

St. Benedict's Episcopal Church, Annual Parish Meeting Feb 5, 2023

AGENDA

- Welcome
 - Election of Vestry Members and Diocesan Delegates
 - Financial Report
 - 2023 Budget Discussion
 - MMR Report (*from Parish Survey*)
 - Rector's Report
 - Appreciations and Awards
 - The History of St. Benedict's – Canon Martha Korienek
-

NOMINATIONS

Vestry

- Sarah Chesebro
- Sandy Fisher (*to complete a 2 year term*)
 - Berkeley Johnson
 - Diana Hammerlund

Deanery and Diocesan Delegates

- Lisa Gonzalez
- Esta Kandarian
- Lorraine Schwenk
- *Alternate:* Diana Hammerlund

FINANCE COMMITTEE REPORT

Committee: Jane Wu, Tamara Cox, Steve Cake, Lisa Gonzalez, ex officio

Chair and author – Steve Cake

Once again, Saint Benedict's has survived a deficit budget year in 2022. Our parish is a survivor; I can recall that upon Mary Elizabeth Pratt-Horsley's retirement, the advice from our then-Bishop was to close the church and sell the land and building, and here we are! But given falling income in the last year or two, we may need to re-examine how we spend it so that we may operate within that income. Kudos to the Abundance Shop, which has been extremely generous to us, and has increased the amount they are likely to contribute in 2023.

We talk about a deficit budget, but I would like to emphasize that the church has covered all current debt for 2022. The Finance Committee has met several times in this budget cycle, preparing both the budget and working on a financial procedures handbook. As we look at the finance year 2022, here's what stands out: 1) Our pledge income has dropped nearly \$20,000 from 2022 to 2023, 2) Our building repairs and maintenance has doubled from \$2,000 to \$4,000 in 2022, 3) Gas and electricity has gone up 33%, 4) We have a \$1,000 increase in hospitality in anticipation of a fine set-off for Caro+, 5) We will reduce priest compensation in 2023 upon cessation of Caro+'s salary and expenses, but we pick up the full tab for Deacon Jen's half-time salary and expenses, and a \$2,000 increase in the cost of supply clergy. With the reduced income, we expect to reduce the deficit from \$28,000 to \$24,000.

The Finance Committee has proposed a deficit budget (once again) to the Parish Council; they are presenting it to you all today. Your generosity will sustain our parish, and help continue our outstanding outreach to our community, and you can count on us to use your contribution carefully.

FINANCIAL REPORT

St. Benedict's Episcopal Church Profit & Loss Budget vs. Actual January through December 2022

	Jan - Dec 22	Budget	\$ Over Bud...	% of Budget
Ordinary Income/Expense				
Income				
Abundance Shop	45,000.00	45,000.00	0.00	100.0%
Annual Pledge Income	130,740.00	130,000.00	740.00	100.6%
Loose Offering	31,413.23	25,000.00	6,413.23	125.7%
Flowers	450.00	150.00	300.00	300.0%
Fund Raising Activities	945.25	900.00	45.25	105.0%
Honoraria	100.00	0.00	100.00	100.0%
Interest Income	81.39	0.00	81.39	100.0%
Memorials & Legacies	375.00	0.00	375.00	100.0%
Total Income	209,104.87	201,050.00	8,054.87	104.0%
Cost of Goods Sold				
Church Building Expense	18,444.58	16,772.86	1,671.72	110.0%
Church Land Support	12,758.84	16,448.00	-3,689.16	77.6%
Church Program Expenses	3,255.40	1,825.00	1,430.40	178.4%
Education & Study	411.03	300.00	111.03	137.0%
Music Ministry	17,317.72	17,470.00	-152.28	99.1%
Outreach Expense	23,461.16	24,000.00	-538.84	97.8%
Rector Compensation & Benefits	121,363.59	120,752.98	610.61	100.5%
Trailblazer Priest Expense	8,881.24	0.00	8,881.24	100.0%
Supply Clergy Expense	1,135.00	1,000.00	135.00	113.5%
Worship, Prayer & Spirituality	7,447.11	6,820.00	627.11	109.2%
Total COGS	214,475.67	205,388.84	9,086.83	104.4%
Gross Profit	-5,370.80	-4,338.84	-1,031.96	123.8%
Expense				
Administrative Expense	20,465.50	22,186.40	-1,720.90	92.2%
Financing Expense	1,936.08	2,000.00	-63.92	96.8%
Finance Office Expense	0.00	400.00	-400.00	0.0%
Total Expense	22,401.58	24,586.40	-2,184.82	91.1%
Net Ordinary Income	-27,772.38	-28,925.24	1,152.86	96.0%
Other Income/Expense				
Other Income				
Laundry Love Income	-169.99			
Blessing the Future	6,060.49			
Memorial Gifts	5,600.00			
Building Fund Pledge Income	6,825.00			
Building Fund Loose Offering	1,850.00			
Building Account Interest	67.91			
McLeod Fund Contributions	50.00			
McLeod Fund Interest	14.04			
Endowment Income	-4,094.45			
Clergy Funds Income	17,060.56			
Total Other Income	33,263.56			

St. Benedict's Episcopal Church
Profit & Loss Budget vs. Actual
 January through December 2022

	<u>Jan - Dec 22</u>	<u>Budget</u>	<u>\$ Over Bud...</u>	<u>% of Budget</u>
Other Expense				
Clergy Funds Expenses	18,792.03			
Total Other Expense	<u>18,792.03</u>			
Net Other Income	<u>14,471.53</u>			
Net Income	<u><u>-13,300.85</u></u>	<u><u>-28,925.24</u></u>	<u><u>15,624.39</u></u>	<u><u>46.0%</u></u>

