frank Holbrook

In 2019, Property had many projects, scattered across all corners of our campus.

1944 Trinity has been completely and beautifully restored inside and out. Renovations include a new roof, heater, kitchen appliances, new bathroom, and refinished oak floors. We also began landscaping both the front and back yards which included a new irrigation system. It's "move-in ready" and we're hoping it will help attract the next Associate Rector.

St. Paul's Commons has survived its construction saga, having been delayed almost three months by problems with PG&E. Finally, on December 31, 2019, the building was granted a temporary occupancy permit, which allowed the final funding to happen. After a bit more finishing work, the top three floors were given an occupancy permit, and new residents began moving in last week. We are hoping to have all the apartments filled over the next few weeks. The first floor, where Trinity Center will operate, is still being finished, with a target date of March 31. Landscaping for St. Paul's Commons is near completion and we are exploring ideas that will seamlessly marry their gardens with ours.

At St. Paul's we have completed the first phase of our kitchen remodel (see Jennifer Machado's report for details), which allows us to prepare food for internal St. Paul's functions. We are also working with the City of Walnut Creek to better understand and implement their code requirements, so we can determine how to move ahead on this complex project.

Landscaping: If you've noticed several beautifully restored flower beds, especially on the side of the Parish Hall (near the Chapel), you can thank the generous contributions made to our landscape fund. We look forward to additional landscape beautification!

The Preschool is enjoying sorely needed new heaters. We have approved financing for roof repairs, but so far, there's been too much rain to allow work to begin. When the weather dries up, that project will be completed.

Our Parking Lot is now equipped with new LED security lighting which is both brighter and MUCH more energy efficient. We are receiving bids to repave, repair, and restripe the lot. And the best news? In just a short while, all the construction equipment will be gone, and we will regain much more parking.

Stewardship Report: Sheridan Grosjean

"If we ask for money...we have something to offer --
friendship, prayer, peace, love, fidelity, affection, ministry with those in need--
and these things are so valuable that people are willing to make
their resources available to sustain them."

For the 2019 Stewardship Campaign, two main sources were used to draw inspiration and focus: TENS website (The Episcopal Network on Stewardship), and the writings of Henri J.M. Nouwen in *A Spirituality of Fundraising*. The theme was *Shining Our Light*, from TENS.

Davey Gerhard, Director of Development of the Diocese of California, provided guidance for our stewardship process. In addition to having conversations with the stewardship team, Davey shared the Stewardship Sunday sermon with Rev. Krista and children from the congregation. We will long remember the sound of coins striking their container as the children dropped them in. Davey also visited with parishioners following both the 7:30 and 9:30 services. Looking to the future, Davey is committed to working with St. Paul's to develop a year-round stewardship program.

Stewardship Sunday was November 10. Julie Layne and Kay Ellis worked their magic and decorated the parish hall for a festive all-parish brunch. Parishioners received their pledge packets, containing their quarterly reports and 2020 pledge cards, and heard a presentation by Rev. Krista. Rev. Krista high-lighted the connection between the budget and the goals, mission, and vision of St. Paul's.

The pledge campaign culminated with the Pledge In-Gathering on Sunday December 1. Parishioners carried their completed pledge cards to the altar during the offertory anthem.

The pledge treasurer expects to receive at least 150 pledges.

St. Paul's Commons: Jerry Williams

After years of planning and collaboration, St. Paul's Commons is very near to completion! Temporary occupancy approval from the city is anticipated this month and residents will begin moving into the 44 units by the end of January.

The project is a joint venture between St. Paul's, which owns the land, and the developer, Resources for Community Development (RCD) that owns the building. RCD's management affiliate, The John Stewart Company (JSCo) will be responsible for management of the property and will have an on-site property manager residing in one of the units.

The first floor of the building will have shared use, including:

- meeting rooms for St Paul's groups
- a shared kitchen
- space leased to Trinity Center for their day program for the homeless

- operational space for JSCo.

This project has required countless hours and several years of planning by the St. Paul's Commons Committee: Molly Clopp, Donna Colombo, Charles Couch, Richard Kemink, Julie Layne, and David Mattern. Please join me in extending our heartfelt thanks for their amazing commitment and hard work on this project.

