



St. Benedict's Episcopal Church



2022 Report

St. Benedict's Episcopal Church, Los Osos Annual Meeting 2022

AGENDA

- Call to order and Prayer
 - Acceptance of Agenda
- Acceptance of Revised Bylaws
- Minutes of the last Annual Meeting
- Nominations Committee Report
 - Rector's Report
 - Financial Reports
- Acceptance of the 2022 Budget
 - Mutual Ministry Review
 - Breakout Groups
 - Special Awards
 - Closing Prayer

VESTRY AND DELEGATE NOMINATIONS

Vestry Nominations:

- *Sandy Fisher (one year term)*
 - *Pamela Bleisch*
 - *Cathy Gildea*

Convention Delegates:

- *Diana Hammerlund*
- *Lorienne Schwenk*
 - *Lisa Gonzalez*

Deanery/Alternate:

- *Stef Shuman*

MINUTES OF LAST ANNUAL MEETING

- We began with prayer led by our rector, the Rev. Caroline Hall at 11:45 am
- The Senior Warden, Stef Shuman, and the rector read their reports
- Michael Lucas discussed the results of the Mutual Ministry Review (MMR). In general, people are so grateful to Caro+ and others who have adapted to the pandemic and creatively found ways to worship and keep community.
- We broke into small groups to discuss the MMR and to reflect on 1 Sam. 3:1-10 and how God is calling us.
- Nominations for the Vestry and for representatives to the Deanery and Diocesan Convention introduced themselves briefly. Caro+ spoke to the difference between the Parish Council and the Vestry. The slate was passed, a new Parish Council has been formed, and Stef Shuman will continue as Senior Warden.
- Caro+ mentioned that our visit from Bishop Lucinda Ashby will be the 13th of June. It is not known whether that visit will be in person or virtual. Those who want to be received into the Episcopal church may get a chance at another church service with the Bishop before June or hopefully by the time she visits St. Benedict's.
- Lisa Gonzalez presented the financial report. John Cribb moved to accept the report and Diana Hammerlund seconded and the motion passed.
- Lisa Gonzalez presented the budget for 2021. There was some discussion of having a financial plan for a rector search and also a reminder that we deeply want to pay our rector a full time salary. Stef Shuman moved to accept the 2021 budget and Connie Weldon seconded the motion. The budget passed.
- The Vestry Cross was presented to Maureen Titus and the Above & Beyond Award was presented to Sarah and David Chesebro.
- The Annual Meeting closed with prayer by Caro+ at 1:30 pm.

Those attending, via Zoom:

Caro+ Hall	Stef Shuman	Lisa Gonzalez	Lorienne Schwenk
John Cribb	Roz Malone	Mary Ellen Rico	Maureen Titus
Liz Maruska	Don Maruska	Michael Lucas	Ann Lucas
Alan Kiste	Brian Spolarich	Helen Schnieders	Barbara Hirahara
Elaine Beckham	Connie Weldon	Ed Valentine	Ben Nucum
Pamela Bleisch	Cathy Gildea	Barry Turner+	Esta Kandarian
Linda Quesenbery	Mike Eggleston	David Chesebro	Sarah Chesebro
Diana Hammerlund	Alice Welchert	Celeste Pennington	Berkeley Johnson

PROPOSED REVISED BYLAWS

BYLAWS OF SAINT BENEDICT'S EPISCOPAL CHURCH LOS OSOS, CALIFORNIA DIOCESE OF EL CAMINO REAL, STATE OF CALIFORNIA A CALIFORNIA NONPROFIT RELIGIOUS CORPORATION

Pursuant to the provisions of the Nonprofit Corporation Law of the State of California and provisions of the Articles of Incorporation which have been duly filed with the Secretary of State of the State of California, the following are adopted as Bylaws of the above named corporation.

ARTICLE I. Corporation Part of Episcopal Church

The corporation (also referred to herein as "Parish") is an integral subordinate unit and constituent part of the Episcopal Church in the Diocese of El Camino Real and the Episcopal Church in the United States of America. The Constitution and Canons of the Episcopal Church in the United States of America, and the Constitution and Canons of the Diocese of El Camino Real, now and hereafter in effect, are incorporated, by reference, in these Bylaws, as a basis and essential part hereof. From time to time they are herein respectively called the "~~National~~ TEC Constitution," "~~National~~ TEC Canons," "Diocesan Constitution," or "Diocesan Canons." In case of any conflict between said constitutions and canons and the Bylaws of this corporation, the provisions of said constitutions and canons hereby made part of the Bylaws of this corporation shall prevail over such conflicting provisions. The Clerk of this corporation is required to keep with the original of these Bylaws, available for inspection or examination, a printed copy of said constitutions and canons.

ARTICLE II. Principal Office

The corporation's principal address is fixed at Post Office Box 6877, Los Osos, California 93412

ARTICLE III. Membership

Section 1. MEMBERSHIP

Membership of St Benedict's faith community is open to anyone, regardless of religious background or experience, age, race, ethnicity, culture, gender, sexual orientation, gender identity or expression, economic condition, physical or mental ability.

a. Voting Members of the Parish are:

i. Any baptized person of fourteen years of age or older who has regularly received communion for at least ~~six months and~~

ii. ~~Any baptized person of eighteen years of age or over~~ who has regularly contributed to the support of the Parish for at least ~~one year through donation of time, ability and/or money.~~

b. **Voting** Members in Good Standing are communicant members who have attended services

and contributed to the support of the Parish ~~six months~~ immediately prior to a Parish Meeting.

~~e. Associate Members are:~~

~~i. Any baptized person of fourteen years of age or older who has regularly received communion for less than six months.~~

~~ii. Any person of fourteen years of age or over who regularly participates in the life of the Parish community and supports its work through donation of time, ability and/or money.~~

Section 2. VOTING RIGHTS.

Each ~~voting~~ member in good standing shall be entitled to one vote on each matter submitted to a vote of the members, except the election of the vestry which is limited to members who are also confirmed ~~or received~~ members of the Episcopal Church ~~and who have participated in, and supported the Parish for at least one year.~~

~~Voting rights may not be exercised by proxy or through absentee ballot, unless a mailed ballot vote is being taken of all the members. Associate members shall have voice, but not vote.~~

Section 3. PLACE OF MEETINGS.

All meetings of the members of this corporation shall be held in a convenient place designated for that purpose by the Vestry ~~and as provided for in Section 7.~~

Section 4. ANNUAL MEETING.

The annual meeting of the members prescribed by the Diocesan Canons shall be held on such day and such hour and place as may be designated by the Vestry. The meeting shall be held before February 15th in accordance with Diocesan Canons.

Section 5. CALL OF SPECIAL MEETING.

A special meeting of members may be called at any time by the Rector, by the Vestry, or by 3 members (one a Warden) of the Vestry, or upon written request of One-Third (1/3) of the members qualified to vote. It shall be the immediate duty of the Rector, Wardens, Officers and Vestry to assist members wishing to call a special meeting with accurate and current rosters and membership information.

Section 6. NOTICE OF ANNUAL OR SPECIAL MEETING.

Written notice of each annual or special meeting shall be posted at least two (2) weeks prior to said meeting. ~~This notice may be sent electronically.~~ Notice of annual or special meetings shall also include one public announcement of the time and place thereof at each regularly scheduled service of the Parish on the Sunday preceding the day of such meeting. The written notice of any special meeting of members shall, in addition to stating the date, time, and place thereof, state the proposed agenda for the meeting.

Section 7. ELECTRONIC MEETINGS

~~Any meeting is to be conducted in real-time, either or both in person or via electronic means pursuant to California non-profit corporation law, using measures to provide members a~~

reasonable opportunity to participate in the meeting and to vote on matters submitted to the members, including an opportunity to read or hear the proceedings of the meeting concurrently with those proceedings or such other means as may be allowed by the California Corporations

Voting by electronic means shall be permitted. Ballots, if any, and a record of those participating electronically shall be kept for one year, or in the case of an annual meeting, for one day after the date of the next meeting.

Section 8. QUORUM.

Twenty (20) members present or fifty per cent (50%) of the **voting** membership, whichever is less, shall constitute a quorum at any meeting of the members. If a quorum be present, the affirmative vote of the majority of the members present and entitled to vote and voting on any matter, shall be the act of the members; except for those matters covered by Article Viii, Amendments.

Section 9. RECTOR A MEMBER; PRESIDING OFFICER.

The Rector of the Parish shall be a member of this corporation with the right to vote, and may preside at all meetings of the Parish and the Vestry. In case there is no Rector or in the absence or illness of the Rector, the Senior Warden shall preside. In the absence of both Rector and Senior Warden, the Junior Warden shall preside.

Section 10. CLERK.

The Clerk or Secretary of the Parish and Vestry will act as Secretary and keep the minutes of the annual meeting as well as all other meetings of the Parish or corporation.

Section 11. VOTING.

Election of the Vestry must be by written **and/or electronic ballot**. All candidates shall stand for election at large. The candidates receiving the most votes shall be elected. Each **voting** member in good standing shall have one (1) vote for each vacancy. When several candidates are running for several seats, no one may cast more than one vote for any single candidate. In case of a tie, there shall be additional ballots until it is resolved by election.

When the number of seats is greater than or equal to the number of candidates, the slate may be elected by acclamation.

Section 12. CANDIDATES.

A nominating Committee of three (3) members (not including the Rector), appointed by the Vestry at least thirty (30) days prior to the annual meeting, shall place in nomination a slate of qualified candidates at least equal in number to the number of vacancies occurring in the Vestry. Any member of the Parish may make additional nominations of qualified candidates from the floor of the annual meeting.

Section 13. INSPECTORS OF ELECTIONS.

In advance of any meeting of members, the Vestry may appoint inspectors of elections to act at the meeting in question.

Section 14. CONDUCT OF MEETINGS.

Unless inconsistent with these Bylaws and statutory law, the current edition of Roberts

Rules of Order shall govern the conduct of all Parish-wide meetings.

ARTICLE IV. Board of Directors or Vestry and Parish Council

Section 1. BOARD OF DIRECTORS KNOWN AS VESTRY.

The Board of Directors of this corporation shall be known as, and shall constitute, the Vestry. The Rector shall be a member of the Vestry and be entitled to voice and vote. All vestry members are members of the Parish Council.

Section 2. ELIGIBILITY FOR ELECTION TO THE VESTRY.

Eligibility for election to the Vestry is governed by the Diocesan Canons. Diocesan Canons specify that all except the Rector, shall be lay persons qualified to vote in Parish meeting, as described in Article III, Section 1a, and must be confirmed members of the Episcopal Church.

Section 3. ORGANIZATION OF THE VESTRY.

The number of Vestry members shall be at least six (6) in addition to the Rector; the term of office of Vestry members shall be three (3) years. One-third of the Vestry shall be elected each year to a full three (3) year term. Upon the expiration of his or her full three (3) year term of service on the Vestry, a Vestry member shall not be eligible for election to the Vestry until one year has passed from the expiration of the term of office just completed. A person elected to the Vestry to fill an unexpired term shall be eligible for immediate reelection to the Vestry for a full three (3) year term if the unexpired term was for a period ~~of less than~~ two (2) years ~~or less~~. A person assigned to a one year term shall likewise be eligible for reelection to a full three (3) year term. ~~The end of the month in which~~ the annual Parish meeting ~~of each year is held~~ shall be deemed the end of a year for the purpose of Vestry elections.

Section 4. PARISH COUNCIL.

The Parish Council shall consist of the Vestry plus additional ~~faith~~ community leaders appointed by the Vestry for ~~a~~ renewable terms of no more than two (2) years. These leaders shall be members ~~of St. Benedict's faith community. or associate members.~~ At all times there shall be two (2) more Vestry members on the Parish Council than ~~faith~~ community leaders. ~~Faith~~ community leaders shall have voice but not vote in the affairs of the Corporation.