2022 BALANCE SHEET

11:08 AM
01/24/23
Accrual Basis

St. Benedict's Episcopal Church Balance Sheet As of December 31, 2022

	Dec 31, 22	Dec 31, 21	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
Bank of the Sierra - Savings			
Building Fund	45,001.83	38,080.07	6,921.76
Blessing the Future	1,040.13	1,450.00	-409.87
Central Cst Readers' Theatre	1,779.43	1,779.43	0.00
KCBX Fund	1,954.67	1,852.08	102.59
Landscaping Fund	2,455.46	5,300.77	-2,845.31
Music	7,521.96	7,248.91	273.05
Mcleod Fund	8,013.57	7,949.53	64.04
Rector Search Fund	9,004.75	0.00	9,004.75
Stock Sale Proceeds	62,210.02	62,210.02	0.00
Shields Bequest Fund-2021	55,000.00	55,000.00	0.00
Rector Salary Fund	0.00	5,000.00	-5,000.00
PPP Loan - Second Round	0.00	4,052.50	-4,052.50
Operating Savings	48,598.74	45,321.35	3,277.39
Total Bank of the Sierra - Savings	242,580.56	235,244.66	7,335.90
Restricted Funds			
US Bank - Rector's Fund	4,356.33	7,012.53	-2,656.20
Bank/Sierra - Rector's Fund	50.00	50.00	0.00
US Bank - Trailblazer Fund	550.46	0.00	550.46
US Bank - Laundry Love	7,337.88	7,659.53	-321.65
Total Restricted Funds	12,294.67	14,722.06	-2,427.39
Unrestricted Funds			
Bank of the Sierra - Checking	21,721.00	33,499.43	-11,778.43
Total Unrestricted Funds	21,721.00	33,499.43	-11,778.43
Endowment-State Street Global A	23,780.21	27,874.66	-4,094.45
Total Checking/Savings	300,376.44	311,340.81	-10,964.37
Other Current Assets			
Due for Reimbursement	391.64	0.00	391.64
Due from the Rector's Fund	660.39	246.12	414.27
Due from the Abundance Shop	2,428.13	2,312.79	115.34
TD Ameritrade Account			
Operating Fund	4,748.45	4,545.91	202.54
Building Fund	495.82	495.38	0.44
Total TD Ameritrade Account	5,244.27	5,041.29	202.98
Prepaid P & L Insurance	251.44	-257.50	508.94
Prepaid Umbrella Insurance	275.25	303.84	-28.59
Prepaid WC Insurance	1,481.19	1,283.52	197.67
Total Other Current Assets	10,732.31	8,930.06	1,802.25
Total Current Assets	311,108.75	320,270.87	-9,162.12

St. Benedict's Episcopal Church
Balance Sheet
As of December 31, 2022

	<u>Dec 31, 22</u>	<u>Dec 31, 21</u>	<u>\$ Change</u>
Fixed Assets			
Stations of the Cross	7,842.60	7,842.60	0.00
Sprinkler System	205,986.55	205,986.55	0.00
Long Room Build Out	129,339.49	129,339.49	0.00
Church Building & Improvements	750,509.39	750,509.39	0.00
Kitchen Build-Out	41,090.83	41,090.83	0.00
Parking Lot Lights	10,126.00	10,126.00	0.00
Sound System	18,328.76	18,328.76	0.00
Furniture & Equipment	12,199.39	12,199.39	0.00
Land	280,500.00	280,500.00	0.00
Land Improvements	9,612.29	9,612.29	0.00
Total Fixed Assets	<u>1,465,535.30</u>	<u>1,465,535.30</u>	<u>0.00</u>
TOTAL ASSETS	<u><u>1,776,644.05</u></u>	<u><u>1,785,806.17</u></u>	<u><u>-9,162.12</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	5,998.74	4,628.56	1,370.18
Total Accounts Payable	<u>5,998.74</u>	<u>4,628.56</u>	<u>1,370.18</u>
Credit Cards			
FIA Card Services - Credit Card	800.46	635.53	164.93
Total Credit Cards	<u>800.46</u>	<u>635.53</u>	<u>164.93</u>
Other Current Liabilities			
Restricted Fund Accounts			
Rector Search Fund	9,004.75	0.00	9,004.75
Ukraine Fund	2,504.22	0.00	2,504.22
JW Fund	370.00	0.00	370.00
Landscaping Support	2,705.46	5,000.00	-2,294.54
Johnson Su Reactor	0.00	12.93	-12.93
Rector Salary Fund	0.00	5,000.00	-5,000.00
Shields Bequest Fund-2021	55,000.00	55,000.00	0.00
Sprinkler Funds	0.00	0.94	-0.94
Music Fund	7,368.28	7,248.91	119.37
Organ Fund	500.00	500.00	0.00
KCBX Fund	1,221.67	1,852.08	-630.41
CC Readers' Theatre	1,779.43	1,779.43	0.00
Vacation Bible School	1,218.16	1,218.16	0.00
Laundry Love	0.00	20.00	-20.00
Earthcare	581.00	50.00	531.00
Garden & Tree Funds	0.00	50.49	-50.49
Community Dinners	20.00	20.00	0.00
Total Restricted Fund Accounts	<u>82,272.97</u>	<u>77,752.94</u>	<u>4,520.03</u>

St. Benedict's Episcopal Church
Balance Sheet
As of December 31, 2022

	<u>Dec 31, 22</u>	<u>Dec 31, 21</u>	<u>\$ Change</u>
Deferred Revenue Accounts			
Deferred Landscaping Pledges	0.00	300.77	-300.77
Deferred Blessing Pledge	500.00	450.00	50.00
Deferred Building Pledge Income	300.00	325.00	-25.00
Deferred Pledge Income	13,200.00	425.00	12,775.00
Karin Cake Fund	0.00	680.00	-680.00
Carol Baker Fund	100.00	100.00	0.00
Total Deferred Revenue Accounts	<u>14,100.00</u>	<u>2,280.77</u>	<u>11,819.23</u>
Payroll Liabilities			
Fed WH Tax Payable	62.00	275.00	-213.00
Medicare Payable	50.00	126.68	-76.68
Social Security Payable	213.84	541.60	-327.76
Total Payroll Liabilities	<u>325.84</u>	<u>943.28</u>	<u>-617.44</u>
Total Other Current Liabilities	<u>96,698.81</u>	<u>80,976.99</u>	<u>15,721.82</u>
Total Current Liabilities	<u>103,498.01</u>	<u>86,241.08</u>	<u>17,256.93</u>
Long Term Liabilities			
Note Payable - Bank of Sierra	24,810.20	35,599.67	-10,789.47
Total Long Term Liabilities	<u>24,810.20</u>	<u>35,599.67</u>	<u>-10,789.47</u>
Total Liabilities	<u>128,308.21</u>	<u>121,840.75</u>	<u>6,467.46</u>
Equity			
Endowment Fund	23,780.21	27,874.66	-4,094.45
Church Land & Building Fund	1,465,535.30	1,465,535.20	0.10
Operating Fund Retained Earning	172,321.18	84,489.30	87,831.88
Prior Year Adjustment	0.00	-470.06	470.06
Net Income	-13,300.85	86,536.32	-99,837.17
Total Equity	<u>1,648,335.84</u>	<u>1,663,965.42</u>	<u>-15,629.58</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,776,644.05</u></u>	<u><u>1,785,806.17</u></u>	<u><u>-9,162.12</u></u>