Worship & Music: Mary-Jane Wood and Deborah Webster

The Worship Planning Team consists of committee chairpersons from most of our committees associated with our worship services (Altar Guild, Ushers, Readers, Vergers, Musicians, Bread-bakers, and many more, and of course, Clergy!). We meet each month throughout the year, planning all services in detail while being cognizant of seasons and themes. Heeding feedback received, we often modify aspects of our worship practices, which allows us to do any necessary "fine-tuning" to best serve our parishioners. We also now practice "run-throughs" before special services to assure that everything runs smoothly. Our Verger, Jim Ward has been developing a manual for Vergers and our acolyte Ned Soares, new to the team this year, is recruiting Acolytes. We will continue to review all aspects of our services to see where, if necessary, changes may be made.

The Spirit Service: We continue to hold our inter-generational "Spirit Service" on the second week of each month, where we combine our Joyful Noise service with the 9:30 am worship. It is always a joy to see and hear the youngest of our parishioners taking part in the service!

Joyful Noise: This service meets from 8:45 to 9:15 am and is geared for young families, particularly for those with children under the age of 5. Full Eucharist is served, and the children get to participate in the sermon and help at the altar.

Music: Last February we invited Dr. Larry Crummer to join the staff at St. Paul's as our Music Minister and, what a blessing this has been! Larry embraced feedback from our music survey and presented music that truly serves all. While he is on sabbatical this spring, Deborah Webster and Tom Stone will share directing the choir and instrumentalists, and, with the great support of Rev. Krista and Pete Banwell, will continue our music program in Larry's absence. We look forward to his return in May.

Concert Series: please see Deborah Webster's "Music Ministries" report.

2020 Pledge List

Donald & Nancy Adolphson	John & Nancy Erle	Terry McBriarty
Joan Aten	Nancy Falkenstine	Todd & Kim McCarl
Peter Banwell	Kristin & Allen Ferguson	Eleanore McGrath
Annabelle Barnes	Janice Foster	Margie McVey
Diane Beauchamp	Krista & Tom Fregoso	Frank Mertton
Jessica Beerbaum	Noel Fuentes	Bob & Marilyn Miller
Jim Bell	Chuck & Carol Glass	Tom Stone & Wayne Morris
Anne (Elinor) Benefield	Sheri Grosjean	Lyle & Anne Morton
Cathy Bertics	Hugh & Rosita Harvey	Susan Morton
Suzan Best	Gigi Hazard	Laureen Moyer
Sybil Boardman	Sally Holbrook	Stephen Murphy
Barbara Bottomley	Emily Hopkins	Marie Nemeth
Nancy & Max Burchett	Maureen Horton	Edith & Prince Josie Nwosu
Susan Burpee	Dick & Sally Ingraham	Carla Pancheco
Walt & Susan Busenius	Stephen Ingraham	Elita Park
Ed & Peggy Carlisle	Ken & Linnea Jessup	James & Patricia Pellicer
Thomas Chaffee	Marianne Johnson	Susan & Alfred Penn
Patricia Clifton	Richard Kemink	Marion Perry
Molly Clopp	Bill & Dixie King	Sue & Clint Phalen
Charles Couch	Carol Langford	Nancy Robinson
Bill Oman & Larry Crummer	Julie Layne	Lola Rohrs
Pamela Della	Joyce Leveque	Daniel Rovere
Geoff Dennis	Neal Logue	Kathleen Rowe
Judith Dillingham	Dimetra Loomos	Earle Schremp
Mary Lee Dodd	Jennifer Machado	Francis Schroder
Kay & Dudley Ellis	Ronnie Marty	Gail Sheffield

Glenn & Peggy Shockley
Mike Siebert
Sharon Skaggs
Peter & Karen Smyth
Ned & Elizabeth Soares
Margaretmary Staller
Craig & Lisa Bell Stewart
Van Storer
Mark & Francis Sturgess
Sharon Taplin

Tom & Amy Tcheng
Ann Thelwell
Dorothy Thom
Manny & Margaret Trillo
Violet Trunk
Karen Van Voorhis
Mary Waddington
Jim Ward
Jerry & Mae Warren
Deborah & Phil Webster

Roger Weed
Catherine Welcome
Patty & Phil West
Jan Williams
Jerry & Laura Williams
John & Rhea Williams
Mary-Jane Wood
Jill Woolums
Lynn & Mike Yale

Financial Reports

Chief Financial Officer: Jennifer Machado

What a year it has been, with so many members contributing time, talent, and treasure in more ways than anyone can count. Members were very generous with contributions, exceeding recent years' amounts and a very ambitious budget figure. Members also continued to:

- serve in leadership roles
- maintain and improve buildings and our beautiful grounds
- contribute professional expertise in a multitude of ways
- help the homeless and feed members
- coordinate outreach projects
- organize events and celebrations
- enhance worship
- help in the office
- work with our building partners to get St. Paul's Commons close to the finish line
- and much more

The list is always too long to mention everything. Some additional details are reflected in the financial reports, but many activities don't show up there directly. We do know that expenses would have been exorbitantly and unsustainably higher if this work had to be paid for. And so, to our generous members, THANK YOU, THANK YOU!

