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ANNUAL REPORT 2022

PASTOR'S REPORT *Rev. Scott Clark, Pastor and Head of Staff*

Dear First Pres San Anselmo Family,

Grace and peace to you.

In the first worship services of the year, I introduced three spiritual practices for the start of a new year: (1) gratitude – giving thanks for the gifts that have graced our lives; (2) mindfulness/awareness – seeing clearly the present moment, its truth, its blessings, its challenges; and (3) setting intentions – looking forward and setting intentions that reflect the things that matter most and the world we want to see. In the spirit of “practicing what you preach,” I thought those practices might offer a helpful framework for my Pastor’s Annual Report.

Gratitude: As you read the reports that follow, I hope you’ll experience the same sense of gratitude I feel for the continued vitality, creativity, and welcome of the First Pres San Anselmo community.

- *Throughout the year, our life of worship has been the pulse sustaining our life in community – with the regular rhythm of experiencing the Living Word together; with an expanded community that embraces folks in a broad range of space and circumstance; with flexibility and grace (Do you remember that Sunday there was no electricity?!); and with the vibrancy and beauty of the music that our choir and musicians create.*
- *Together, we have served the world around us – in a range of ministries from the new envisioning and launch of the Community Fridge, to the sustained continuing commitments to help alleviate hunger; to stand for justice in Israel/Palestine; to engage the difficult challenges of climate crisis; and to continue our anti-racism action and learning (embodied particularly in our work in collaboration with Golden Gate Village*

residents) – to name a few.

- *We have held each other with tender care through illness, transition, and loss.* And, we have celebrated life's joys with the laughter and learning of our children and in the embrace of our community.
- And, this year, undergirding this work, the Session has undertaken rebuilding our infrastructure, led by the Financial Accountability team, as *we are putting in place a solid framework for sustainability.*

These are just some of my gratitudes. What are some of yours?

Mindfulness: As we take a deep breath at the start of a new year, I see our life in this present moment in continuity with the journey we have undertaken these past few years. In 2020, we (along with the rest of the world) were thrust into the uncertainty of the COVID era. With limitations we could never have anticipated, we had to re-envision almost everything we did – and we did. In 2021, surfing the waves of COVID, we entered an era characterized by the word “hybrid,” where we lived most of life in multiple modalities – embracing new opportunities, even as we reinvigorated beloved traditions that have sustained us over the years. This past year, 2022, as life settled into its new rhythms, we had renewed breath and space to begin to imagine and implement new, next things – and to rebuild the structures that support our life together.

That shared journey – the learning, the adventure, the heartache, the survival together, the work in the world, the tender mercy, the joy we have shared – that's all a part of who we are now. We continue to be a community of Christ, serving together at First Pres San Anselmo. We continue and nurture traditions of worship and music that again and again open us to the glory of God and the love we share in Jesus Christ. And we continue to serve – working for justice in the world, and caring for friend and neighbor. *We do this with rediscovered resilience, with a reenergized willingness to try new things and to learn by trying and doing, and with a humble awareness of the fragility of the world, and our responsibility of tender care.*

Setting Intentions: The practice of setting intentions involves looking forward to what is on the horizon and setting intentions grounded in our values – in the things that matter most. As I look forward, most immediately on the horizon is the season of Lent – in which we will embrace

the theme: *Seeking – Honest Questions for a Deeper Faith*. So, in the spirit of seeking and honest questions, here are some questions that rise up for me as I think of the values of this community, and how we might live them out in the coming year – questions for us to think about and live into together:

- *We value the broad, expansive welcome and loving community we share in Jesus Christ.* How might we invite even more folks into this experience of community – into this experience of God’s love for us and the whole world? How might we welcome them in with even more intentionality, connecting folks to the love and support of community and our shared life of service?
- *We value our shared commitment to work in the world for justice, healing, and peace – “Together We Serve.”* In a world of increasing complexity, how do we sustainably find and grow the capacity to do the new things that come into our vision?
- *We value the adventure of learning.* Learning has always been a particular gift and calling of this community. The past few years have reminded us of our communal capacity of learning by living. How might we embrace the adventure of learning together in conversation, collaboration, and service?