2023 BUDGET

St. Benedict's Episcopal Church Proposed 2023 Budget

	Jan - Dec 22	2022 Budget	2023 Budget	Notes
Ordinary Income/Expense				
Income				
Total Abundance Shop	45,000.00	45,000.00	49,500.00	
Annual Pledge Income	130,740.00	130,000.00	111,020.00	Received as of 1/4/23
Total Loose Offering	31,413.23	25,000.00	23,000.00	
Total Flowers	450.00	150.00	250.00	
Total Fund Raising Activities	945.25	900.00	900.00	
Honoraria	100.00	0.00	0.00	
Interest Income	81.39	0.00	0.00	
Memorials & Legacies	375.00	0.00	0.00	
Total Income	209,104.87	201,050.00	184,670.00	
Cost of Programs				
Total Church Building Expense	18,444.58	16,772.86	19,053.46	
Total Church Land Support	12,758.84	16,448.00	14,304.00	
Total Church Program Expenses	3,255.40	1,825.00	3,795.00	
Total Education & Study	411.03	300.00	700.00	
Total Music Ministry	17,317.72	17,470.00	17,470.00	
Total Outreach Expense	23,461.16	24,000.00	21,574.90	
New Rector Compensation & Benefits	0.00	0.00	21,567.85	
Total Rector Compensation & Benefits	121,363.59	120,752.98	52,331.82	
Total Trailblazer Priest Expense	8,881.24	0.00	23,464.16	
Total Supply Clergy Expense	1,135.00	1,000.00	3,300.00	
Total Worship, Prayer & Spirituality	7,447.11	6,820.00	7,221.72	
Total COGS	214,475.67	205,388.84	184,782.91	
Gross Profit	-5,370.80	-4,338.84	-112.91	
Non-Program Expenses				
Total Administrative Expense	20,465.50	22,186.40	25,031.18	
Total Financing Expense	1,936.08	2,000.00	2,000.00	
Total Finance Office Expense	0.00	400.00	800.00	
Total Expense	22,401.58	24,586.40	27,831.18	
Net Ordinary Income	-27,772.38	-28,925.24	-27,944.09	

RECTORS REPORT

As I look back I am amazed. I am amazed that I have been serving as your priest for seventeen years; I am amazed that we are financially solvent and have less than \$25,000 remaining on the loan; I am amazed that the building is finally finished, that we have a working fire sprinkler system and that we have upgraded the heating to reduce our carbon footprint. But more importantly, I am amazed that we continue to bless our community with the Abundance Shop, with Laundry Love, Community Dinners and People's Kitchen and that we were an important part of starting Los Osos Cares. These are ways we manifest God's love.

But that is still centered, as it always has been, in the Eucharist which we have continued to celebrate every week apart from a few months at the beginning of the pandemic. It is in our worship and praise of God and in the sacrament of Christ's Body and Blood that we continue to find the energy and vision to keep going out the church doors to live as a blessing to the world, loving and serving God.

Before I started writing this, I looked back at the Annual Report from 2007, the first annual meeting at which I was Priest-in-Charge, having started here in February of the previous year. I was struck by the Senior Warden's report – the Senior Warden then was Bob Pelfrey. He told us that Assisting Bishop Romero described St. Benedict's as a "resurrection story." Just three years earlier, in 2004, the diocese told us to close. It was rather a wobbly resurrection story that year, but one which got stronger and stronger. Nineteen years later, here we are - St. Benedict's is still going strong.

The pandemic took its toll on us as on many other churches. We had more people die than at any other time, several key members moved away, and many people who were on the fringes have not returned to church. As a result, the pattern of about 5% annual growth which we maintained for a decade has come to an end, for now. But I do not believe that that is inevitable. Yes we have grown older, while we were busy doing other things, but God has not.

God has inspired many different things over the years, some have been successful in our eyes such as the visit of Matthew Fox, the creation of the Stations of the Cross, or the music program under John Cribb; others perhaps less so – I remember "Church on the Wild Side" when we dedicated the liturgy of the word to children once a month... it was successful for a while but then not – we have not yet developed a children or youth program that continued over a significant period of time since Diana's kids became too old for Sunday School.

This past year, the Holy Spirit has brought us Deacon Jen and the Trailblazer program as an opportunity for us to explore the new things that God is doing around us and among us. We went out on a limb financially because we believed that this was God's direction. But we have not done a great job in embracing the opportunity. I wonder if we have become a little too comfortable and too complacent. I know that many of you feel that you are at full capacity and cannot do more. When I first came here I found a small group of people trying to do a lot and feeling tired and discouraged. My first rule was if you don't want to be doing it, stop and we will figure out a way to be church without it.

With a new priest coming, this is a similar opportunity for a re-set. God does not want us to be over-burdened, running ourselves ragged trying to serve and worship her. I wonder whether there are things we need to do differently so we can move forward with the opportunity that Jen's presence amongst us provides, the opportunity to reach a different section of the wider community – younger people, which has become everyone

under 50. I confess that I am rather attached to the way we do things, which is one reason that it is good for me to move on. It is possible that our attachment to the things we love here are actually creating blocks that prevent others from joining us. I think perhaps we have a push-pull that is stopping us moving ahead. With the aftermath of the pandemic and our individual lives demanding much from us, we want to circle the wagons. But our sense of vision and of hope is pulling us forward. Perhaps it is time to open up the circle of our wagons and consider moving forward. The winter of the pandemic is past, the spring of the Holy Spirit is come and it is time to get back on the road.