Summary of 2019 Operating Fund Activity

The operating fund includes most expenses for administering the parish, such as personnel costs, property maintenance expenses, diocesan assessment, and insurance. This also includes the Pimlico rectory expense.

Total Operating Income	\$ 662,080
Total Operating Expenses	\$ 585,506
Operating Surplus	\$ 76,574

Notes About 2019 Financial Results

For the second year in a row, the parish ended 2019 with a surplus! The results are better than predicted in the budget primarily because of the delay in hiring an associate rector and other hires. Spending on the kitchen was also less than planned because of project challenges.

Inflows in 2019 reflected strong member cash contributions, comprising over two-thirds of total income. In addition, the parish shares costs with two other congregations, the preschool, and non-profit groups using church facilities. This accounts for the remaining third of total income and is quite necessary.

Payroll and benefits costs continued to be the biggest expense, about half of total outlays.

The diocesan assessment accounted for 15% of expenses. This amount is calculated by the diocese as a percentage of core operating costs. This fund, a sort of membership fee, contributes toward the Bishop and diocesan staff and helps the diocese provide services to this parish and others.

Property costs were the next biggest expenditure, about 18% plus additional spending for the first round of kitchen improvements. As always, these figures would be much higher if not for the huge amount of property-related maintenance and repair labor that is done by a core group of dedicated volunteers. The property figure includes about \$25,000 in maintenance and upgrading of the house at 1944 Trinity. Those expenditures complemented significant renovations that were donated by the neighboring builders.

Costs related to owning and operating the Pimlico residence as a rectory are part of core operations. This is because we no longer have rental revenue to cover those expenses, and rector cash pay is reduced in exchange for the housing benefit.

Office and administrative expenses (excluding salaries) were about 6% of costs, and insurance was 6%. The parish spent about \$35,000 in 2019 to insure the buildings and cover potential liabilities.

Balance Sheet

The balance sheet shows \$350,000 in operating cash. There is also a balance of \$404,000 in endowment fund, of which only the gains (\$193,000) can be spent under certain circumstances. The primary physical assets of the congregation are the four parcels of property that comprise the main campus:

- the church, chapel, office, preschool, and parish hall
- the parking lot
- the house at 1944 Trinity
- the land under the new St. Paul's Commons project

In addition, the parish owns the Pimlico house that is currently used as a rectory for Rev. Krista. There is no debt.

Other Activities

Additional outreach, mission, camp, retreats, and special ministries expenditures amounted to over \$75,000 in 2019. These come from designated donations, separate from operating expenses, that are another example of parish generosity.

2020 Budget Outlook

The 2020 budget shown below relies on continued high levels of cash giving. Despite these levels, it reflects a deficit. Key points about next year's budget:

- Includes an estimated associate rector cost for ten months of 2020.
- Built into the operational budget are some additional costs for liturgy, music, faith formation, and family ministry. Those will be partly funded with transfers from restricted funds where there is money available for designated purposes.
- When St. Paul's Commons opens soon, the parish will share a portion of operating costs for the building's first floor. The costs include utilities, insurance, maintenance, property taxes, and supplies. Trinity Center will pay a portion of the costs and we will pay the balance.
- Significant maintenance and repair items and equipment purchases are not included, as the budget reflects only core operations. Those other items will be presented to the vestry for approval as plans are fleshed out. Funding for those must come from non-operational sources.
- The kitchen upgrade is not included in the budget. This is because there are specifics that are not yet clear, and for this reason, the project is currently on hold. In our pursuit for a full-commercial kitchen, we discovered many unforeseen expenses that exceeded the original estimate we budgeted for. As a result of these unexpected costs, our next steps will be to review current estimates, explore the benefits, and determine whether it remains beneficial to pursue a full-commercial kitchen. If not, what are the alternatives that will still allow us to remain true to our ministry? In 2019, almost \$25,000 was spent on the kitchen, with designated donations of \$55,000 remaining in a restricted fund.

Two Major Challenges for 2020 and Beyond

1. The expected level of operational spending compared to income is not sustainable. The need for new staffing positions and other expenses seems persuasive. Given that, a key opportunity is to find additional income from non-parish users of space or from other sources.
2. Capital expenditures not included in the operational budget will be significant over the next several years. The cash and endowment resources on the balance sheet are one potential source of funding. Given limitations of those resources and ongoing capital costs, other alternatives need to be considered.