Blessings as you read the reports that follow and experience again the story of the year they describe. As you read, maybe think on these things – (1) For what are you grateful? (2) What do you notice? What do you see? (3) What questions and intentions are rising up within you?

I am grateful for you, and for the life and love we share in Jesus Christ.

Together We Serve,

Scott Clark

Pronouns: he/him/his

Pastor, First Presbyterian Church San Anselmo

2022 STAFF OF FIRST PRESBYTERIAN CHURCH OF SAN ANSELMO

The Rev. Scott Clark, Pastor & Head of Staff
Martha Spears, Director of Older Adult Ministries
Patrick O'Connor, Director of Family Ministries
Daniel Canosa, Director of Music
Amber Lane-Bortell, Communications and Office Administrator
Natsuko Murayama, Organist
Tom Lannert, Custodian
Kathy Newman, San Anselmo Preschool Director

ANNUAL STATISTICAL REPORT *Alice Graham, Clerk of Session*

January 1 to December 31, 2022

Active Members 12/31/21	218
New Members Received	6
Members Deceased	6
Members Transferred	5
Baptisms	1
Active Members 12/31/22	214
Average Worship Attendance Per Sunday	95

IN MEMORIAM

Beverly French	2021
Ted Freeman	December 29, 2021
Asma Eschen	January 6
Carland Nicholson	June 7
Ruth Sempell	July 14
Robin Robinson	November 30
Jeff Holm	January 9, 2023

2022 CHURCH OFFICERS

Ruling Elders:

Class of 2023: Emily Auchard, Rebecca Conant, Alice Graham, Patrick Mitchell, Robin Sparks

Class of 2024: John Cowperthwaite, Maureen Kalbus, Raquel Nelson, Martha Olsen Joyce, Jessica Powell

Class of 2025: David Jones, Lindsey McLorg, Jillian Robinson

Board of Deacons:

Class of 2023: Judie Donovan, Chris Francisco, Christine Grossi, Sita Khufu, Lorna Roulston

Class of 2024: Lisa Della Valle, Al Flood, Joan Flood, Joanie Jacobson, Sue Neil, Mary Waetjen

Class of 2025: Nancy Greenfield, Mary Kathryn Marcom, Joy Snyder

Nominating Committee - 2021-22

Vivian Volz (Chair), Chris Francisco, Sue Neil, Bill Nicholson

BOARD OF DEACONS *Mary Waetjen and Lisa Della Valle, Co-Moderators*

The mission of the Board of Deacons is to provide compassionate care to the members and friends of our congregation and to our local community.

Each deacon is assigned 14-15 members and friends of the congregation as their flock. These people receive particular attention from their deacon as a means to keep in touch and to be aware if any need arises. The Deacons maintain a list of who the deacon is for each individual or family.

Given the ongoing unusual circumstances of these past years, the regular ongoing responsibilities that the Deacons are involved with had to be somewhat curtailed. At the same time, there are some things that we were able to accomplish with great care and precautions, paying attention to the protocols that we all observed due to the pandemic.

- Flowers were delivered throughout the year to various people in the congregation with thanks to Maureen Kalbus and our Deacons.
- Christmas poinsettias were delivered to several members of the congregation along with cards, indicating our prayerful thoughts for their Christmas holiday.

- Transportation needs during this past year were taken care of with the generous help of the Deacons as well as other members of the congregation.
- When there is a memorial service, the deacons contribute refreshments and serve the guests at a reception afterward.
- Door Deacons provide a warm welcome and assistance to people as they arrive to worship in the sanctuary.
- Those requiring meals due to illness or any other emergency have been provided for by members of the Deacons.
- Requests for financial assistance to members of the congregation and in some cases, members of our community, continue to be filled.
- Continued support was provided from the Deacons' Fund in the amount of \$1000 for the Street Chaplaincy. This year support was also provided to the Martin Luther King Academy Incentive Program (Sausalito School District) in the amount of \$250.
- Food assistance (in the form of Safeway gift cards) is available in the church office for people who drop in and request this kind of assistance.