St. Benedict's has never been afraid of experimenting and changing. This is the third arrangement of the pews that we have had since I have been here and I think the fourth since we have worshiped here. I know we like it. It works for us. But what would happen if we were to re-arrange them? How might it change our vision, our understanding of one another? Even our understanding of God? I wonder.

This is a time of sadness and uncertainty as I move on to whatever God has in store for me, which means leaving y'all despite our mutual bonds of love and attachment. It is also a time of celebration as we look back, not just over the past 17 years but over the 35 years or so that St. Ben's has been a thing. Jill and I first came in May of 1992 and a handful of you sitting here today were there to welcome us. Back then we met at the mortuary chapel across the road and our own building was a thing of dreams. I doubt if this building was in any of those dreams. God took our vision and melded it with her vision in the art of the possible and so we sit here today.

I said it is a time of sadness and uncertainty. It is, and yet it is also a time bounding with possibility. What will God do next? How will St. Ben's be a blessing in the next 35 years?

My friends, when you hear that the church is dead, that it is irrelevant to anyone under 50, that it is a thing of the past, do not let your hearts be troubled. Jesus is still resurrected, God is still working, God is still leading God's people forward and God is still speaking in the hearts and minds of those who do not yet know her. God is still calling people into spiritual and religious community.

I am reminded of the words of Jesus which always puzzles me, "The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest." Matt. 9:37,38. This has always puzzled me because surely the Lord of the harvest can work out for himself that more laborers are needed. My friends, I feel confident that God knows what is needed for many people to find a deeper way to express their spirituality in a community like this. But perhaps God is waiting.

Waiting for us to work in partnership with her, waiting for us to be ready to change, waiting for us to turn to God with prayerful attention so that we may discern what he is doing, and get on board. We serve the God of the resurrection and we are a resurrection people in a resurrection church. I look forward to seeing where St. Benedict's goes in the next seventeen years.

PRESIDING WARDEN REPORT

Little did I know what was involved with being a Presiding Warden a year ago, I have learned so much from many members in such a short time. I appreciate everyone who has responded when I asked for help and guidance. Sadly, my mentor Stefanie Shuman, passed away and the vast history of St. Benedict's was lost for me which I was hoping to learn from her. Caro+ has been a dedicated mentor to guide me along the path this past year.

Once again 2022 has been another year of change and reflection for St. Benedict's, we have learned how to be even more flexible, nimble, resourceful and grateful. Covid 19 is still with us as a faith community and the wider community as well. We have been able to meet in person as much as each member is comfortable with and continue to meet with Zoom and Facebook meetings and services. The inspiring and thought-provoking Sunday sermons from Caro+ are even more special during this time. As I look back at thoughts and comments made when St. Benedict's became a congregation and I realize the term "Can Do Congregation" is still appropriate for 2023.

We are now holding in person Coffee Hour, Potlucks, Messy Church, Gratitude Dinner, Star Party, Concerts and other "in the church" activities. Community outreach has continued with People's Kitchen at Prado, Los Osos Community Dinners, Laundry Love, and EarthCare programs. A critical community resource for Los Osos, The Abundance Shop, has gone above and beyond expectations. You will read the incredible report to learn how we have been so blessed with the Abundance Shop program and its volunteer force.

As I look at the various teams and committees (16) which make up St. Benedict's I am amazed at what has been accomplished in 2022. We may not be large in numbers however, we serve with love and dedication, for the good of the congregation and service for the community. This will continue as we begin the journey of transition after our dear Rector retires in May, 2023. The process is taking place as we work to answer the questions from the Transition Team and the Diocese. I expect the "Can Do Congregation" will continue to show this trait with God's guidance and blessing.

St. Benedict's is Trailblazing with Deacon Jen Crompton, a unique new position in the Diocese initiated with Bishop Lucinda. While this is a work in progress Deacon Jen has begun different outreach ideas to connect with the local community who may not be aware of St. Benedict's and what we can provide individuals.

As you review the reports, and I encourage you to do so, I believe we are and will always be a "Can Do Congregation". God has given us many blessings and with that in mind, St. Benedict's will continue to move forward this coming year.

God Bless everyone and I wish you Peace and Love for 2023.

Respectfully and gratefully submitted by Maureen Titus

In loving memory of Stefanie Shuman:

"I can do all things through Christ who empowers me." Philippians 4:13

PEOPLES WARDEN REPORT

In 2022 we had some small maintenance issues that were easily resolved. Therefore, we took on the bigger issue of squirrel abatement as these creatures were causing major destruction to our property and possible irreparable damage. We hired O’Conner Pest Control to help us with our problem. They did an initial abatement and a monthly maintenance program. The monthly program is costly, and we are in the process of negotiating the best possible way to move forward.

We also had a fire inspection from Mid-Coast Fire Protection to make sure we were complying. We are in compliance and will have annual reviews.

Our next major project for 2023 will be the installation of furnace heat pumps. Thanks goes out to Michael Lucas for working diligently and relentlessly in securing the best product and service for the best contracted price. These should be installed by late January 2023.

Serving Together,

Sandy Fisher

TRANSITION TEAM

Transition team members: Brian Spolarich (Chair), Alan Kiste, Michael Lucas, Roz Malone, Lorraine Schwenk, and Jane Wu

The Transition Committee is responsible to the Parish Council for facilitating and overseeing the transition from Caro+ to the next permanent priest. Its duties include but are not limited to:

- Organizing and facilitating all discussions and communications with the Diocese and the transition consultant (Canon Martha)
- Creating the process by which St. Ben's decides how to proceed (the Vestry is the final decision-making body)
- Working with Caro+ and/or the Parish Council to:
 - Ensure institutional memory is preserved as much as possible
 - Ensure structures and activities are in place to ease the transition - these may include committees, book studies, grief groups etc
- Clarify what belongs to Caro+ and what to the church, and make sure that that is clear and handled before Caro's final day
- Call and empower a search committee
- Organize celebrations for Caro+ as she leaves
- Work with Presiding Warden to ensure clergy cover after Caro's departure
- Welcome and onboard new clergy

In April 2022, the Transition Team was appointed by the Parish Council and began to meet with Bishop Lucinda and Canon Martha to outline the options for our transition journey as Rev. Caro retires on May 31, 2023.