Communicate with Your Financial Team

The Vestry and Finance Committee are committed to handling finances in a responsible way, balancing a cost-conscious approach with a desire to maintain efficient and effective operations. Please let me know if you have any questions or concerns about the parish finances or financial controls. We work hard to be good stewards of your money and your parish resources.

2020 Budget

BUDGET SUMMARY - Operating Fund				
OPERATING FUND INCOME AND COSTS	ACTUAL 2018	ACTUAL 2019	REVISED 2020 BUDG	2019 %
Pledge Income and cash gifts	437,847	449,532	451,000	68%
Facility use and parking fees	107,498	105,756	106,559	16%
My Spanish Village use fees	73,160	77,880	77,880	12%
<i>Transfers from restr or designated funds</i>	797	28,883	16,509	4%
Misc income	337	29	-	0%
INCOME	619,639	662,080	651,948	100%
Payroll and benefits (incl work comp and sab accrual)	315,741	263,865	395,919	45%
Pimlico property	20,045	12,325	8,820	2%
Property, utilities, and solar	78,852	107,592	91,306	18%
SPCommons costs		104	22,285	0%
Kitchen	-	24,846	-	4%
Diocesan assessment	84,562	90,035	87,140	15%
Administrative and office	37,179	37,762	37,626	6%
Insurance	36,473	34,479	38,500	6%
Rector search and moving	7,758	-	3,000	0%
Liturgy, Music, Programs, Leader	3,160	14,164	23,465	2%
Misc	(1,507)	334		0%
EXPENSES	582,263	585,506	708,061	100%
OPERATING FUND SURPLUS/(DEFICIT)	37,376	76,574	(56,113)	

Other Reports

We share our campus facilities with a tenant preschool (My Spanish Village) and two faith communities (Open Door and St. Peter & St. Paul Orthodox Church).

My Spanish Village: Ita Perez

Dear SPEC friends;

As community, we can proudly note that 2019 was the year where we became more united as one strong community. Families from all around the world, of various beliefs and beautiful colors, joined MSV and became part of our program. We could not be happier about it, since we profoundly believe our mission is to embrace diversity and provide a Spanish bilingual education, with as many diverse children as possible. To be able to witness our students grow and develop is truly a magical experience.

Throughout the 2018-2019 school year, it was our pleasure to watch our students grow and flourish in ability and character. As we watched our young graduates walk up and receive their diplomas, we were again reminded of the impression we leave on our community as we send forth these young students. Thanks to the support of our SPEC friends and families, we have been able to build a foundation for life for each of our students over the last ten years. These young lives are the reason for our commitment because our students remain our number one priority at MSV. Equipping preschoolers with a foundation for life is our goal. Through our exceptional curriculum and learning tools, we provide them with the resources that make MSV such a special place to learn. Our community gatherings continue to be quite amazing, since we all come from so many different places and diverse cultures: together, we are united by our new (or not so new) California home.

We also want to take this opportunity to congratulate our SPEC neighbors: your brand new building is stunningly amazing! We can't wait to see it when it's done. We know it's been a long time in the making but SPEC nailed it!!

Again, The MSV community would love to find more ways to bring our communities together. We wish you the best 2020 experiences, with family, love and peace.

Open Door: Dave Kludt

2019 marked Open Door's 15th birthday (which includes a decade or so of those years gathering at St. Paul's). We continue to lean into our identity as growing family learning to follow Jesus for the sake of our neighborhoods, schools, relationships, and the wider world.

Throughout 2019, we embarked on communal learning journeys around practices of life, including:

- Paul's letter to the Colossians
- our annual Lent Project (focused this year on lament, confession, and forgiveness)
- a summer journey called Pirate + Salt (exploring resurrection life following Jesus in the world)
- the Way of Wisdom (focused on wisdom in everyday life and in the scriptural wisdom tradition)
- We wrapped up the year with the stillness, quiet, wonder, and joy of Advent

In addition to our weekly gathering, we convene Circles (communal spaces of formation & experimental practice) around many practice-based themes. Some of this year's Circles convened around peacemaking, environmental justice, the parables of Jesus, whiteness/racial bias, Paul's letters to the Corinthians, meditation, the Psalms, resilient marriages, the spiritual development of kids, immigration, stages of faith and deconstruction, and the Sermon on the Mount.

We are continually grateful for both the ministry we are called to do here in the East Bay and the place where we get to host much of our work (St. Paul's). Thank you for allowing us to utilize this sacred and beautiful space!