Section 5. WARDENS.

From the members of the Vestry shall be chosen a Senior ~~or Presiding~~ Warden and a Junior ~~or People's~~ Warden, both of whom shall be ~~Communicants of voting members in good standing in~~ the Parish. The Rector shall appoint the Senior or ~~Presiding~~ Warden, the Vestry shall elect the Junior ~~or People's~~ Warden. The Wardens, shall be considered the First and Second Vice-President of this corporation. No meeting of the Vestry or ~~Parish Council~~ shall be valid unless there be present either the Rector or one of the Wardens. The appointment and election of the Wardens shall take place annually, as hereinafter prescribed. In the event there is no Rector, the Vestry shall elect the Senior Warden.

Section 6. VACANCIES.

Except as provided in Section 9229 of the California Nonprofit Religious Corporation Law, any member of the Vestry other than the Rector may resign effective upon giving written notice to the Clerk, or the Vestry, unless the notice specifies a later time for the

effectiveness of such resignation. If the resignation is effective at a future time, a successor may be elected before such time, to take office when the resignation becomes effective. The resignation of a Rector is governed by Diocesan and **TEC National** Canons. The position of a member of the Vestry who fails to attend three (3) consecutive meetings, without good cause, may be declared vacant by the Vestry, and filled as hereinafter provided in this section.

Vacancies in the Vestry, except those existing as a result of a removal of a member of the Vestry and except a vacancy in the Rectorate, may be filled by a majority **vote** of the remaining members of the Vestry, although less than a quorum, or by a sole remaining member of the Vestry, and each member of the Vestry so elected shall hold office until the next annual meeting at which time the appointed member, along with any other nominees, must stand for election for the balance of the unexpired term and until a successor has been elected and qualified.

In the event there is no Rector and there are no Wardens, the members of the Vestry shall call a valid meeting for the express purpose of electing Wardens.

Section 7. PLACE OF MEETING.

Regular or special meetings of the Vestry or Parish Council shall be held at any place which has been designated from time to time by the Vestry **and as provided for in Section 9.**

Section 8. REGULAR MEETINGS.

Immediately Following each annual meeting of the members of the Parish, the Vestry shall hold a regular meeting for the purpose of organization, election of officers, and the transaction of business germane to the organization process including setting a regular day and time for Parish Council meetings.

Section 9. SPECIAL MEETINGS.

Special meetings of the Vestry for any purpose or purposes may be called at any time by the Rector, either Warden, or any three (3) members of the Vestry. Notice of such called meetings shall be given by **electronic or** written notice, delivered or mailed members of the Vestry so as to be received (with reasonable certainty) one day prior to the time of the meeting, and shall state the purpose for which the meeting is being called. No business not referred to in such notice may be conducted at the meeting.

Section 9. ELECTRONIC MEETINGS

Any meeting is to be conducted in real-time, either or both in person or via electronic means pursuant to California non-profit corporation law, using measures to provide members a reasonable opportunity to participate in the meeting and to vote on matters submitted to the members, including an opportunity to read or hear the proceedings of the meeting concurrently with those proceedings or such other means as may be allowed by the California Corporations

Voting by electronic means shall be permitted. Ballots, if any, and a record of those participating electronically shall be kept for one year, or in the case of an annual meeting, for one day after the date of the next meeting.

Section 10. QUORUM.

A majority of the Vestry, including the Rector, shall constitute a quorum for the transaction of all business, except such business as may be required by law or by Canon to be

transacted by a greater number than a majority, in which case a quorum shall be the required number.

Section 11. ADJOURNMENT.

A majority of the members of the Vestry present, whether or not a quorum is present, may adjourn a Vestry meeting to another time and place.

Section 12. ACTION WITHOUT MEETING.

Any action required or permitted to be taken by the Vestry may be taken without a meeting if ~~seven (7) members~~ **five (5) or more members** of the Vestry shall individually or collectively consent to such action. **Such consent may be expressed electronically, verbally or in writing.** Such action will be made a part of the minutes at the next meeting of the Vestry, with notes made of the consents obtained. Such action shall have the same effect as a vote of the Vestry. Failure to report the actions taken at the next regular meeting, and to include such actions in the minutes as prescribed above, shall render the action taken null and void.

Section 13. REMOVAL OF MEMBERS OF THE VESTRY.

Any one or more members of the Vestry, other than the Rector, may be removed from office by a vote of a majority of the persons entitled to vote at a regular or special meeting of the members of the Parish, provided that notice of the meeting specifies such removal as a purpose of the meeting and identifies the member or members proposed to be removed. If any or all members of the Vestry are so removed, new members of the Vestry may be elected at the same meeting.

ARTICLE V. Officers

Section 1. PRESCRIBED OFFICERS.

The officers of the Vestry and Corporation shall be President (the Rector), First Vice-President (the Senior Warden), Second Vice-President (the Junior Warden), Clerk, who shall be the corporate secretary, and Treasurer, who shall be the chief financial officer. Both the Clerk and the Treasurer shall be members of the Parish, but at the discretion of the Vestry, neither need be a member of the Vestry. The Vestry may appoint an Assistant or an Assistant Treasurer following the same guidelines and requirements as for Clerk and Treasurer.

Section 2. SUBORDINATE OFFICERS.

The Vestry may elect, or may empower the President to appoint, such other officers as the business of the Corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in these Bylaws or as the Vestry may from time to time determine.

Section 3. REMOVAL AND RESIGNATION.

Any officer or employee, except the Rector and Senior Warden, may be removed from office, but not from the Vestry, by a majority of the entire Vestry at the time in office, at any regular or special meeting of the Vestry, provided, in the case of a special meeting, the proper notice of such intent has been given as required by Article IV, Section 8. The Senior Warden may be removed from office by the Rector, but not from the Vestry. Any officer may resign at any time by giving written notice to the Clerk, the Rector, or the Vestry; however the Rector may not resign without the consent of the Vestry. Any such resignations shall take effect on the date of the receipt of acceptance of such notice or at a

later date specified therein. Except in the case of the Rector, the acceptance of such resignation shall not be necessary to make it effective.

Section 4. VACANCIES.

A vacancy in an office referred to in Section 1 of this Article, other than that of the Rector or Senior Warden, because of death, resignation, removal, disqualification or any other causes shall be filled by election or appointment by the Vestry then in office. The office of Rector (President) must be filled in accordance with **TEC** and Diocesan Canons. In the event of a vacancy in the office of Senior Warden (First Vice-President) the vacancy shall be filled by appointment by the Rector.

Section 5. PRESIDENT (Rector).

The Rector, as President, shall be the chief executive officer of the corporation and shall as to secular matters, under the direction of the Vestry, have control of the business, officers, and employees of the Parish. The Vestry shall not infringe upon the ecclesiastical or other peculiar rights, privileges, or prerogatives of the Rector.

Section 6. VICE-PRESIDENTS (Wardens).

In the absence or disability of the Rector, the Wardens, in the order of their rank (Senior Warden first then the Junior Warden), shall perform the secular duties of the Rector, and when so acting, shall have all the secular powers, and be subject to all the restrictions placed upon the rector. The Wardens shall have such other powers and perform such other duties as, from time to time, may be prescribed for them respectively by the Vestry or by these Bylaws.

Section 7. CLERK.

The Clerk shall keep a book containing the minutes of all meetings of the Parish and also a book containing the minutes of all meetings of the Vestry. All minutes shall record the date, time, persons present at the Vestry meetings, and a reasonable account of the proceedings of the meeting in question. If written or special notice of a meeting is necessary the Clerk shall give same and record the details of such notice in the minutes of the meeting for which the notice was given or required. The Clerk ~~shall keep the seal of the corporation in a safe place and~~ shall have such other powers and perform such other duties as may be prescribed by the Vestry or by these Bylaws.

Section 8. TREASURER.

The treasurer shall maintain adequate and correct accounts of the properties and business transactions of the corporation, including pledge and other assets, liabilities, receipts, disbursements, and special and general accounts. The Treasurer shall deposit all monies and other valuables in the name of the Parish with depositories designated by the Vestry. The Treasurer shall disburse the funds of the corporation as may be ordered by the Vestry; shall render to the officers and the Vestry, whenever requested, an account of all transactions as Treasurer and of the financial condition of the corporation and shall have such other powers and perform such other duties as may be prescribed by the Vestry or by these Bylaws.

The procedure for deposit and withdrawal of monies and other valuables shall be prescribed in a resolution (s), which shall be adopted by the Vestry, governing the deposit and withdrawal of funds or valuables. These provisions shall not be deemed to conflict with

or overrule the conditions, terms or provisions of declarations of deeds of trust or conveyance, or donations providing some special method of said keeping. With regard to all designated funds, donations, bequests, and gifts the Treasurer shall request resolutions from the Vestry which clearly set out all special conditions pertaining to such assets. These provisions shall not apply to the discretionary funds of the Clergy, as to which the disclosure of the beneficiaries or the purposes might prevent the carrying out of needed charitable acts.

ARTICLE VI. Committees

The Vestry or Parish Council may appoint one or more committees, each with representation of a least one member of the ~~Vestry-Parish Council~~, to act as liaison with the Vestry. Minutes of each committee meeting shall be kept and deposited with the Clerk of the Vestry in a timely manner. Committees are accountable to the Vestry and shall report their activities quarterly to the Parish Council.

ARTICLE VII. Other Provisions

Section 1. VESTRY POLICY.

When the Vestry adopts any resolution, whether required by these Bylaws or not, such resolutions shall become part of a body of governing guidelines called "Vestry Policy." Clerk shall cause to be maintained a book of resolutions kept in reasonable order as to like subjects, chronologically. It shall be the purpose of Vestry Policy to assist in governing the corporation. Vestry Policy may be amended or sections deleted, except where required by law or by these Bylaws, by a simple majority of the Vestry at any meeting of the Vestry.

Section 2. CORPORATE RESTRICTIONS.

Notwithstanding anything else herein contained, in purely temporal and secular matters, as distinct from matters partly or wholly ecclesiastical, the Civil Law of the State of California particularly the Nonprofit Corporation Law, as contained in the Corporations Code, is, and shall be, binding upon this corporation. The use of the church buildings and grounds, however, is deemed to be an ecclesiastical matter, and is under the jurisdiction of the Rector subject to Vestry approval.

Section 3. RECORDS.

The corporation shall maintain adequate and correct accounts, books, and records of its membership, business, and properties. Proper provisions shall be made for the safekeeping thereof from fire, the elements, inherent vice, or access by unauthorized persons. All books and records of the corporation shall, to the extent required by the Corporations Code of the State of California, be open to inspection of members of the Parish, from time to time and in the manner provided for in the Code.

Section 4. REAL PROPERTY TITLE.

All real property of this corporation shall be held in the following name: The Rector, Wardens, and Vestry of Saint Benedict's Episcopal Church in trust for the Episcopal Church in the Diocese of El Camino Real.

Section 5. IRREVOCABLE DEDICATION.

The property of this corporation, real and personal, is held in trust for the Episcopal Church in the Diocese of El Camino Real, and upon liquidation, dissolutions, or abandonment of the owner, after providing for the debts and obligations thereof, the remaining assets shall be

distributed to said Episcopal Church in the Diocese of El Camino Real.

Section 6. CONSENT FOR ENCUMBRANCE OR DISPOSITION.

Should the Parish desire to mortgage or otherwise encumber, to sell, exchange, or otherwise dispose of all or any of its real property, or to acquire, except by gift, devise, or bequest, y real property subject to an existing encumbrance, or to assume an existing encumbrance, the written consent of the Bishop and Standing Committee of the Diocese of El Camino Real must be obtained prior to any such sale, exchange, mortgage, or other encumbrance, disposition, or acquisition.