In July, Lorraine Schwenk led a Transition Team book group on *The Church Cracked Open*, by Stephanie Spellers

The Parish Council and Transition Team met with Bishop Lucinda during her visit on Sunday, October 9, 2022. The Bishop agreed to the Parish Council's plan to conduct a "Search in Place." A "Search in Place" means that the congregation can begin working on the "Parish Profile" before Caro's retirement rather than waiting until she retires to begin the process. The goal is to have the Parish Profile complete by the end of May 2023.

In January 2023, the Transition Team began scheduling several Transition events including: The Parish Survey, Storytelling small-group conversations, a History Taking conversation (Feb. 5), and a Parish conversation about who we are and where we are headed in April. Other events will be held in March and April and have yet to be scheduled.

TRAILBLAZER REPORT

In June of this year the parish welcomed Jen Crompton, now Deacon Jen, to the 2-year Trailblazer position which utilizes the diocese's trailblazer model to work alongside the congregation and turn passions into action.

Deacon Jen began their work by creating a Discovery team. This team was gathered through individual meetings and seeking interested parties during coffee hour and other outreach events. The team consists of four total individuals, including the trailblazer.

The ongoing work of the Trailblazer and their team is to find ways to build connections between the congregation and the community, analyze what relationships already exist and what they say about who the congregation is, and explore what needs the community expresses so that the congregation can serve in new ways.

As an opening effort, the Trailblazer team hosted a table at Oktoberfest. With the congregation's assistance, the all-day event saw approximately 40 people stop by St. Benedict's booth. The early morning conversations were meaningful and prayerful, while the discussions later in the day turned more informational as the crowd picked up in volume. We did connect with a diverse group of people, including several younger folks who were quite interested in the beliefs of our congregation. This initial effort was quite successful and the foundation for the next attempt.

For the next event, the team asked, "what is at the core of St. Benedict's?" The answer was prayer, love for neighbor, and hospitality. Through those core values, the Prayer Place Pop-Up was created. In thinking of an initial location, the Abundance Shop was the best location, and they graciously partnered with us.

We decided on the four Saturdays in Advent for our pop-ups to take place and that we would offer coffee, tea, coca, cookies, prayer, and conversation. One of the pop-ups did get rained out, but the others were quite successful, seeing anywhere from 15-20 people per Saturday stopping by for a conversation and prayer. Folks also took information about future services.

The Trailblazer team will be looking to recruit more members to expand their work. They will also work with the Transition Team to lead the Neighborhood Walk in March, a natural intersection with their work.

Submitted by: The Trailblazer Discovery Team (The Rev. Jen Crompton, Sandy Fisher, Cathy Gildae, and Barbara Hirahara)

STEWARDSHIP COMMITTEE

Members: Maureen Titus, Chair, Michael Lucas, Diane Long, Theresa Theiler, Rev. Dr. Caro Hall

The ongoing Covid 19 is still with us and some of the usual events or in person gatherings have been put on hold. We do plan to have a benefactor's event in 2023.

This committee works to educate members of St. Benedict's about various aspects of stewardship with an emphasis on financial stewardship. We are able to provide information on planned giving, the Endowment Fund and the annual pledge drive. The committee works closely with the Rector, the Endowment Fund committee and is responsible to the Parish Council.

A pledge letter was sent Fall, 2022 by the Presiding Warden and a follow up letter from Rev. Dr. Caro Hall. We would like to talk with anyone who has questions for us on the importance of supporting St. Benedict's. Planned giving is another consideration and a brief leaflet was sent to everyone to explain more. The church also has copies of the booklet, "**Planned Giving: Stewards of God's Bounty**" to describe different ways of giving through immediate, deferred or life income gifts.

Sunday speakers, Fall, 2022 for stewardship, were Bryson McKelvey, Cathy Gildea, Brian Spolarich and Alice Welchert. They each expressed their personal view of what stewardship means to them.

Since stewardship is not only about money, we also acknowledge it is a life-giving way to respond to God's call to interact with the world, both as individual believers and as communities of faith. Our commitment and participation to our community of faith, has several roles. Whether pledging, serving on the vestry, being an outreach volunteer/service minister are all stewardship roles.

Our Stewardship Statement: Grateful for God's abundant blessing, and mindful that we are called in turn to be a blessing to others, St. Benedict's seeks to cultivate a culture of appreciation and gratitude for all of God's gifts, our call to stewardship, care, and justice for our environment and to hold all in our community within a spirituality of generosity. All members are encouraged to live as conscious stewards of all of God's creation and gifts, imitating Jesus' example of practical spirituality and response to the injustices and needs of the world.

Pledge Report End of 2022

	<u>Pledges</u>	<u>2022</u>	<u>Pledges</u>	<u>2021</u>	<u>%</u>	<u>\$Difference</u>
Operating	38	129,465.00	36	130,000.00	99.59%	(535.00)
Blessing	9	7,420.00	15	4,610.00	160.95%	2,820.00
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
\$148,755.00		\$145,660.00		102.12%		3,095.00

Respectfully submitted by Maureen Titus, Stewardship Committee

PARISH-STAFF LIAISON REPORT

The Parish-Staff Liaison Group acts as the personnel committee for the Parish, meeting quarterly with the Rector (via Zoom in 2022). 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 2022 the members of the committee were: John Horsley, Pamela Bleisch Strawn, Rosalind Malone, Ann Lucas and Ed Valentine, with John Horsley in the chair. John Horsley and Rosalind Malone are currently the Rector's appointments.