Most of these financial needs are met by means of the monthly offerings received from the generosity of members of our congregation.

All of the Deacons' activities are carried out with prayerful and thoughtful consideration, realizing that it is God working through us and in us.

The Deacons meet via zoom on the 1st Tuesday of each month (except July and August) at 7 pm.

CHURCH AND SOCIETY *Lindsay McLorg, Chair*

Members: Peter Anderson, Emily Auchard, Bonnie Kunstler, Lisa Della Valle, Lindsey McLorg, Sue Neil, Ian Prowell, Barbara Rothkrug, Royce Truex, Ron Vestal. Pastor Scott Clark is an active participant and ally.

The Church and Society Committee is home to many of the programs that have to do with our congregation's work in the world. Much of its work is done by these teams:

- **Anti-Racism Movement** – Several C&S committee members are active on the ARM Team which meets separately from C&S and is chaired by Raquel Nelson and Bonnie Kunstler.

The focus of ARM has been Golden Gate Village, Reparations, and ongoing education. There is a significant amount of interplay in the work being done by both C&S and ARM. Committee and Team members showed up in force for many Marin Housing Authority meetings about the future of Golden Gate Village to help ensure that the voices of the residents were amplified. (See the ARM Team's detailed report below.)

- **Bread for the World** is a Christian advocacy organization urging decision makers to support policies and programs to end hunger. The legislative focus for 2022 has been malnutrition prevention and treatment. October featured a special Bread for the World Sunday Worship and a successful letter writing campaign, led by Barbara Rothkrug.
- **Climate Crisis** – Climate issues have been a major focus of C&S in 2022. As a group we read and discussed *Deep Adaptation* by Jem Bendell and *Faithful Resistance* by Rick Ufford-Chase and viewed *Collapse in a Nutshell*. Understanding our predicament is an ongoing and urgent focus of C&S and for our congregation at large. Our discussions have covered a large range of subjects including living with the inevitability of climate collapse and watershed stewardship. At the urging of C&S, the Session as committed to including education on climate crisis in its monthly meetings.
- **Marin Community Fridges** – Led by Sue Neil and Lisa Della Valle, 2022 saw the installation and launch of a community fridge on our campus. From all observations, this has been a successful launch and is in active operation. The phrase “Take what you need, leave what you can” is a beacon of light. The food has been coming in and going out.
- **Marin Interfaith Council** – With the support of the MIC's accompaniment network and led by Peter Anderson, C&S started investigating the feasibility of providing lodging for a refugee on our church campus.
- **Marin Organizing Committee** – Our delegate has been Emily Auchard. Issues MOC addresses include homelessness, rental protection, affordable housing, youth mental healthcare, senior services, and election issues. In aligning with MOC in our outreach work, FPCSA has made its voice heard in support of GGv, Project Homekey, Marin Board of Supervisors, and Marin Housing Association meetings.
- **Mission Partners** – corresponded in support of our mission co-workers, Karla Koll & Tracy Ortega.
- **RVEHA / Tam House** – Members of our congregation were key in the founding of RVEHA over 40 years ago. Our ongoing support of the Tam Houses has helped ensure its mission of providing a home to low-income seniors to this day.

- **Voter Suppression** – Led by Lisa Della Valle, members of the congregation continued writing postcards informing folks of upcoming local/state elections and encouraging these voters to register/check their status periodically throughout the year.

In addition to these activities, we

- Coordinated Minutes for Mission for the quarterly PCUSA Special Offerings (One Great Hour of Sharing, Pentecost, Peace & Global Witness, and Christmas Joy)
- Served as stewards in distributing the \$10,000 in local mission funds to pay various dues, support mission co-workers, and make donations to several local organizations including Canal Alliance, MIC Street Chaplaincy, Spahr Center, Bread for the World, More Light Presbyterians, and Marin Organizing Committee.