ARTICLE VIII. Amendment

Except as to Article I, relative to conformity to Church law, these Bylaws may be changed or amended at any annual meeting of the Parish, or any special meeting of the Parish properly allowing the amendment of these Bylaws, by the affirmative vote of at least two-thirds (2/3) of the **voting** members present.

Whenever an amendment or new bylaw is adopted, it shall be copied, at the appropriate place, into a book containing the original Bylaws and any previous amendments. If a Bylaw voting is repealed, the fact of repeal with the date of the meeting at which the repeal was enacted shall be stated in said book. From time to time, the Clerk may certify current copies of these Bylaws, but the original wording of all bylaws and amendments shall be kept on file.

ARTICLE IX. Indemnification

The corporation may indemnify any Vestry Member, Officer, agent or employee as to those liabilities and on those terms and conditions as are specified in Section 9246 of the Corporation Code of the State of California. In any event, the corporation shall have the right to purchase and maintain insurance on behalf of any such person whether or not the corporation would have the power to indemnify such person against the liability insured against.

CERTIFICATE OF THE BYLAWS

KNOW ALL BY THESE PRESENT:

The undersigned, Clerk (secretary) of the corporation known as “Saint Benedict’s Episcopal Church” of Los Osos, Diocese of El Camino Real, State of California, a California religious nonprofit corporation hereby certifies that the above and foregoing Bylaws, consisting of 10 pages, were duly adopted by the members of said corporation on the _____ day of _____, _____ and that they now constitute the Bylaws of said corporation.

, Clerk

EXPLANATION OF PROPOSED BYLAW CHANGES

The first reason to change the bylaws is to allow us to have an Annual Parish Meeting on-line and to make decisions electronically. This is covered by the addition of Article III Section 7 which says:

Section 7. ELECTRONIC MEETINGS

Any meeting is to be conducted in real-time, either or both in person or via electronic means pursuant to California non-profit corporation law, using measures to provide members a reasonable opportunity to participate in the meeting and to vote on matters submitted to the members, including an opportunity to read or hear the proceedings of the meeting concurrently with those proceedings or such other means as may be allowed by the California Corporations.

Voting by electronic means shall be permitted. Ballots, if any, and a record of those participating electronically shall be kept for one year, or in the case of an annual meeting, for one day after the date of the next meeting.

Section IV.9 makes the same provisions for Vestry and Parish Council meetings.

Because we needed to make this change we also tidied up a few other sections:

We tried to bring the sections on membership and voting both in line with our intentional inclusivity and our post-denominational reality while still abiding by the Diocesan canons which make it clear that only Episcopalians in Good Standing can vote for Vestry members. The diocesan canon reads “Any person, who is an adult confirmed communicant in good standing, is listed in the Treasurer’s books as a contributor during the calendar year prior to the year the new vestry members take office, and has been a member of the Parish for the same period shall be entitled to vote at Parish meetings.” It does not say that others may not also vote and since it is in the section on election of vestry members we interpret the restrictions as applying specifically to vestry elections.

We also eliminated the category of Associate Member to describe non-Episcopalians, making everyone Members and then defining Voting Members. These changes also affected IV.4 and IV.5 on who can be on the Parish Council, who can be Senior and Junior Warden.

So, we altered Article III Section 1 and 2 to read:

Section 1. MEMBERSHIP

Membership of St Benedict’s faith community is open to anyone, regardless of religious background or experience, age, race, ethnicity, culture, gender, sexual orientation, gender identity or expression, economic condition, physical or mental ability.

a. Voting Members of the Parish are:

Any baptized person of fourteen years of age or older who has regularly received communion for at least six months and who has regularly contributed to the support of the Parish for at least one year through donation of time, ability and/or money.

b. Voting Members in Good Standing are communicant members who have attended services and contributed to the support of the Parish six months immediately prior to a Parish Meeting.

Section 2. VOTING RIGHTS.

Each voting member in good standing shall be entitled to one vote on each matter submitted to a vote of the members, except the election of the vestry which is limited to members who are also confirmed or received members of the Episcopal Church and who have participated in, and supported the Parish for at least one year.

Voting rights may not be exercised by proxy or through absentee ballot, unless a mailed ballot vote is being taken of all the members.

Senior/Junior Warden

We would like to get away from these terms which, though correct Episcopal terminology, hint of hierarchical rank rather than different functions, so we are suggesting Presiding Warden and People's Warden; other ideas are welcome. We could also use Rector's warden and People's warden, but that is confusing if there is no rector.

Section IV.5 reads:

Section 5. WARDENS.

From the members of the Vestry shall be chosen a Senior or Presiding Warden and a Junior or People's Warden, both of whom shall be voting members in good standing in the Parish. The Rector shall appoint the Senior or Presiding Warden, the Vestry shall elect the Junior or People's Warden. The Wardens, shall be considered the First and Second Vice-President of this corporation. No meeting of the Vestry or Parish Council shall be valid unless there be present either the Rector or one of the Wardens. The appointment and election of the Wardens shall take place annually, as hereinafter prescribed. In the event there is no Rector, the Vestry shall elect the Senior Warden.

Committees

We clarified that committees may be created by the whole Parish Council or the Vestry but are always responsible to the Vestry. Section VI now reads:

The Vestry or Parish Council may appoint one or more committees, each with representation of a least one member of the Parish Council, to act as liaison with the Vestry. Minutes of each committee meeting shall be kept and deposited with the Clerk of the Vestry in a timely manner. Committees are accountable to the Vestry and shall report their activities quarterly to the Parish Council.

Smaller issues

- 1) The Episcopal Church includes dioceses outside the States so we changed “National Church” to “The Episcopal Church” or TEC.
- 2) A slate of vestry members may be elected by acclaim when there is no competition. (III.11)
- 3) Electronic meetings, notices of meetings and decision making occurs in several different places. (III.3, III.6, III.11, IV.7, IV.9, IV.12)
- 4) The distinction between members and voting members re-appears in III.8 on quorum and Article VIII on amending the bylaws.
- 5) IV.3 clarifies vestry terms. Our practice is for the new Parish Council to take over on the first day of the month following the Annual Parish Meeting, not the same day. This is echoed in IV.8 on Regular Meetings.
- 6) We took out the requirement for the Clerk to keep the corporate seal because we don’t have one. V.7

SENIOR WARDEN ANNUAL REPORT 2021

Thanks be to God!

2021 was yet another challenging year for St. Ben’s, what with the Rector on sabbatical, pandemic adaptations, and the loss of several dear members. Yet still when we look back, we find many blessings, particularly in the love, participation, dedication and resiliency of our members. Today you will be hearing, through the reports of the Rector and various committees, of the specifics of our activities and ministries this past year. I find I have nothing to add on that subject. But I would like to take this opportunity to comment as I step down now after serving four terms as Sr. Warden. It has been my pleasure and honor to serve, and I feel greatly blessed by the experience. It has not always been easy, but I have felt supported and encouraged all along the way. Although the people and activities have varied through the years, the heart of this parish has remained the same: Christ-centered service. Being part of this remarkable community brings me great joy, and I know you feel that here, too. God bless you all, and may you have a happy 2022!

Submitted with deep love and gratitude - Stef Shuman

RECTOR'S ANNUAL REPORT 2021

It's been another odd year. During 2021 we got to practice our skill of flexibility. This has been a core strength of St. Benedict's from the very beginning. Unlike other churches which have traditions that stretch back hundreds of years, as a relatively new parish, we have not lost the art of experimentation and improvisation. This has stood us in good stead this year as we have surfed through the ups and downs of pandemic church.

We worshiped in the parking lot, we worshiped on the lawn, the choir sang on the veranda with individual microphones, we worshiped on the lawn with an in-church option then we went back into church using a lottery which was not overwhelmingly popular and finally we settled into an indoor service with optional outdoor seating. If necessary, we will go outside again, but most of us are vaccinated even boosted and those who feel most vulnerable can join from home on our live stream or come and sit outside.

Jay Matthew has done, and continues to do, an amazing job as our tech guy. I am constantly saying, "Jay, do you think we could..." and he does his best to make it happen. We started very low tech and we were pretty happy with that because just live streaming services was amazing but as time has gone by we have become more and more demanding. Jay does his best to keep up and to provide as high quality service to those at home as those in the church.

Living with covid is a constant dance. Resting in the love of God, we need not fear the virus but we do need to respect it and to work out how best to maintain our faith community and our common life as safely as possible. I think we are doing a good job of maintaining that balance together.

As if the pandemic were not enough, our rhythm was disturbed this summer when I took a three month sabbatical that was postponed from the previous year. I am delighted by how well you did without me. Susan Plucker+ and Brian Stein-Webber provided excellent worship leadership supplemented with a couple of additional preachers, Mike Eggleston and Berkeley Johnson. Lorianne Schwenk provided lay leadership for the 8 o'clock service and continued to coordinate the Sunday service teams. The Altar Guild under Sarah Chesebro made sure that everything was in place. The Parish Council led by Stef Shuman, Jane Wu and Alan Kiste did a wonderful job of managing the church, ably assisted by Jay Matthew, our administrator extraordinaire. Berkeley Johnson, Helen Schnieders and Jean Senter provided pastoral care and our Membership Committee, led by Sandy Fisher while Ann Lucas was abroad, welcomed guests and newcomers.

Thank you each and every one, those I have mentioned and those I have not, who made sure that, in my absence, St. Ben's continued to provide excellent liturgy, powerful service, and a community where all are welcome to worship and serve God together.

There have been many losses this year, as there were in 2020. From our regular Sunday congregation, we miss those who are no longer able to join us in person because of age and illness; we grieve the passing of Karin Cake who died in February; we mourned with Bill and Joan Hayes the loss of their son Jim and cried once again as they left us to move to Sacramento; and we said goodbye to John Cribb

after years of faithful and inspired service as our music director. It is a deep sadness that his stroke left him unable to continue in that position.

We are grateful that Dave Alm was willing to step in as Music Director and has been able to get the choir up and running again, wearing classy singers' masks! The Christmas concert had reduced seating and was fully booked with others joining us on-line. A music Committee has just been formed to assist Dave in his work of musical leadership. We are blessed to have many skilled musicians among us.

As most of you know, I plan to retire next year, probably in the early summer. So the task we have ahead of us now is to continue to build a healthy community of faith which is sustainable without a permanent clergy leader. When I came to St Ben's, people were disheartened and things were hard. We had moved this building but it still needed much doing to it and we had drained our financial resources in the process. As a result, we could no longer afford even a half-time priest. Services were small, and people had pretty much given all they could give. Consequently, I took a larger role than I might have done, making sure that everything happened that needed to happen so that we could gather our energy and in the power of the Holy Spirit step forward once again. Over the years I have relinquished many of the things I did at first and having a part-time administrator has made things much easier. But I am still quite hands-on and pushy.

In this next eighteen months I will need to step back and make sure that you are trained to continue the church we are becoming. You will need to help me!

As part of this, I will be creating a liturgy team – it has been many years since we have had one. This team will spend several months studying the structure and underlying themes of our liturgy and will then begin to assist me in planning our worship services. This is something that in the past I have kept firmly to myself as our worship is at the very center of all that we do and planning it is a sacred task, not to be undertaken lightly. If you believe that God is calling you to this please let me know.

The diocese is offering a preaching course as the first class in its new College for Ministry. I am delighted that four people have applied to participate in the course and that we can look forward to hearing several new voices in the pulpit.

I am also convening a new prayer group. This group is not going to be praying so much for individuals as for the community of St. Benedict's. We will be asking God's blessing on our activities, and for discernment of God's will. We will be praying that the Holy Spirit will guide new people to join us who can help to build up the Body of Christ in this place. We will be praying as the Holy Spirit guides us for us as a faith community. This group will initially meet on 2nd and 4th Wednesdays at 3pm. It may be all on Zoom, or hybrid so that some of us may meet together in person.