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 reports to the Group members on her most recent activities, both inside the parish and in the wider community.

MEMBERSHIP COMMITTEE REPORT

The Membership committee comprised of Sandy Fisher(chair), Diana Hammerland, Pat Henry, Ann Lucas and Barbara Schippers continued to explore ways to welcome new comers and sustain existing membership in the everchanging pandemic restrictions. We hosted the Star Party on January 5, 2022. We were still unable to have our traditional potluck, but were able to serve dinner in the sanctuary to the attendees.

As the year progressed, we informally talked with the greeters to make sure they continued to engage with the newcomers. We re-established the rotation phone calls with the new comers.

In our meeting in mid-September, we discussed our charge and how we could be more effective. We worked with the Trailblazer and some of us were able to join them at October Fest. We discussed having a New Comer event but did not set a date. Time got away from us and the holidays were upon us so the event did not take place in 2022.

Now that the covid restrictions have been lifted and the holidays have passed we will have a New Comer event in late February or early March 2023. We will continue to explore how we can be more effective with the charge that is before us.

Serving Together,

Sandy Fisher

ALTER GUILD REPORT

Sarah Chesebro, Director of the Altar Guild

“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.

We are 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: each having their individual talents. (Look out for them in the Sunday Weekly Bulletin.)

- Elaine Beckham
- Sarah Chesebro
- Letty Cotta
- Lisa Gonzalez
- Diana Hammerlund
- Sharon Porter
- Lorraine Schwenk
- Brian Spolarich
- Pat Stoneman
- Laura Thompson
- JW Wright

Our team is also blessed with the work of media technician Hannah Jay Matthew who continues to improve his craft because of the continuing transitions in our services and makes our virtual events happen; David Chesebro our “Shadow Sacristan” who still dares to climb ladders to change the curtains; and Michael Lucas who lovingly hangs the “Stations of the Cross” for Lent.

I was so thankful for Laura Thompson’s willingness to take on the position of Director of the Flower Guild in 2016. She has been most generous in time, talent, and resources over the last seven years. Laura has decided it is time to retire from this position. Thank you, Laura, (and Ron, shadow Director of the Flower Guild) for all that you have shared with us. To my delight, Sharon Porter has accepted the position of Director of the Flower Guild!

Our special memories from this year:

- Receiving wine at the Eucharist

- “Ashes to Go” with Deacon Sharon – March 2



- “Stations of the Cross” making an appearance for the first time since 2019
- Presentation of a print of Canterbury Cathedral (the Mother Church) to Caro+ on English Mothering Sunday
- Holy Week and Easter
- Memorial Service for Stefanie Shuman, our dear sister of the Altar Guild - August 17
- Bishop Lucinda’s official visit including commissioning of JW Wright into the Altar Guild and Areanna Welch’s debut as an acolyte - October 9



- Memorial Service for Emily Young - October 29
- Christmas Services

Blessed gifts:

- Bidding Book – Sarah and David Chesebro
- Reframing of Bishop [C. Shannon Mallory](#)'s official portrait – Elaine Beckham
- Handmade protective covers for Thurible and Incense Boat - Celeste Pennington
- Beautiful floral arrangements for Sunday services and special occasions - The Flower Guild, under the direction of Laura Thompson and Sharon Porter
- Communion Wine – Lisa Gonzalez
- Easter lilies and Christmas poinsettias – Saint Benedict's congregation and friends
- Polishing of the Chalice and Lavabo Bowl made by Randy Stromsoe – Stromsoe Studio

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.

PASTORAL CARE AND PRAYER MINISTRY

The pastoral care of the parish was extended to several people who had difficult times in 2022, none more than former senior warden, Stef Shuman. More than ten people were involved in supporting Stef as her health declined, and a team sat with her round the clock for the two days she was in hospital immediately before her death.

Most pastoral needs are fortunately less dramatic: we sent grief booklets to 10 people who had suffered recent losses; provided meals for people recovering from surgery; took people to and from hospital or doctor appointments and provided listening ears for those needing to talk. Some of this was organized centrally, other care happened informally with members taking care of one another.

Following comments in last year's MMR we have added two ways you can let others know that you need help – there is a card in the pew which you can complete and return to the office or place in the offering plate and there is an email address pastoralcare@stbenslosos.org which you can use to contact members of our pastoral care team.

If you would like to offer assistance for when it is needed, please let Helen Schnieders know.

Most importantly, we prayed for each other and for our loved ones. A group of people regularly pray for those who request it for themselves and friends by emailing their request to prayers@stbenslosos.org. If you would like to be part of this group please ask Hannah-Jaye to add your name as a pray-er. This is separate from the Sunday morning prayers – if you want prayers for yourself or a loved one read out loud, please write it in the bidding book near the main door.

The healing circle who offer prayer after church every Sunday are Louisa Beeler, Jill Denton, Lisa Gonzalez, and Helen Schnieders. This group meets every two months for mutual support, inspiration and prayer. They also monitor prayers@stbenslosos.org and, when appropriate, follow up with emails or phone calls. Louisa, Jill, Lisa and Helen are also available to pray with you during the week.

MUSIC COMMITTEE REPORT

Music Committee Members: Brian Spolarich (Chair), Ann Lucas, Lorienne Schwenk, Dave Alm (Music Director – *resigned*)

The Music Committee is responsible for assisting the Music Director and Rector in planning and selecting music for the choir as well as other special music offerings.

The committee works by planning music for the key calendar and liturgical seasons of the church year: the first planning cycle focuses on Epiphany through Easter; the second the Easter season through the beginning of Pentecost; and the third beginning in August focusing on the fall, Advent, and Christmas, including selecting repertoire for our annual Christmas Carol Concert. We strive to choose music from a range of styles and traditions, with a focus on classical sacred choral “core repertoire”, arrangements and new works from contemporary composers, and spirituals.

In 2022 the music program remained strong and vibrant. The St. Benedict Singers maintained a membership varying between 9 and 12 members who presented approximately 21 musical selections in Sunday morning services and special services during Holy Week. Additionally, a good number of members sang as soloists or cantors throughout the year, and a variety of instrumentalists enriched worship with music on flute, violin, guitar, organ, and piano. We also continued our cooperative music-sharing with Trinity United Methodist Church by singing three anthems in a joint service at Trinity on Good Friday.