St. Peter & St. Paul Orthodox: Nick Shamiyeh

Due to several deaths in their parish family, our friends at St. Peter & St. Paul Orthodox Church were not able to provide an annual report. However, they did wish to express their appreciation for the support we continue to show them.



**Annual Meeting Minutes
January 27, 2019**

TOPIC	DISCUSSION	OUTCOME
Call to Order	The Rev. Krista Fregoso called the meeting to order at 10:10 am	Informational
Registrar's Report for Quorum	Sheridan Grosjean confirmed that there was a quorum and Frances Sturgess as Clerk took notes	
Minutes of Annual Meeting Jan 2018	It was moved that the Minutes from the Jan 28, 2018 Annual Meeting be accepted as published.	Moved: Richard Colombo Seconded: Pete Banwell Approved by acclamation
Nominating Committee Report	Maureen Horton reported 5 candidates were standing for Vestry: Jerry Williams, Mary Jane Wood, Rhea Williams, Lisa Bell Stewart and Jim Ward	
Election of 2019 Vestry and Deanery Delegates and Alternates	Susan Burpee, Gail Sheffield, and Mary Jane Wood moved up to Delegate status. Emily Hopkins, Glenn Shockley and Laura Williams were nominated as alternates. Motion made to accept all vestry and deanery candidates.	Moved: Maureen Horton Seconded: Pete Smyth Approved by acclamation
CFO Report	<p>Jennifer Machado reviewed the financial portion of the annual report provided and the insert describing the full 2018 year exclusive of January 2019. She pointed out that numbers come out well because:</p> <ol style="list-style-type: none"> 1) the congregation is so generous, more generous than was expected, to the operating fund and dedicated funds (e.g. new kitchen) "We are indeed members of one body." 2) There are so many volunteers that allow the budgeted monies to be less. 3) we share our facilities with the Spanish Preschool and with two other Churches. <p>She also reported that there is enough of a budget for an associate rector. The schedule is to hire mid year to give the church transition time.</p> <p>She described the role and timeline for the functions of the Finance Committee including looking at the possibilities for new programs.</p>	
Sr & Jr Wardens reports	Reviewed by Jim Bell and Pete Smyth	
Communication from the Presiding Bishop Michael B Curry	<p>The Rev. Marc wanted the letter from The Most Rev. Michael B. Curry Episcopal Church regarding the #MeToo movement and how the Episcopal church is responding. read to all the churches in the diocese. Ken Jessup read this aloud:</p> <p>https://www.episcopalnewsservice.org/pressreleases/lett</p>	

	er-to-the-episcopal-church-from-the-presiding-bishop-and -president-of-the-house-of-deputies/	
Rector's Report	Rev. Krista welcomed our interim Music Director, Larry Crummer, as the new Director of Music Ministries and gave a prayer of thanks.	
Presentation of new Senior Warden	Pete Smyth was selected to serve as Senior Warden	
Volunteer Recognition	Rev. Krista thanked the Nominations committee and in particular Mike Siebert and Nancy Burchett	
Parishioners Comments		
Meeting Adjournment		



Rector

The Rev. Krista Fregoso
 kfregoso@stpaulswc.org

Interim Associate

The Rev. Laurie Moyer
 lmoyer@stpaulswc.org

Deacon

The Rev. Margaretmary Staller mstaller@stpaulswc.org

Deacon

The Rev. Ariane Wolfe contactariwolfe@gmail.com

Deacon Emeritus

The Rev. Donald Adolphson

Director of Music Ministries

Dr. Larry Crummer lcrummer@stpaulswc.org

Choir &

Deborah Webster worship@stpaulswc.org

Instrumentalist Directors

Tom Stone worship@stpaulswc.org

Chief of Staff

Eileen Mitchell emitshell@stpaulswc.org

Facilities Manager

Beverly Price facilitymanager@stpaulswc.org

Vestry/Ministry Teams

(to join a team, please contact the Vestry liaison listed)

Senior Warden

Pete Smyth

seniorwarden@stpaulswc.org

Junior Warden

Lisa Bell Stewart

jrwarden@stpaulswc.org

Christian Formation

Jim Ward

christianformation@stpaulswc.org

Communication*

Emily Hopkins

formation@stpaulswc.org

Rhea Williams

communication@stpaulswc.org

Outreach

Lisa Bell Stewart

publications@stpaulswc.org

Worship

Deborah Webster

jrwarden@stpaulswc.org

Mary-Jane Wood

worship@stpaulswc.org

Membership & Growth

Sheri Grosjean

church@stpaulswc.org

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