As your Parish Council works to develop its ongoing goals using the information that you have provided in the Mutual Ministry Review, and continues its leadership role during the year, other needs and concerns will arise. If you have things that you see we might do differently or better, or have needs that are not being met, please contact any Parish Council member.

I am thrilled that this year we finally finished installing and building out the church building and have no outstanding building permits. Thanks to dogged work which began with Don Shields, passed to Rod Morse, then to Michael Lucas and finally Jane Wu, and thanks to some generous major donors, the fire sprinkler system is complete! This is a major land mark. And as a result, our thought shave turned

more to the grounds. Next week, due to a partnership with EcoSlo and the Los Osos Garden Club, we will plant large trees at the east end of the property which will make a contribution to reducing greenhouse gases. My thanks go to the Earthcare team and the Landscape Committee for making this happen.

I have mentioned many people by name in this report but there are many of you who I have not named. Your contribution is none the less important. The greatest contribution that any of us makes to this faith community is to practice our spiritual path, to love God as we understand God, with everything we have and to love our neighbors as much as we love ourselves, always seeking to grow closer and closer to God. Thank you to each one of you who serves quietly and who practices the presence of God in your daily lives.

There are four people who are stepping down from the Parish Council this year whom I particularly want to thank for their servant leadership. Barbara Skipper was willing to step in and complete a term left vacant by Steve Hirahara's death. This is typical of Barbara – she is willing to step in when needed – and as you all know, she has particular gifts in the kitchen and in the art of creating beauty. Thank you Barbara for sharing your gifts with us. Alan Kiste has served two terms on the Parish Council which means that he has served longer than any of the current Vestry members. Alan's clear-headedness and his ability to gently cut to the chase have been invaluable and have made our work so much easier. Thank you Alan. Jane Wu has been serving as Junior Warden which meant that the Fire Sprinkler system became her baby, or her nemesis. She did an amazing job keeping on top of the contractors and making it all happen even when she had her own health challenges. Jane has also created and chaired the Finance Committee, another important group that we have needed for many years. Jane's ability to see what needs to be done and her assurance that it can be done have been an invaluable asset on the Parish Council. Thanks Jane.

The fourth person stepping down is Stef Shuman. Stef had been expecting to serve for another year but at this point has to focus on her health. One of her earliest roles in the congregation was as "Vicar for Everything Else", and Stef has continued to serve in that role on and off ever since. But friends, it is time for us to let her off the hook. Stef is letting go of her internal communications role and will not be doing the Benediction Weekly, putting things on the calendar or sending out mass emails. In future, when you think, "I'll just ask Stef..." please stop and ask Jay instead or if it's a leadership kinda thing ask the new Senior Warden. As you will hear in her report, Stef has now served as Senior Warden four times. I think that must be some kind of record. I have been very fortunate to have her as my senior warden for the last two years, and my friend for much longer than that. Thank you Stef!

I am delighted to tell you that Maureen Titus has agreed to be Senior Warden this year! Thank you Maureen.

2022 NARRATIVE BUDGET

Deficit Budget

Once again the Parish Council is recommending a deficit budget – in other words more spending than income. We have taken this leap in faith for several years.

We do have some reserves that can be used to fill the gap if necessary, but our prayer is that by giving ourselves and the Holy Spirit a significant gap to fill we will once again find that God's abundance expressed through each other is more than sufficient for our needs. Our reserves were replenished by this past year's surplus, for which we are deeply grateful. Once again that surplus was largely due to the Abundance Shop. Hug an Abundance Shop volunteer today!

The main reason for another year of deficit budget is so that we can continue to pay the Rector full-time at the diocesan rate which acknowledges Caro's years of experience and the size of the church.

Income

We hope that the Abundance Shop will continue to bless us with abundance in 2022. The shop tithes its income to local non-profits which are chosen by the Shop volunteers. Esta Kandarian is employed as the part-time manger. Her hands-on approach has made it possible to keep the shop open even with reduced volunteers. The store is still operating reduced hours but not reduced volume as is evidenced by its abundance in 2021. We anticipate and trust that this will continue in 2022.

The majority of St. Ben's income always comes from our members, friends and visitors. Our pledged income is slightly lower (\$2,500) than reflected in the budget but our pledgers are generous and often give a little more than they said they would. Loose offering reflects all the donations that were not specifically committed in advance. We received an exceptional gift in 2021 so have budgeted less for 2022

We are not currently planning any fundraising events for 2022 but do get income from Ralphs and Foods4Less when you register your grocery cards, and a small amount from Amazon Smiles.

Honoraria covers the income we receive from the use of the church by outside groups. The County Tax Assessor has guidelines for allowable non-profit uses of the building. These limit us from having many outside groups renting the building but we are still able to receive gifts for permissible uses. We have had some inquiries for 2022 but much depends on covid.

Expenditure

Church Building Expense covers everything necessary to keep the building open including janitorial service, utilities, small repairs, and insurance. As you will see from the Junior Warden's Report we had a plethora of small repairs in 2022 – many more than we had budgeted.

Church Land Support includes the \$8,000 annual payment for the annuity which enabled us to purchase the land; and mowing, landscaping etc. Much of the landscaping maintenance is underwritten by two church families, but with a new focus on the land we used additional funds in 2021 and will need to spend more in 2022.

Program Expense includes supplies, newsletters, hospitality and newcomer welcoming. This is lower because one household is currently donating our paper products, and we have fewer hospitality costs as it is more difficult for us to gather.

Music Ministry covers the Music Director's pay as well as sheet music, piano tuning etc. We are grateful to Dave for borrowing sheet music from our friends when he can, thus reducing our choir costs considerably; and to those who separately contribute to the designated Music Fund which enables us to cover expenses not included in the operating budget. The budget is higher this year because Dave will be our Music Director year-round.

Outreach Expense is our gift to the wider church and the local community. This includes our contribution to the work of the diocese, support of the Canterbury ministry to local students and young adults, and gifts to local and international non-profit groups.

Rector Compensation and Benefits are based on the minimum pay scale established by the diocese adjusted to take into account the size of the church and the years of experience that Caro+ has. There is a pension assessment of 18% of stipend for all active clergy. Caro+ also receives health and dental insurance. She was raised to full-time for the last four months of 2021. This year's budget reflects a full year's salary plus benefits.

Supply Clergy pays for clergy to take services when Caro+ is on vacation and may be used for honoraria for guest preachers. This was higher in 2021 to pay for Rev. Brian Stein-Webber and Susan Plucker+ who covered all the Sunday services during Caro's sabbatical.

Worship, Prayer and Spirituality essentially covers Technical assistance for services and Altar Guild expenses for candles, cloths etc. Please consider making donations for flowers in order to enable more members to participate in this ministry. We are very grateful to Jay Mathew for his generous donation of time and energy.

Administrative Expense About one third of this covers the administrator's wages; the rest is for office supplies, phone, photocopier lease, website, wi-fi and so on. Costs have increased as we have an increasing digital presence.

Interest Expense This is paid on the outstanding bank loan. Interest is significantly reduced by every additional dollar we pay in principal. We thank those of you who have made generous gifts to the Blessing the Future Fund. All monies allocated to this account will go directly to the next principal payment. We now owe just about \$36,000.

Net Ordinary Income

This is the amount we expect to have left over after we spend what we expect to spend. From the Net Ordinary Income we have to make the principal payment on the loan. This leaves us an expected shortfall of about \$32,420. We trust that God's abundance and generosity will again be manifest in our midst in 2020.

Building Fund

The Building Fund is for larger repairs and new building. In order to have enough money when we come to replace the roof or repair the road again or any other major cost, the Vestry has determined that we need to retain an additional \$10,000 in the fund each year. So ideally at the end of 2022 we would have \$40,000. At the end of 2021 we have \$38,000 which is good news because we anticipate needing to replace the boilers which heat the building during 2022.

Endowment Fund

The Endowment Fund is a way of preserving capital for the future use of the church. Donations into this fund are not spent, but the interest may be spent on needs which are not covered by the Operating Fund. Thank you to everyone who contributes to the Endowment which is held quite separately from the rest of the church's finances and is managed by the Episcopal Church Foundation.

FINANCIAL REPORTS - CONTINUED ON NEXT PAGE.

St. Benedict's Episcopal Church, Los Osos
2022 Proposed Budget

	Jan - Dec 21	2021 Budget	2022 Budget	+/-
Ordinary Income/Expense				
Income				
Abundance Shop	45,000.00	10,800.00	45,000	34,200
Annual Pledge Income	132,078.93	130,000.00	130,000	-
Loose Offering	41,560.27	19,500.00	25,000	5,500
Flowers	300.00	0.00	150	150
Fund Raising Activities	951.67	1,150.00	900	(250)
Honoraria	1,250.00	0.00	-	-
Interest	83.11	0.00	-	-
Total Income	221,223.98	161,450.00	201,050	39,600
Cost of Goods Sold				
Church Building Expense	17,486.37	13,475.00	16,723	3,248
Church Land Support	16,554.86	11,915.00	16,448	4,533
Church Program Expenses	2,060.53	2,860.00	1,825	(1,035)
Education & Study	219.18	300.00	300	-
Music Ministry	13,470.45	13,904.92	17,470	3,565
Outreach Expense	25,061.68	18,784.64	24,000	5,215
Rector Compensation & Benefits	100,509.06	90,533.92	120,753	30,219
Supply Clergy Expense	3,635.00	1,000.00	1,000	-
Worship, Prayer & Spirituality	9,097.66	6,172.80	6,820	647
Total COGS	188,094.79	158,946.28	205,389	46,443
Gross Profit	33,129.19	2,503.72	(4,339)	(6,843)
Expense				
Administrative Expense	22,246.73	19,971.30	22,186	2,215
Financing Expense	2,544.50	2,760.00	2,400	(360)
Total Expense	24,791.23	22,731.30	24,586	1,855
Net Ordinary Income	8,337.96	-20,227.58	(28,925)	(8,697)
Principal Payment			(3,555)	
Shortfall			32,480	

St. Benedict's Episcopal Church
Balance Sheet
As of December 31, 2021

	Dec 31, 21	Dec 31, 20	\$ Change	% Change
ASSETS				
Current Assets				
Savings				
Building Fund	38,574.90	17,639.59	20,935.31	118.68%
Blessing the Future	1,450.00	100.00	1,350.00	1,350.0%
Landscaping Fund	5,300.77	0.00	5,300.77	100.0%
KCBX Fund	1,852.08	1,852.08	0.00	0.0%
Music	7,248.91	6,828.72	420.19	6.15%
Other Designated Funds*	135,991.00	71,291.50	64,699.50	90.75%
Operating Savings	45,321.35	44,815.94	505.41	1.13%
Total Savings	235,739.01	142,527.83	93,211.18	65.4%
Restricted Funds*	14,722.06	12,142.02	2,580.04	21.25%
Unrestricted Funds	37,283.34	33,394.67	3,888.67	11.65%
Endowment-State Street Global A	27,874.66	23,912.55	3,962.11	16.57%
Total Cash In Bank	315,619.07	211,977.07	103,642.00	48.89%
Other Current Assets				
Accounts Receivable	2,558.91	11,855.28	-9,296.37	-78.42%
Prepaid Insurance	1,329.86	629.35	700.51	111.31%
Total Other Current Assets	3,888.77	12,484.63	-8,595.86	-68.85%
Total Current Assets	319,507.84	224,461.70	95,046.14	42.34%
Fixed Assets**	1465535.30	1436801.74	28,733.56	2.0%
TOTAL ASSETS	1,785,043.14	1,661,263.44	123,779.70	7.45%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable	5,067.09	2,158.18	2,908.91	134.79%
Restricted Fund Accounts **	77,752.94	12,973.79	64,779.15	499.31%
Deferred Revenue Accounts**	2,280.77	23,407.93	-21,127.16	-90.26%
Misc	-270.06	1,176.85	-1,446.91	-122.95%
Payroll Liabilities	943.28	673.92	269.36	39.97%
Total Current Liabilities	85,774.02	40,390.67	45,383.35	112.36%
Note Payable - Bank of Sierra	35,599.67	43,738.81	-8,139.14	-18.61%
Total Liabilities	121,373.69	84,129.48	37,244.21	44.27%
Equity				
Endowment Fund	27,874.66	23,912.55	3,962.11	16.57%
Church Land & Building Fund	1,465,535.20	1,436,801.74	28,733.46	2.0%
Operating Fund Retained Earning	83,724.30	2,684.96	81,039.34	3,018.27%
Net Income	86,535.77	113,734.91	-27,199.14	-23.92%
Total Equity	1,663,669.93	1,577,134.16	86,535.77	5.49%
TOTAL LIABILITIES & EQUITY	1,785,043.62	1,661,263.64	123,779.98	7.45%