Despite the resignation of Dave Alm in November, we continued our well-established tradition of holiday outreach to the local community begun in 2012 and presented another outstanding “Celebration of Carols” concert in 2022. We were fortunate to hire Scott Glysson, Director of Choral Activities at Cal Poly, and Paul Woodring, University Organist at Cal Poly, to lead and to accompany the choir in December, enabling us to deliver a challenging and uplifting program. The audience gave very positive feedback about the concert’s quality and meaningful impact to their Christmas experience.

Currently the church does not have a music director or regular keyboardist to play and accompany the choir on Sunday mornings, despite extensive outreach. We give thanks to God that Sarah Jane Scott, who leads the music program at Trinity United Methodist Church, has agreed to lead choir rehearsals on Sunday afternoons after worship. This is on a trial basis and we will revisit this arrangement every six weeks. Please pray that God will supply us with musician to lead our music program on a permanent basis.

Brian Spolarich

Chair, Music Committee

CHILDREN'S MINISTRY REPORT

Since May of 2022, St Benedict's has offered Messy Church. One Friday each month, children, parents and grandparents gather in the Long Room for craft activities and/ or games, a Bible story, singing and praying together before gathering for a cozy dinner. Up to three families and four children, ages 3 to 8, attend this program regularly. Warm thanks and appreciation to our Messy Church team members: Pamela Bleisch, Barbara Hirahara, Neita Oates, Connie Weldon, Sarah Chesebro, and Rev. Caro.

In August of 2022, Pamela Bleisch and Rev. Caro met with parents and grandparents to discuss how Messy Church was going, and to see what was desired in children's ministry at St Benedict's. The consensus was to keep offering Messy Church monthly, and to encourage regulars to invite family and friends.

Pamela Bleisch
Pamela R. Bleisch

EARTHCARE COMMITTEE REPORT

St. Benedict's Earthcare committee has been constituted to work towards the following mission goals: 1) support for each member's personal openness and personal spiritual path in response to environmental issues; 2) providing pertinent information, continuing education, and motivational activities regarding environmental issues for the St. Benedict's community and beyond; and 3) choosing specific activist initiatives, either sponsored by St. Benedict's or by already existing agencies, that involve both the St. Benedict's community and the Los Osos community itself. Significant actions undertaken during 2022 to achieve these goals include:

- In collaboration with the Landscape Committee, large trees were planted on the property in January. For the first time, Caro+ with the support of Earthcare- developed a Rogation Day liturgy and procession (May 22nd) followed by a special coffee hour to which we invited EcoSlo and the Los Osos Valley Garden Club to bless the trees with us.
- In celebration of Earthday and Faith Climate Justice week, the committee sponsored a film *Youth vs. Gov*, including a follow-up discussion forum for parishioners and the public. This was in addition to a special Earth Sunday service.
- Earthcare discussed the potential for St. Benedict's to qualify as a Green Business. This requires an organization or business to follow a check-list of seven basic areas of concern, ranging from "waste disposal" to "transportation". Each of these basic areas of concern are then subdivided into two categories: required activities, and optional activities. To qualify as a Green Business, a mix of these compulsory and optional activities in each of the seven core areas must be selected and then implemented. St. Benedict's application for membership in the Green Business Network has been accepted, but the required tasks still need completion.

- In November, the committee organized a morning workshop open to the public titled *Enjoy Being a Climate Solver*. The workshop reflected the work being done during the worldwide *COP15* meeting. Many local organizations contributed to the presentations.
- Finally, Earthcare committee members will present- and recruit others to present- a series of “Climate Epiphanies” during the announcement period after the Sunday Eucharist during the 2023 season of Epiphany. A “Climate Epiphany” will be a three-minute personal sharing on some aspect of the climate crisis.

The Earthcare committee is looking forward to continue to find creative ways to fulfill the three principles defining its mission statement. Please consider joining us as we move into the future.

LANDSCAPE COMMITTEE REPORT

Members: Liz Maruska, Ron Thompson, Michael Lucas, Celeste Pennington, Maureen Titus

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

This year has been very busy:

1. 16 trees were planted by a group of 30 volunteers including members of the Parish and Parish Council, the Garden Club of Los Osos, the Rotary Club of Los Osos, and EcoSlo of San Luis Obispo. Snacks were provided by the Garden Club, Liz and Don, and Helen Schnieders. Lunch was provided and served by Pamela Bleisch.
2. 30 understory plants of 16 Ceanothus and 14 California Currants were donated and planted by the Garden Club. 30 gopher cages were installed at planting time.
3. Ron Thompson and Alice Smith extended the irrigation system to cover the new trees and plants.
4. Generous donations were received from Parish members, The Garden Club, Garden club member vita Miller, EcoSlo, Rotary Club through EcoSlo. Ron donated his time on the irrigation system.
5. The Committee worked with EcoSlo to determine which trees would be suitable for our property and fit the guidelines of the EcoSlo grant.
6. Michael, Ron, Liz, and Wendy worked on the layout of the trees.
7. Wendy McKeown and her husband John created and installed upside-down gopher cages to protect the currant plants from the ground squirrels who were chewing on them.
8. Liz met with Alice Smith to get a quote for installing cardboard and a thicker pile of chips around the understory plants to combat the weeds that are already showing through the existing chips. This was suggested by Wendy the president of the Garden Club. Weed whacking will not solve this problem.

Later in the year,

1. New coastal oaks were planted to replace the oaks that had virtually no root ball.
2. The irrigation system on the parking lot island is not functioning well. Attempts to repair it were not successful. We are thinking of using a simpler system with its own timer like what is used by the bioreactor. Ron is working on this with Alice.
1. 3. The coastal oak trees have now been infested by something called witches’ broom. We cut back on the watering and will move the emitters further from the trunks of the trees. Suzanne from Earthscapes trimmed them properly so they will grow in the right direction.