Anti-Racism Movement (ARM) Team Report

The Anti-Racism Team finished its third year of activity. It meets the fourth Wednesday of most months of the year. Bonnie Kunstler and Raquel Nelson continue to co-chair the group. Other regular members include Royce Truex, Scott Clark, Lindsey McLorg, Sue Neil, Barbara Rothkrug, Ron Vestal and Peter Anderson. As noted in other Annual Reports, there is overlap between C&S and ARM's work.

Current working groups include:

- **Letter, phone or email campaigns.** Lisa Della Valle continues to be active.
- **Education of the Team and Sunday Seminars.**
 - Sunday Seminars continue to be on hold. There is currently no easy way of holding a hybrid meeting.
 - In the fall the ARM Team invited the congregation to read Jim Wallis's *America's Original Sin: Racism, White Privilege, and the Bridge to a New America*. The team acknowledged that members needed some inspiration and guidance about the purpose and focus of the work. Giving up the meeting time to learning together and inviting the congregation to learn with us was deemed a worthy use of our time. The November meeting was held on Zoom to discuss the introduction and first chapter of the book. Attendance was small but garnered interest from folks outside of the regular ARM Team group, so it was deemed successful. The rest of

the book club discussion continues into the new year. Announcements during church services will be key to getting more of the congregation involved.

- **Representation at meetings at which race topics are on the agenda.**
 - Most of the energy and activity continued to be focused on showing up and speaking up wherever Golden Gate Village was on the agenda. There have been other opportunities with different groups, but GGV remains a priority for the members. While there were some significant setbacks with the MHA board's vote to not support the GGV residents' plan for renovating and ownership, that has not diminished the efforts of Friends of GGV, Anne Devero and supporters to work and campaign on behalf of the residents.
 - "Equitable Conversation: A Dialogue with Marin's Black and Brown Residents' Interactions and Lived Experiences with Law Enforcements" on Tuesday, March 29, 2022 - Barbara Rothkrug's [notes](#) from the meeting.
- **MIC accompaniment network.** Peter Anderson has been an active representative.
- **Reparations.** After numerous meetings, social hours, and side conversations it was decided to table this discussion indefinitely.

For more-detailed information on the ARM Team's work, you can check out the **2022 Minutes** at the following links: [2.16.22](#) [3.23.22](#) [4.27.22](#) [5.25.22](#) [6.22.22](#) [9.28.22](#) [10.26.22](#)

CONNECTIONS *Jillian Robinson, Chair*

We are finding ways to connect and reshape our connections via Zoom, hybrid, and in-person gatherings. While some are comfortable and able to attend in-person activities, health concerns or distance may dictate attendance by Zoom. During the past year, we have continued to thoughtfully seek ways to reintroduce activities and connecting points in ways that serve all.

Directories: Two projects were completed to aid in introducing ourselves and staying in connection. The Deacons and Elders submitted photos and brief (40-word) self-introductions which are now posted on the church website. If you want to know who they are or what committee /project they head, you can now find the information on the FPCSA website home page under the Connect drop-down menu. A much-needed updating and revamping of the church directory has been completed. Old listings were reviewed and combined, Alice Graham

and Martha Spears updated information on membership, the Deacons contacted their flock lists for address and family changes, and Amber Lane-Bortell shifted information, revised revisions, and got the updated directory up and running. The directory is available electronically with a password and individuals can self update their own pages including adding photos. Those wishing for hard copies can get them through the church office.

Welcome and Hospitality: Our Sunday service continues to be offered in person and via Zoom. Those attending services at the church are not only greeted by a friendly hospitality crew, but also have an opportunity to see on the narthex screen those who are attending virtually. Dave Jones and Marita Mayer launched the return of in-person coffee hour, and it has expanded in frequency from twice a month to weekly with some staff support. Several members of the choir initially got the coffee perking, and additional volunteers have joined in with shopping, brewing, and treat provisioning. Thanks is extended to Mary Kathryn Marcom who facilitates an online coffee and chat time following the Sunday service.

Thank you to Rebecca Conant who coordinated the Welcome Home ice cream social in September and to the young adults who served up the ice cream in celebration of the beginning of fall activities. Special receptions were held following both of the Christmas Eve services. After the Family service, cider and treat bags were available for on-the-spot snacking or to take away. Following the second service, cookies from volunteers and the prep and serving of hot cider, hosted by Shelly Heath, maintained our traditional community welcome.