* See Asset Schedule

** See Liabilities Schedule

St. Benedict's Episcopal Church

Asset and Liability Schedules

This is the detail Schedule of Liabilities

Restricted Funds are considered a liability until used for the purpose they were given

	2021	2020	Difference	%
Restricted Fund Accounts				
Landscaping Support	5,000	-	5000	100%
Johnson Su Reactor	13	-	13	100%
Rector Salary Fund	5,000	-	5000	100%
Shields Bequest Fund-2021	55,000	-	55000	100%
Sprinkler Funds	1	337	-336	-100%
Music Fund	7,249	6,829	420	6%
Organ Fund	500	500	0	0%
KCBX Fund	1,852	1,852	0	0%
CC Readers' Theatre	1,779	1,779	0	0%
Vacation Bible School	1,218	1,218	0	0%
Laundry Love	20	333	-313	-94%
Earthcare	50	50	0	0%
Garden & Tree Funds	50	50	0	0%
Community Dinners	20	25	-5	-20%
Total Restricted Fund Accounts	77,753	12,974	64,779	499%

Deferred Revenue is money that was given in one year to be used in a future year

Deferred Revenue Accounts				
Deferred Landscaping Pledges	301	-	301	100%
Deferred Blessing Pledge	450	500	-50	-10%
Deferred Building Pledge Income	325	1,150	-825	-72%
Deferred Pledge Income	425	21,658	-21233	-98%
Karin Cake Fund	680	-	680	100%
Carol Baker Fund	100	100	0	0%
Total Deferred Revenue Accounts	2,281	23,408	(21,127)	-90%

St. Benedict's Episcopal Church
Profit & Loss Budget vs. Actual
January through December 2021

	Jan - Dec 21	Budget	\$ Over Budget	% of Budgeted
Ordinary Income/Expense				
Income				
Abundance Shop	45,000.00	10,800.00	34,200.00	416.67%
Annual Pledge Income	132,078.93	130,000.00	2,078.93	101.6%
Loose Offering	41,560.27	19,500.00	22,060.27	213.13%
Flowers	300.00	0.00	300.00	100.0%
Fund Raising Activities	951.87	1,150.00	-198.33	82.75%
Honoraria	1,250.00	0.00	1,250.00	100.0%
Interest	83.11	0.00	83.11	100.0%
Memorials & Legacies	0.00	0.00	0.00	0.0%
Publication Sales	0.00	0.00	0.00	0.0%
Total Income	221,223.98	161,450.00	59,773.98	137.02%
Cost of Goods Sold				
Church Building Expense	17,486.37	13,475.00	4,011.37	129.77%
Church Land Support	16,554.86	11,915.00	4,639.86	138.94%
Church Program Expenses	2,060.53	2,860.00	-799.47	72.05%
Education & Study	219.18	300.00	-80.82	73.06%
Music Ministry	13,470.45	13,904.92	-434.47	96.88%
Outreach Expense	25,061.88	18,784.64	6,277.04	133.42%
Rector Compensation & Benefit	100,509.06	90,533.92	9,975.14	111.02%
Supply Clergy Expense	3,635.00	1,000.00	2,635.00	363.5%
Worship, Prayer & Spirituality	9,097.66	6,172.80	2,924.86	147.38%
Total COGS	188,094.79	158,946.28	29,148.51	118.34%
Gross Profit	33,129.19	2,503.72	30,625.47	1,323.2%
Expense				
Administrative Expense	22,246.73	19,971.30	2,275.43	111.39%
Financing Expense	2,544.50	2,760.00	-215.50	92.19%
Total Expense	24,791.23	22,731.30	2,059.93	109.06%
Net Ordinary Income	8,337.96	-20,227.58	28,565.54	-41.22%
Other Income/Expense				
Other Income				
PPP Loan	19,052.50			
Laundry Love Income	4,200.75			
Sprinkler Fund Gifts	26,232.92			
Blessing the Future	4,465.00			
Memorial Gifts	50.00			
Building Fund Income	19,905.07			
Rectors Discretionary Fund	7,850.50			
McLeod Fund Income	1,015.69			
Endowment Income	3,962.11			
Total Other Income	86,734.54			
Other Expense				
Misc	135.00			
Rectors Discretionary Fund	8,401.73			
Total Other Expense	8,536.73			
Net Other Income	78,197.81			
Net Income	86,535.77	-20,227.58	106,763.35	-427.81%

MUTUAL MINISTRY REVIEW

In your personal experience, what gives life to St Ben's? What draws you near? How has that worked during 2021 compared to other years?

Welcome

It's welcoming nature and philosophy of 'wherever you are in your spiritual journey, you are welcome here'... The inclusive stance and practices and openness to all faith journeys.

Members

Wonderful people here. A real sense of caring, connection, and family. The members and the shared community of stewardship during this difficult time. Members have had to reach out even more with FB, Zoom and telephone to keep in touch with each other. The genuine caring for each other, a true feeling of community. Being on alert for calls for help wherever they arise.

This church is filled with people that are not only congenial to be with, but set examples of Christian love and hearts for humanity that are inspiring.

The people I have come to know in the congregation give life to St. Ben's for me. Our time together in worship introduces us to each other each week as we gather in prayer. Our discussion group opportunities, and our social time after services and for special events allow us to deepen our connections. Coming together in serving the broader community deepens our connections with each other and with those we serve.

I believe this is a congregation where all of the members participate in any way they can. It has been a blessing during this unusual time to be so connected to Sunday service, book group and other events through FB and Zoom. I miss giving and getting hugs, but have cherished the many opportunities to stay connected.

I have always been impressed with the sense of community that prevails at St. Ben's. Its outreach projects are clearly designed around community. The parishioners are very much like family - some I don't know so well, but they consistently seem to value the togetherness we share.

The sense of community in higher purpose gives life to St. Ben's. 2021 was difficult.

2021 has not worked well compared to other years because in spite of all the efforts I feel the community is distracted in ways other than the required 6 ft. The pandemic has heavily endangered the fellowship efforts, even with the GREAT EFFORTS by the staff to compensate.

Programs

The intentfulness of the community as a whole, especially Caro's leadership across the board: social justice, climate justice, continuing studies in spirituality, liturgy, laundry love, Abundance shop, etc. Caro has inspired an amazingly broad Christian witness for such a small church community.

I love being able to do the "Bible Conversations"...this has been very life giving for me. Music and choir, outreach, creation care. The commitment to social justice and environmental justice. The drive, energy and enthusiasm-- always taking on something new, even during a pandemic.

Faithful leadership, including administration, good preaching, good music, good fellowship.. Working amazing well during this difficult year, with both in-person & online available, not the easiest for those doing the hard work of seeing that it happens. We're fortunate.

Knowing that St. Ben's is still active in its various services to the community and conducting weekly church services gives life to it.

Worship

The worship experience. Despite COVID and all the different parameters to be taken into account, worship continued to feed and nurture

Excellent preaching. The sermons have been very helpful in my spiritual life. Caro is a wonderful speaker with thoughtful sermons. Caro's energy also gives real life to St. Ben's. It is palpable in the church when she is preaching and celebrating. She is a real blessing. Hearing the Gospel message and its applications are very helpful.

The preaching and the liturgy are outstanding. Meaningful and varied liturgy.

I am drawn to St. Ben's by the rich spiritual life as exemplified by (but not limited to) high quality preaching. To me this community keeps the spiritual practice and journey at the center and as a result the more mundane necessities appear to go more smoothly, at least from my perspective.

Our being able to worship together again. Compared to last year, it is a real blessing. In person worship and activities. You don't realize how much you take these things for granted until they're gone.

My experience was better in 2021 than in 2020 because of the return to in-person services.

Music

Having music back is also a plus for me. It felt really good when we could have our regular services and hear the choir again inside. A great music program and great choir. The music is wonderful. Love the range of music. I enjoy David's musical selections, thank you for bringing him to us.

Good Communication

I continue to appreciate the clear and effective communications at St. Ben's. The weekly emails, the monthly newsletter, announcements in church are all very welcome. I feel well informed about the work and state of the parish and hear none of the murmuring that can negatively impact the healthy functioning of a community. The fact that this MMR is a regular annual practice is another example not found elsewhere. I know it all takes a lot of effort, keep it up!

Adaptiveness/ Covid

In 2021, the church has remained open and adaptive in challenging times. The Church Zoom has been a great help and seeing God's work in all the people who can attend church..

The strict adherence to CDC and diocesan direction is of great significance and value.

If the Covid was not floating around so much, we would have more people attending church.

Nothing has worked very well or smoothly with covid but that is a common reality for everyone.

Have you returned to church in-person? Are you using our online services such as live-streaming on Facebook, Zoom meetings and “hybrid” (both in-person and Zoom) meetings? What is working well for you?

Most people responded that they have returned to in-person church but stay home if they feel unwell or the risk of infection is too high or its simply more convenient. Some people find Zoom helpful and it has enabled closer relationships whereas others find it tiring or not useful”

- Have returned to in-person services and FB if I cannot attend. This is a good way to continue to be part of the congregation. I appreciate that we've returned to in-person worship and activities safely, but are providing resources and ways to connect for those who feel uncomfortable being in-person
- I'm back in person, and Zoom for some meetings. It does work for me since I've gotten used to it. The Zoom meetings are still productive and is the best we can do while Covid is still around. I recognize it doesn't work for everyone.
- I attend the in-person service on Sunday mornings. I attended several of the zoom classes in 2020 and got somewhat burned out with zoom.
- I attend entirely in-person. I personally do not enjoy on-line services or meetings, but appreciate that they are an option when necessary.

- One silver lining of the pandemic has been that moving to Zoom meetings / coffee hour in the early days has expanded or accelerated my ability to form connections with other members of the community.
- Yes I've returned to church in person and it is working well for me I've also been attending zoom meetings I find zoom meetings minimally satisfactory because they eliminate most body language providing instead a panel of talking heads I don't feel I really know the people with whom I attend zoom meetings
- The Tuesday morning Zoom Spiritual discussion group has become very important in helping me feel connected and deepened my spiritual life. It has also built deep connections between those who log in on Tuesdays and the sharing of our personal experiences in our lives and faith journeys is a blessing to us all.
- I am delighted we are using a hybrid model now so even folks who have moved away can share worship and events and we all have a choice each week of what works best for us.

Did you feel attended to and cared for in 2021? Were your spiritual needs met? What could we do better?

Most people felt adequately attended to, and cared for, but not all:

- Basically yes, I get some of my spiritual needs met in other groups
- Without joining in person for service it was difficult.
- I felt very attended to. The sabbatical time went really well, and Susan and Brian were wonderful and very supportive. They were the perfect combination...different styles than Caro, and maybe the beginning of the transition that we're going to be experiencing in the next 18-24 months.
- Yes. I think we have a wide variety of events & programs that provide lots of opportunities for growth and reflection.
- I feel very supported in the meaningful work I've been given by the church. I think Caro is excellent at discerning and encouraging members' gifts.
- Yes, I felt attended to and cared for. The prayer ministry through email is always such a blessing-- as soon as I reach out, I feel bouyed up. The in-person intercessors after every service are also a tremendous help! I allowed myself to get out of the habit of attending church in-person, relying on the live-streamed services. As a result, my connection to the church felt less vibrant. But that was due to me slacking, not due to any fault of St. Ben's!
- I do feel attended to and cared for - I have reached out to the prayer list for both personal concerns as well as concerns of colleagues and family members and have received helpful responses. I enjoy time for private prayer when I feel I need it. Caro+'s sabbatical did leave something of a "hole" in this regard, and I wonder who fell through the cracks:

What can we do better? What would you like to see us do differently in 2022? Or are there particular areas we should focus on?