3. EcoSlo is now focusing on only large trees so they will not be providing any smaller trees for the west side of the property. Also, they have given away all the coastal live oaks under the Cal Fire grant. They are willing to give us 2 Island oaks for the West side of the property. Liz will ask Michael's opinion on using this slightly smaller tree.
4. Liz, Michael and Ron worked with the Armstrong family to plant 2 toyon trees in honor of Sam and Pat Armstrong. They also replanted the lavender garden with new Provence plants. The family provided funds for quite a bit of work to upgrade the property around the parking lot island and the New Zealand Christmas trees.
5. We still have unspent funds in the budget for this year to attend to the trees in 2023.

Thanks to the Parish Council for your support for this project to help with carbon sequestration and the beautification of our property.

ABUNDANCE SHOP REPORT

The Abundance Shop had a very good year! After paying expenses, including new carpeting, the shop was able to transfer \$50,000 to the church. The church tithed \$5000 to ten non-profits chosen by our volunteers. The shop was also able to assist 35 people with vouchers for clothing and other essentials, and contributed \$1080 to the Rector's Discretionary Fund.

Our volunteer roster continues to expand. Mary Stein-Webber and Paulette Penner began cashiering, and so graciously welcome our customers each week! Praise God that Nellie Regalado was able to return to the register during the Christmas season, and is feeling well as she lives with cancer. Thanks to Maureen Titus, Ann Lucas, and Judith Cadigan for another year of wonderful service.

Many community members, as well as several church members, volunteer weekly (or more!) to process donations and perform a variety of other tasks to keep the shop running smoothly. Lorri Gill joined us in February, and has been of immense help! Thanks to Linda Crawford, Lori Gentile, Ricki Haddad, Wanda Lo, Iris Alexandra, Risa Sunshine, Gretchen Burke, Sue Halverson, Steve Cake, Mike Eggleston, and Hannah-Jaye Matthews for their continuing dedicated service!

"Ashes to Go" has been a popular event at the shop for a number of years. This Advent season we were also blessed with the "Pop-up Prayer Place", brought to us by Jen Crompton, Sandy Fisher, Cathy Gildea, and Barbara Hirahara.

We continue to receive overwhelmingly positive feedback from customers. They appreciate our efforts to provide warm and friendly service, and to keep the shop attractive, clean, and tidy. They love the high quality merchandise they purchase at great prices.

Thank you to all our church members who have supported us by shopping and donating! We are now open Tuesday through Saturday from 11-4, and welcome donations until 3 each day we are open. We look forward to seeing you all!

Respectfully submitted - Esta Kandarian, Shop Manager

PEOPLES KITCHEN REPORT

MONTH - NUMBER SERVED

- February - 65
- April - 72
- June - 71
- August - 74
- October - 77
- December - 84

TOTAL NUMBER SERVED: 443

LAUNDRY LOVE REPORT

Laundry Love (LL) is an outreach service of St. Benedict's that started in July 2018. On the last Wednesday of every month LL welcomes all low-income community members to Osos Clean Laundry where quarters, detergent and related supplies are provided. Most participants, both housed and unhoused, are from Los Osos. Others come from the Oklahoma Safe Parking site in San Luis Obispo. LL volunteers are both members of St. Benedict's and people from the wider community. When LL first started hours were from 5 – 9 pm. The current times are from 11:00 – 1:00 and 4:00 – 6:00, a more flexible schedule for clients. At the later shift members Roz and Jim Malone generously provide pizza. On the few occasions when they are out of town, St. Benedict's buys the pizza. Water is also available (protein bars often are too). Clients enjoy the pizza enthusiastically – for some it is the only meal they have that day.

Before the COVID pandemic, volunteers set up a card table with supplies inside the laundromat and put quarters in the washers and dryers for clients, allowing the greatest accountability for funds. During the height of COVID, volunteers remained outside for social distancing, and gave participants quarters to put in for themselves. Recently LL volunteers have resumed putting quarters in the machines for people.

From January to December 2022 the total spent was \$7,412.25. The # of people served was 383 -- about \$19.50 per person. LL was funded by a \$6,000 one-year grant through Los Osos Cares from Dignity Health and through donations from other individuals.

LL has gone plastic-free with respect to detergent by using Earth Breeze detergent sheets (they look like fabric sheets but are made of soap). The company donates them free to all Laundry Love programs in the U.S.

There are many Laundry Love programs throughout the United States. St. Benedict's volunteer Maureen Titus participated in a Zoom meeting with other programs to share best practices and support for this essential service. As co-founder of Laundry Love T-Bone (Eric) said: "If I had clean clothes people would treat me like a human being."

Submitted by Alice Welchert

COMMUNITY DINNERS REPORT

Four years ago St. Benedict's Church began providing dinners once a week to anyone needing/wanting a meal. Those dinners are now served to-go at the Community Center, and the prepared food is provided by several of the service organizations, and the churches in Los Osos...each taking a weekly turn to do so. Los Osos Cares has taken over coordinating the weekly meals and providing menu ingredients when needed.

The once a week dinners are still going strong, and St. Benedict's takes part in the weekly rotation by volunteering and coordinating service in the kitchen and providing food when it is our turn. We hope to continue to feed the folks that are showing up for a meal. What started as providing a meal for a small group of under 20 people has evolved to feeding over 100 folks each week.

The wonderful people in our congregation, who volunteer their efforts and provide fabulous dishes, are very much appreciated both by the folks enjoying the meals, and also by the kitchen staff that's in charge of serving the meals.

Maureen Titus and Barbara Schippers have cooked seasonal favorites...enchiladas, chili dogs, stews, tacos, many pasta dishes and lasagnas thru-out this past year, and "the show must go on" because WE ARE MAKING A DIFFERENCE! and will continue to provide dinners to any and all who are hungry. We are hopeful to have the continued support of the community and the blessings of St. Ben's in this New Year of 2023.

Thanks to all who have participated and to all who know "make a difference...feed somebody!"

Number of dinners served in 2022 ... over 5500 ... we ARE making a difference!

My best wishes,

Barbara Schippers for St. Benedict's Community Dinners Outreach