- Have the choir more often
- Pastoral Care
- Continued and expanded innovation in liturgy and fundamental service structure -- There are so many repetitive aspects of the services that they can mind-numbing sometimes. We need to freshen up our offerings to expand our reach to the unchurched.
- We need projects that help define St. Benedict's to the community and attract expanded participation. The tree planting, bioreactor, etc. offer a point of focus.
- Are we in danger of aging out as a parish? Do we need a plan to rejuvenate our ranks with appeal to mid-life or younger folks?
- We need to continue to focus on being financially viable for the future. As older members leave or pass on, it is going to be difficult to replace their support of our mission.
- Fewer Zoom meetings
- one concern I have heard (from newcomers) that we want to be careful about is asking or trying to enlist them into ministries; being greeted and welcomed is one thing, but people need time to get acclimated; being asked to sing in the choir or join the altar guild the first Sunday they attend is too much, and has the opposite effect of scaring people and causing them not to come back.
- I feel somewhat disconnected from the attendees online vs. in person. It almost feels as if we are 2 different churches. I would like to explore ideas on how to make more of a connection.
- I also would like for us to reach out to bring young families into the church. Families with children.
- I would like to see us reach out to teenagers in the community and develop something that would attract them to our church.
- Some way of getting to know newer members, even if only a bit about them in a newsletter.
- The welfare and wellness of the Rector. These have been exhausting and draining years, and Caro has weathered them with exceptional grace, resilience, resolve, and creativity. But that comes at a cost. Can another deacon come to share the workload?
- Planning for Caro's retirement and the hiring of the next Rector of St. Ben's. We must plan for it, even though the prospect seems sad and even scary.

- I would like us to use less paper for worship leaflets. Perhaps we could try projecting some parts of the service on the walls
- I also think it's CRITICAL to bring back a simple coffee hour. How about asking people if they are willing to bring cookies and make sure they are served properly (no need to even do dishes) and put them down on the service ministry schedule along with all the other ministries -- like it used to be.
- Caro should not be in the kitchen or doing the basic organizing of events like Thanksgiving dinner
- I have failed in many attempts to clearly understand the audio messages due to my hearing and the heavy echo effect of the sanctuary It may just be me, but has carpeting ever been considered ?
- Home visitation for those of us who have met spiritual trials. Not necessarily clergy but those who are lay persons in our congregation. This should be a part of our diocesan training and responsibility. Not an option but a requirement. Many times folks want to take on participation in our communion and altar duty but does it end there? My perception tells me there is more to lay ministry than what is currently offered.

Who would you like to thank, and why

- Where do I start? How about everyone
- Everyone who volunteers and supports us as a community. Appreciate everyone who has stepped up to keep the church a viable source for all of us.
- Michael Lucas and Ron Thompson for helping planning and improvements.
- All who help pull our services together.
- Lorraine, for the tough task of scheduling and online hosting
- David Alm for enlivening our music, he has been such a positive addition. Dave and the choir for coming alive again
- Our wonderful singers and musicians who add so much to the service experience. Ann Lucas for stepping in. The choir for anthems and a superb Christmas concert.
- All the people who faithfully volunteer in the Abundance Shop, People's Kitchen, Thursday night suppers, etc.
- Stef and Jane for being positive, encouraging leaders;
- Stef for being a heroic Senior Warden, a steady hand and for her courage (since 1989): for all of the many things she has done to keep our congregation connected and active during her term. She has been a gift to us all.
- Jane for carrying on repairing everything, and for working tirelessly to finish the sprinkler project, she deserves sainthood. Jane is a great example of putting her faith into action and is always kind
- Sarah for the care she takes for the Altar, and those who provide flowers and decorations for the building.
- Susan+ and Rev. Brian; Susan+ for her gentle voice and I also really enjoyed Brian's sermons

- Esta Kandarian, for making me feel useful at the Abundance Shop, and for the incredible way she's working there; for her excellent running of the shop, all the Abundance Shop staff and volunteers. Amazing work in 2021! Wow!
- Barry+, and Don for their ecological thinking: the Earthcare Group for all the ways big and small that they're working to keep environmental issues on the front burner for our congregation
- Liz Maruska for her vision on grounds
- Maureen Titus for being EVERYWHERE; Maureen Titus and Laundry Love, for steadfastness and service to the community; Maureen is being great in cheering me up with the cards she sends me.
- John Cribb for the years of leadership
- Everyone on parish council, for their resilience, resourcefulness throughout these pandemic challenges.
- Jay has helped tremendously with the online services and website, and has added a great vibrancy to our Church! For all his work behind the scenes. Also, for doing more, and more, and more (with such cheer) as his position evolved.
- Lorientne and Lisa for keeping us into the good book, and for not giving up due to lack of attendance.
- The Healing Prayer Ministry for their support and faithfulness. Helen Schnieders for being a consistent spiritual mentor and prayer warrior.
- Roz, for all she does
- Lisa Gonzalez who gives her considerable skill to our book keeping! Lisa who makes me feel special no matter what the situation.
- The mens' group for support and fellowship.
- The tree committee and everyone who has contributed time, money and ideas to the tree planting project
- Berkeley was great and was with me just before my husband died.
- Alan Kiste, and all who provided extra leadership during Caro+'s absence.
- The Rector, for a great job under difficult circumstances, always making everyone feel welcome at church, and for leading us with grace and humor. Caro+ for coming back full of beans and supporting new initiatives. For her intelligent, enlightening sermons, attentiveness, organizational skills, spiritual care, and not letting us be spooked by the pandemic.
- All those that have cared about the maintenance, care and beauty of our church.
- Dony
- All who pray faithfully for our church.
- Anyone who has baked a cookie or brought food to share.

We need to thank everyone - who provide their time, talent, treasure and support for the many activities St. Ben's undertakes in the community. We may be "small" but we have a big and loving heart! Blessings to all.

JUNIOR WARDEN ANNUAL REPORT - 2021

The past three years have seen a series of upgrades to bring the church into compliance with building codes and COVID policies. We have also have had repairs and replacements of failing and elderly equipment.

Our biggest expense, has been the new sprinkler system, complete with four 10K gallon water tanks, an electric pole and a pump house.

We will be looking toward replace our furnace this coming year.

Upgrades and Repairs

- Single occupancy locks on church bathroom doors
- New handles/locks on kitchen and closet doors
- New single bathroom hot water heater
- New single use bathroom handicapped toilet
- New church thermostat
- New kitchen disposal
- Repairs to great room light switches
- Repairs to great room heater
- Removal of heat sensor system
- Furnace cleaning and compressor pump
- Well pump and valve replacement
- Door repairs and doorsill repair
- Irrigation system hose and valve replacements

Abundance Shop Repairs

- New toilet
- New hot water heater
- Key lock box
- Dressing room

Written by: Jane Wu, Junior Warden

ALTAR GUILD 2021 MINISTRY ANNUAL REPORT - 2021

The Mission of the Altar Guild:

- To prepare holy spaces for worship
- To nurture our spirituality
- To equip us for the work God is calling us to do

As in the year 2020, 2021 was a never-ending challenge for the Altar Guild as we adjusted and readjusted to keep our congregation safe from exposure to the Corona Virus, and still maintain a Eucharistic Community. Fortunately, we are blessed to have our Rector, The Rev. Dr. Caroline Hall. Through her encouragement, persistence, and determination, we have been able to attain what our Presiding Bishop, Michael Curry, and our Diocesan Bishop, Lucinda Ashby expects of us, through virtual and outdoor services and now virtual and indoor services:

“PEOPLE GO TO CHURCH TO REFOCUS. FOCUS ON GOD. WHAT YOU DO FOR GOD MATTERS. THE ALTAR GUILD HELPS US TO REFOCUS. FOCUS ON GOD THE CREATOR THEN FOLLOW JESUS INTO THE WORLD.” - FROM THE PRESIDING BISHOP’S PRESENTATION AT THE TRIENNIAL OF THE NATIONAL ALTAR GUILD ASSOCIATION IN AUSTIN, TEXAS, JULY 2018.

The culmination of our year was a gift from Bishop Lucinda that enabled us to receive wine at our Eucharist in addition to bread during Christmas and Epiphany. Hallelujah!

We are also blessed with a dedicated team who prepares a sacred space for us to worship. “Altar Guild” is inclusive of the Altar Guild, Sacristan Team and Flower Guild. Our special memories and contributions from this year follow:

- “Ashes to Go” on Ash Wednesday outside the Abundance Shop
- Palm Sunday
- **Holy Week Services:** Agape Meal, Maundy Thursday, Good Friday, Tenebrae, Easter Vigil, Easter Sunday
- Bishop Lucinda’s official visit to Saint Benedict’s
- **Memorial Services** – Don Shields, Karin Cake, June Wright
- **Christmas Services:** Chorale Christmas Concert, Blue Christmas, Christmas Eve, Christmas Day
- **Weekly Services:** Sunday 8am and 10:30am; Second Saturday Eucharist (through July); Tuesday Vespers
- Attendance at Province VIII of the Episcopal Church Altar Guild Presentations: “Altar Guild as a Spiritual Ministry”
- Attendance at the National Altar Guild Association’s Triennial Meeting

Our team is also blessed with the work of media technician Jay Matthew who continues to improve his craft because of the continuing transitions in our services and makes our virtual events happen; Dony Pelucca who sets the stage for our outdoor services; and David Chesebro our “Shadow Sacristan” who still dares to climb ladders to change the curtains.

We have received numerous gifts for which we are grateful:

- Thurible and Incense Boat – Sarah Chesebro and Marianne Higdon in Memory of David John Higdon
- Small linens made in the Diocese of Raiwind, Church of Pakistan by a women’s self-help group – Lorraine Schwenk
- Green lectern hangings – handmade by Bobbie Shields
- Caro’s+ tippet patches – Sarah Chesebro and Bobbie Shields
- Portable clothes steamer – Elaine Beckham
- Liturgical Vestments – Reverend Faye Hogan
- Communion Wine – Lisa Gonzalez
- Communion Bread (loaves) - Sarah Chesebro
- Clean and ironed linens - Stefanie Shuman
- Easter and Christmas floral arrangements – Laura and Ron Thompson
- Easter lilies and Christmas poinsettias – Saint Benedict’s congregation
- Beautiful floral arrangements for Sunday services and special occasions - The Flower Guild, under the direction of Laura Thompson
- Communion Tray and Glasses – David and Sarah Chesebro
- Gospel Candles – David and Sarah Chesebro

These gifts enhance our efforts to set the stage for the Liturgy, or “Sacred Theatre”, which prepare us to follow Jesus into the world and do the work that God has given us to do. Thanks be to God. Alleluia! Alleluia!

Again, my love and thanks to those on the Altar Guild who have served during these unsettling times and those of you who have chosen to serve through prayer and support for us. Blessed be.

Written by: Sarah Chesebro, Director of the Altar Guild

FINANCE COMMITTEE ANNUAL REPORT - 2021

The Finance Committee is pleased to report a successful year reviewing expenditures, reviewing financial documents, creating a financial manual and conducting an annual financial review. We also assisted the treasurer and rector in creating a budget for 2022.

The Finance Committee is composed of: Jane Wu, Tamara Cox, Stephen Cake

STEWARDSHIP COMMITTEE ANNUAL REPORT - 2021

- Stewardship Teammates Stef Shuman, Steve Cake, Cathy Gildea and Michael Lucas planned and implemented the stewardship information distribution, pledge campaign, and gratitude event for 2021.
- A benefactor's gathering was planned for July and materials prepared and the venue and menu was selected, but due to a surge in Covid cases it was deemed prudent to cancel this year's event.
- The Stewardship Team then focused on providing Planned Giving information the parish in a number of ways: In August, a letter and brochure was sent to all members/donors inviting them to consider a variety of planned giving instruments and identifying informational resources.
- A series of articles in the Ben Weekly and The Benediction newsletter on stewardship were presented in September and October by Stef Shuman and Steve Cake.
- Fall Stewardship mini-talks were delivered after services by Cathy Gildea and by Michael Lucas remotely on video from Slovakia.
- In October the annual pledge campaign was conducted with Stewardship letters from the Senior Warden and the Rector and pledge cards were mailed for parishioners to return on Ingathering Sunday or by submitting online.
- Personal invitations were mailed to church members and Abundance Shop volunteers for the Gratitude Dinner in November, hosted by the Parish Council and featuring the Rector's Gratitude Awards.

Pledge Report

	Pledges	2022	2021#	2021	%	\$ Diff
Operating	37	127,065.00	36	130,000.00	97.74%	(2,935.00)
Blessing	9	7,420.00	15	4,610.00	160.95%	2,810.00
Building	11	8,480.00	9	9,700.00	87.42%	(1,220.00)
KCBX	4	450.00	3	1,350.00	33.33%	(900.00)
Music	0	0.00	0	0.00	0.00%	0.00
Landscaping+	6	2,940.00	0	0.00	0.00%	2,940.00
		146,355.00		145,660.00	100.48%	695.00

Submitted by: John Horsley

PARISH-STAFF LIAISON GROUP ANNUAL REPORT - 2021

The Parish-Staff Liaison Group acts as the personnel committee for the Parish, meeting quarterly with the Rector (via Zoom in 2021). The Group's responsibilities include: reviewing the Rector's job description, helping the Rector to set her Annual Goals and Objectives, providing professional feedback to the Rector, conducting an Annual Evaluation of the Rector, and making recommendations to the Parish Council.

The Parish-Staff Liaison Group. is composed of:

- One of the Wardens from the Vestry
- Two members of the congregation chosen by the Rector
- Two members from the congregation chosen by the Parish Council

In 2021 the members of the committee were: John Horsley, Jane Wu, Rosalind Malone, Ann Lucas and Ed Valentine, with John Horsley in the chair. John Horsley and Rosalind Malone are currently the Rector's appointments, both serving the second year of a two year term.

The Annual Evaluation is based on the Rector's goals for the year as well as core areas of the the Rector's work. **The core areas were identified as:**

- Vibrant Worship
- Availability
- Pastoral presence
- Creating Community
- Encouraging stewardship
- Community engagement outside of St. Benedict's

At each quarterly meeting of the Parish-Staff Liaison Group the Rector reports on progress towards her annual goals and any issues that have arisen regarding the staff. Between the quarterly meetings the Rector also sends regular reports to the Group members on her most recent activities, both inside the parish and in the wider community.

MEMBERSHIP COMMITTEE REPORT 2021

The Membership committee, comprised of Ann Lucas(chair) Barbara Schippers, Diana Hammerlund, Pat Henry and Sandy Fisher continued to explore ways to welcome new comers and sustain existing membership in the everchanging pandemic restrictions. The first activity we assisted with was the Star Party on Jan 3, 2021 which took place in the church parking lot. We had several regular members and some new comers attend. Aside from the weather, everyone seemed to enjoy and connect with each other.

As the year progressed, we started having outdoor services in addition to the online services. We as a team helped to monitor the Diocesan covid protocols reminding attendees to wear masks, distance and sanitize chairs before returning them. This gave us a chance to welcome new comers and connect with regular attendees.

In June, we were still having outdoor services and welcomed the new Bishop Lucinda to our service. We provided refreshments after the service according to our Diocesan covid protocols. We also provided refreshments after the service for John Cribb's farewell as the music minister. While it is not stated specifically in our membership goals to be involved with hospital events where refreshments are involved, it gave and gives us the opportunity to interact and connect with both new comers and regular attendees, "Inviting individuals into closer relationship..."

At the end of June, Ann Lucas announced to the committee that she would be leaving the country August 1, 2021 and would not be returning until the end of 2021. Sandy Fisher volunteered to take the chairperson duties while she was away. At the same time, it was announced that our rector, Dr. Caro Hall would be taking a sabbatical from August 2, 2021 –October 30, 2021. The membership committee stepped up to take a very intentional role in welcoming new comers to our parish. We made sure to verbally connect with new faces at our services encouraging them to sign the guest book. We rotated sending out cards from the parish to those who had left an address. We also followed up with phone calls to those whom we had sent cards to. We welcomed back Dr Caro Hall on October 31, 2021.

We discussed and explored ideas on how to find out who was new to us online. It was suggested that Jay would give us emails of new comers as he acquired them. And the possibility of having the online hosts ask for newcomer information. Those ideas are still in the exploration stage. We also need a liaison from the 8:00 am service.

Welcome home Ann and Michael Lucas. We look forward to Ann's continued leadership.

Serving Together - Sandy Fisher

LANDSCAPE COMMITTEE ANNUAL REPORT - 2021

Members: Liz Maruska, Ron Thompson, Michael Lucas, Celeste Pennington, Jane Wu

Los Osos Valley Garden Club partners: Wendy McKeown, Vita Miller

We have had a busy year planting 4 trees on the parking lot island and planning for the installation of up to 30 trees to sequester carbon and add beauty on both sides of the property.

Liz has been acting as coordinator of the entire project and working with the Landscape Committee, garden club members and EcoSlo to get a variance from Cal fire to include St Benedicts in their planting zone. In addition, she has been working with Caro and the parish council to secure funds for the repair and extension of the sprinkler system to include the trees and understory. She is working with EcoSlo and the Committee to choose and secure the first set of 13 trees to be planted on January 29 along Clark Valley Road edge of our property. She is also working with the garden club to secure the donation and installation of plants for the understory on February 5.

- Michael Lucas has been instrumental in providing us with computer aided designs for locating the trees and ensuring that our neighbors are taking into account for their sight lines. In addition, he is making sure that we follow county regulations. Also he provided input to the variance request and grant requests.
- Ron Thompson has been working on the repair of the sprinkler system. His analysis of the system has saved us lots of money in the implementation of the plan. He is also donating his time to extend the sprinkler system with help from his step daughter Alice as a paid landscaper.
- Ron and Laura have donated the funds to clean up and maintain the Saint Francis garden and replant portions of the lavender.
- Jane Wu has been active in helping to promote the trees with the Parish Council and advising us about various church policies that impact the project.
- Celeste Pennington has been cheering on the entire team, and we appreciate her enthusiasm.

We have a very productive relationship with the Garden Club members who have come to our meetings, made great suggestions, written grants, located a source for free trees and have even bought many plants to be part of the understory of the trees.

Thanks to everyone who has donated time, materials, and funds to this project of revitalizing our landscape. Donors include EcoSlo, the Rotary Club of Los Osos, Elaine Beckham, the Maruska's, the Thompsons, Michael Eggleston, Vita Miller, and an anonymous donor from the parish.

Written by: Liz Maruska

COMMUNITY DINNERS ANNUAL REPORT - 2021

This program has served over fifty-five hundred meals since its beginning in 2019, and continues to serve dinner every Thursday from 5:00 to 6:00 to anyone who hungers.

Some background about St. Benedict's participation in the Community Dinners. In 2019 St. Benedict's Church recognized the need to establish a Community Dinner that would bring people together and provide to anyone hungry, seniors, families with children, veterans and our homeless folks living here in Los Osos, a free-hot-meal at least once a week. We began our dinners in the dining room at Trinity Methodist Church pot-luck-buffet-style, with the various hot foods being provided by members of St. Ben's. This small group of 18-25 guests soon grew to 50 with the generous help from other folks in our community. We are now serving close to 100 meals on many of the Thursday's.

These dinners have become an important part of St. Ben's outreach to the people living in Los Osos and have certainly evolved since their inception in 2019.

In early 2020, to accommodate more people, and to provide sufficient quantities of food, we partnered with other local church groups and organizations to help with the weekly dinners. We secured a bigger dining room and kitchen within the Los Osos Community Center Building and became a significant partner of Los Osos Cares and now work under their umbrella.

In March 2020 the pandemic forced us either to shut down or find a new way to serve a hot meal.

So we began providing our meals TO-GO in biodegradable 3 compartment cartons.

For this meals-to-go concept to work we could no longer do these dinners pot-luck-style and asked the different groups that help to provide food on any given Thursday to create a menu for that week's dinner and provide enough portions for 100 dinners.

This works out well and once a menu is decided the organization in charge cooks the main part of the meal to serve 100, then rallies 10 of their volunteer cooks to each provide an agreed upon side dish that will serve 20. We usually serve 2 side dishes along with the main part of the meal. The selection and variety of foods prepared by the different groups is noteworthy and our guests look forward to and graciously accept what is on that day's menu.

What's offered for dinner always includes a complete vegetarian meal as well as a meal with meat.

Our St. Benedict's volunteers are exceptional cooks, are devoted, and have always made us proud. St. Ben also makes up the core group working in the kitchen each Thursday. That core group makes sure things run smoothly, and that the amount of food is plentiful and sufficient to package 100 meals.

All meals are packaged and given out by 6:00pm.

The kitchen has been staffed for over 2 years by Maureen Titus and Barbara Schippers who were asked in the early beginnings, "would they help out until things got settled and things ran smoothly?" Not only did the two from St. Ben's get things settled and have always made sure there is an atmosphere of

ease and consistency in the kitchen, but they have remained and become the core of that kitchen and have both made themselves available each and every Thursday.

Along with St Benedict's Church the other L.O. organizations that contribute to our effort to provide Community Dinners are: Trinity Methodist Church (TMC), Latter Day Saints (LDS), Maharlika, People Helping People (PHP), Los Osos Rotary and Womanade.

The Community Dinners Program, which began in 2019 as a small group eating together on Thursdays, has with the volunteer help of several organizations here in Los Osos, served over 5500 dinners these 3 past years, and will continue to provide a meal to all and everyone who hungers.

Written by: Barbara Schippers

PEOPLE'S KITCHEN ANNUAL REPORT 2021

MONTH	NUMBER SERVED
February	55
April	68
June	77
August	69
October	69
December	70
	TOTAL NUMBER SERVED: 408

*Due to the COVID Pandemic, we only served apx. 3 times, with 3 servers each time. The People's Kitchen provided servers all other times. The average donation of food costs for the 2021 year was approximately \$2019.

Submitted by: Patricia M. Henry

LAUNDRY LOVE PROGRAM ANNUAL REPORT - 2021

This program provides money for washers and dryers at a Los Osos laundromat the last Wednesday of each month. Detergent and other laundry products are also available for the people. We provide this service for the unhoused and low income residents in Los Osos. Funding has come from members of St. Benedicts in donations and a local partner, Los Osos Cares. Los Osos Cares received a grant in 2020/21 for this program from another community partner, Dignity Health. We plan on grant funding in 2022 as well. While there is still grant funding, we know this won't last forever. We will need congregational support after the grant ends.

Every month a couple from St. Benedict's donates pizzas to share with the folks who are there doing their laundry. Often the only warm meal they may have all day. Everyone is so appreciative of what is being done to help them.

Like so many other programs COVID 19 continues to have an impact on this critically needed event. In March, 2020 we as a group with Caro's encouragement decided to continue with a few modifications. We are heading into a second year of this modified program. Masks are required and hand sanitizing is also done. We are not going inside the building at this time due to limitations on number of people allowed within a certain size space and we are open 11AM -1PM and 4-6PM. The 11 AM-1PM event began in May, 2021 and has been maintained by Jean Senter, Jocelyn Williams and Judy Anders, (The 3 J's). We so appreciate their willingness to add this midday time for seniors and others when the later time isn't convenient for them. Alice Welchert, Maureen Titus and Barbara Hirahara are the mainstays at the 4-6PM program.

We have noticed more people within the two-hour time and often not enough washers/dryers available for everyone. That also creates an issue with too many people in the building during the two hours during this Covid 19 epidemic. We would like to extend the 4-6PM time to 4-7PM, however we would need at least two more volunteers to make that happen. If anyone is interested in this vital program let us know and we would be more than willing to share how you can help.

- People served in 2021 --- 299
- Cash Donations and Pizza donations --- \$ 1006.50
- Total spent for washers and dryers \$5,472.50
- Supplies (ie: pizza as needed, detergent, bottled H2O, masks,) \$190

Again, you are welcome to join us and learn the process, more volunteers are always needed. It is very meaningful to help people do basic laundry needs, something we may take for granted every day. Each person who steps up to help lightens the burden for others.

Respectfully submitted by: Maureen Titus

ABUNDANCE SHOP ANNUAL REPORT - 2021

It has been a year of rebuilding at The Abundance Shop! After covid-19 vaccinations became widely available, we were able to safely welcome more volunteers and customers into the shop. By mid-year, sales had significantly rebounded, and by year's end the shop was able to transfer a total of \$50,000 to the church. Of this total, \$5,000 was tithed to a dozen non-profits chosen by our volunteers.

Maureen Titus was the sole veteran volunteer assisting with cashiering ever since we reopened in 2020. Ann Lucas was a wonderful addition to our roster early in the year. It was a joy to have Helen Schnieders, Judith Cadigan, and community member Joy Kreps return to the register after vaccination.

Steve Cake returned to our tool room shortly after we reopened in 2020. Mike Eggleston and Jay Matthew joined him in 2021. All three test a variety of donated items before they are put out on the floor, and help with general maintenance of the shop. Jay, in addition, provides administrative assistance, and is active on our Facebook account. We are so lucky to have the help of these amazing gentlemen!

Our sorting room is staffed entirely by community members who do not attend our church. We could not exist without them! Nellie Regalado, Linda Crawford, Wanda Lo, Ricki Haddad, Lori Gentile, Iris Alexandra, and Risa Sunshine all returned to process the mountain of donations we receive each week. Linda Crawford takes the lead in expertly restyling the shop each week. Ricki Haddad sells higher value items for us on ebay. New sorters Gretchen Burke and Sue Halverson joined us in 2021.

We are grateful for the overwhelmingly positive feedback we receive from customers. They feel safe and welcome; they appreciate our efforts to keep the shop attractive, clean, and tidy; and they love the high quality merchandise they purchase at great prices. Thank you to all our church members who have donated so many lovely and useful items! We accept donations down our driveway on Tuesdays, Wednesdays, and Thursdays from 11 to 3.

In addition to money tithed by the church to non-profits, we are able to help the community in other ways. In 2021 we assisted 20 people with vouchers for basic goods. We collected \$1480 from our change jar to give to the Rector's discretionary fund to help those in need. Bibles and calendars are free. Due to limits of space and staff, we do not encourage donations of other items we don't sell, but will try to redistribute everything left at our doors. Steve Cake delivers home health aids to the Noor Clinic, fixtures to Habitat for Humanity's Restore, and personal hygiene items to 40 Prado. Prescription eyeglasses go to the Lion's Club. Many other items we can't sell are given away at the store. Each week we also pass along hundreds of pounds of worn out clothing and shoes to Eco World for recycling.

I have been amazed time and again by how the Holy Spirit has brought just the right people to the shop. If you feel She is calling you as well, please let me know!

Respectfully submitted - Esta Kandarian, Shop Manager

EARTHCARE ANNUAL REPORT - 2021

Despite the continuing constraints due to the impact of the Covid pandemic, in 2021 St. Benedict's Earthcare committee continued its commitment to addressing issues related to Creation care and climate change in several ongoing activities and projects.

"Beginner's Guide to Creation Care and Climate Crisis": The main achievement of the Earthcare committee in 2021 was completing a study guide for Episcopal congregations entitled "A Beginners Guide to Climate Care and the Climate Crisis" and then presenting the Guide as a participatory webinar open to St. Benedict's and our entire diocese and beyond.

The decision to develop this study guide stems from a fifteen hundred dollar grant to the Earthcare Team from the national church in 2020. The writing of the text for the five sessions of the "Guide" involved the following committee members: John Horsley and Caro Hall wrote session #1, "What is Climate Change... Where are We Now?"; Barry Turner and Bob Pelfrey wrote session #2 "How Do Christians See Creation?"; Don Maruska and John Horsley wrote session #3: "What's a Christian To Do?- Personal Responsibility"; Caro Hall and Mike Eggleston wrote session #4: "What Congregations Can Do"; and The Rev. Dr. Margaret Bullitt-Jonas and Don Maruska wrote session #5: "Public Advocacy".

After completing the text for each session, each writing team appeared in a video-taped commentary for their respective sessions. The resultant text and video sessions comprised the on-line content for the webinar version of "A Beginner's Guide to Creation Care and Climate Crisis" which was then offered to the San Luis Deanery congregations in February-March, and then to the entire diocese (and beyond) during the Season of Creation in September and October.

"A Beginners' Guide to Creation Care and the Climate Crisis" is now an ongoing outreach of the Earthcare Team by being available without charge on St Benedict's website for further use by other congregations as well as for the use of any private individuals who might be interested.

St. Benedict's Bioreactor: Thanks to Don Maruska, a second major Creation Care initiative was completed in late October 2021 with the installation of a bioreactor on the NW corner of the property, beyond the water tanks. The bioreactor is a six-foot high cylindrical wire mesh structure containing a mass of vegetative material in which a ten-pound core of mycorrhizal fungi will be kept in a moist condition and within twelve to fourteen months will be expected to produce as much as five hundred pounds of mycorrhizal material which can be then used to re-invigorate depleted soils or to create additional bio-reactors. Don engaged national expert Tim LaSalle to guide the build. We also attracted support from the SLO City Farm, Rotary de Tolosa, and the Los Osos Garden Club. Together they installed the bioreactor on October 30th. By the end of 2022 St. Benedict's should be able to share mycorrhizal cores with a significant number of interested parties and, most of all, make a significant contribution to reinvigorating soils on our property and around the county.

Ongoing activities: Supporting the Season of Creation is another ongoing project of Earthcare. The Episcopal Church has designated the Season of Creation as the Sundays from the first Sunday of September until the first Sunday of October, with the intent that our congregations focus on climate

care themes in a special way during this time span. In 2021 Earthcare supported St. Benedict's Season of Creation by sponsoring a Zoom prayer session on September 1st, the International Day of Prayer. Earthcare also continued to spread the word about the Episcopal Church's climate website www.sustainislandhome.org.

In summary, the Earthcare Team- despite the ongoing limits on all of us due to the pandemic- used 2021 as an opportunity to continue moving forward into the future, most of all by addressing the most daunting challenge of 2021 not only for Christians but for everyone on the planet: the crisis of climate change. If you would like to join our Earthcare Team as we move forward into the year 2022, please contact one of committee members for further information: Caro+ Hall, John Horsley, Mike Eggleston, Don Maruska, Liz Maruska, Bob Pelfrey. We give thanks for everyone who participated in the efforts and for the support of our church's leadership.

Written by: Bob Pelfrey and Don Maruska

MEN'S GROUP ANNUAL REPORT - 2021

The St Benedict's Men's Group started meeting again in April 2021 after an interruption of more than a year due to the pandemic. We met for breakfast on the third Saturday of the month, at first at the Budget Café in San Luis Obispo and then at Celia's Garden Café in Los Osos. At the breakfasts we share stories of our lives and provide each other with support and fellowship.

Submitted by: John Horsley

PRAYER AND PASTORAL CARE ANNUAL REPORT - 2021

During the year we continued to offer prayer for one another in several formal ways and many informal ones. “Formal” ones included:

- prayers@stbenslosos.org – prayer requests sent to this group are received by a group of prayers who are committed to respond with regular prayer for at least 2 weeks, and to hold information received confidentially. If you wish to participate in offering prayer in this way please ask Jay to add your name to the list.
- Healing/Intercessory prayer team. This group meets for support and prayer every two months – you see them on Sundays when they make themselves available for prayer after the 10:30 service. When church was outdoors or mainly online they made themselves available for prayer during the week. This has continued and the name of the person ‘on call’ is in the Benediction Weekly.
- Our prayer list on Sunday mornings. Anyone can add to this on any given Sunday by writing in the Bidding Book. The questions which remains unresolved is how long we pray for people added that way, and whether we pray by name for every one of our elders and those living with life threatening illness. We have no clear policy.
- In our weekday services – Prayers for the Morning and Vespers are both opportunities for coming to God in prayer for ourselves and our world.

From time to time people express a desire for silent prayer or centering prayer. Several attempts have failed to last more than a few weeks. There are centering prayer groups meeting on Zoom at St Stephens and St Barnabas which welcome new members. If there is more interest we can try again once it is safer to meet in person.

Pastoral Care

Pastoral care is multifaceted. Members of the church often reach out to one another informally in requests for prayer and assistance, and in offers of help.

Those in the prayers@stbenslosos.org group often hear of needs first and respond with support.

In the past, Celeste Pennington has been the coordinator for more formal care and continues to regularly contact a group of people who had formed her cloister group and who are particularly vulnerable. She has released the role of coordinator.

In 2021, Berkeley Johnson initiated a new Pastoral care program and was joined by Jean Senter and Helen Schnieders. This did not develop as Berkeley envisaged largely because of the few requests for care, and the informal structures already in place for those who had been identified as needing them.

The Rector responds to anyone who lets her know that they are in need of support, guidance, reflection or practical assistance. Where this is ongoing she invites other members to participate in a team response. She also visits or stays in touch with the family members of elders who are no longer able to attend church. In 2021 there have been members who have stopped worshipping with us. Caro+ has not yet been able to follow up with all these people.

Anyone in need of pastoral care is invited to contact the Rector. Text is best. 805-704-5826

As Celeste put it, *“the ways that Prayer and Pastoral Care have been meted out in the time of Pandemic have been creative, ingenious, expensive and effective in the most essential ways. In person, online, on the phone - we've been quite intentionally communicating God's presence.”*

CANTERBURY CAMPUS MINISTRY ANNUAL REPORT - 2021

California Polytechnic State University Campus ministry this past year has taken on a different approach, Zoom. This approach proved to be more challenging than envisioned. The Canterbury Board has been on a road of transition.

2021 challenges have been many for the Canterbury board members this year. To look forward, the Board has registered for St. Stephen Ministry on behalf of the Deanery; conversations have been initiated with Methodist and Lutheran Campus ministry programs; and new approaches to on campus ministry are being discussed and mapped out.

With the advent of on-campus ministry, the board members have begun interacting with the students on campus and via zoom, reapplying for campus club status, finding a new direction and involvement with the campus community, and new leadership. The Canterbury Board members have been busy.

Cannon Doug Edwards has agreed to work with the Canterbury board members towards reviewing and revisioning the Cal Poly campus ministry needs. The process has started by increasing communication with the San Luis Obispo Deanery churches, actively enlarging the Canterbury Board membership, fundraising, and contacting local communities willing to participate and help in this ministry.

The 2021 process has been challenging. The Canterbury Board members have been and are up to the challenge.

*Note that we are migrating toward “SLO Episcopal Campus Ministry”.

Respectfully submitted - Elizabeth Frost, Chairperson of Canterbury SLO Board