Women's Breakfast: The monthly virtual Women's Breakfast is hosted by Martha Spears. Over time the format has shifted to include more discussion times with a suggested theme.

Older Adults: Staff member Martha Spears has found new and safe ways to connect with this group including phone calls and Zoom. Committee members include Suzan Plath, Mary Waetjen, Georgia Landers, and Jennifer Holm.

Theater Outings: Church Members had opportunities to attend Ross Valley Players' productions in "The Barn Theatre" throughout 2022. The varied program included a "Sherlock Holmes" mystery, a newly penned play "The Packrat Gene," the hilarious "Government Inspector," the renowned "Picnic," and the musical "Gypsy" (in conjunction with the Mountain Play Association). A staged reading of the Dickens favorite "A Christmas Carol," in "The Marin Art

and Garden Center," set the scene for the Christmas season.

Women's Retreat: The 27th Women's Retreat was held on April 29th/30th on our church site, using our indoor and outdoor facilities. Being non-residential, after dinner and Vespers, we all headed home to sleep, returning for an active, introspective day. Dr. Wendy Farley led us in an exploration of *Beauty As Threshold to The Divine*. It was wonderful for three dozen of us to be together in person, talking, sharing, creating, singing...and in comfortable, familiar nooks and crannies. Maureen Kalbus chaired the Organizing Committee, comprising Laurie Buntain, Wendy Farley, Christine Grossi, Erica Heath, Marita Mayer, and Martha Spears.

FAMILY MINISTRIES *Patrick O'Connor, Director*

Family Ministries at First Presbyterian continued to flourish this past year as our families gathered monthly for our Super Second Sundays. Students of all ages and their families gather each month for pizza and fellowship around the table, and it has been a delight to add new families into the mix during 2022!

As we continue to re-engage in our in-person activities, our Sunday School story time has continued to be a time for our young ones to explore their faith through stories, crafts, and play! We spent time learning more about loving kindness at Compassion Camp, and continued to learn and celebrate our church liturgical calendar and seasons. In the latter half of the year, we re-introduced our Second Presence in class, with Bill Nicholson and Joan Flood volunteering their time with us in class. Their presence helps our young students connect to the larger church community, and is a vital part of their faith formation.

We concluded the year with our Christmas Eve Family Service and Pageant, where we saw an increase in attendance from previous years, as our students and families gathered to tell the birth story of Christ!

Through all of our programming and events, none of it would have been possible without the help of dedicated parents, families, and church members who make FPC San Anselmo the welcoming congregation that it is. Thanks be to God for the opportunities to share God's love and grace to our young ones and their families.

MUSIC AT FPCSA *Daniel Canosa, Director*

We started the year with a series of arrangements of traditional spiritual and original compositions by Moses Hogan.

Because of the COVID Omicron variant, concerts and other activities were being canceled all around town mid-January. The choir decided that the protocols we were following were safe enough for us to continue working in-person and providing song to the Sunday services throughout the year.

We celebrated Easter with the participation of Cayce Carnahan, trumpet, and Dan Ferreira, clarinet.

On Sunday, June 12, there was a Music Service in which our choir, with an instrumental ensemble and soloists, performed Karl Jenkins' "*The Peacemakers*". The composition is very inspiring; setting music to texts from Matthew 5:9, poet Percy Shelley, Francis of Assisi, Mahatma Gandhi, Dalai Lama, and more. The orchestra featured traditional instruments, such as the bansuri, tin whistle, various folk percussion instruments, and a fretless bass guitar. On the same Sunday, we performed a Ukrainian Prayer in honor of the people of that country suffering through the beginning of a war.

After the summer, the Barrelhouse Jazz Band delighted us on Homecoming Sunday, after three years of not performing because of the pandemic. On World Communion Sunday, the West African Drums brought back a great feeling of celebration that made some of us dance around the Sanctuary.

On December 11, the choir, accompanied by a small orchestra and soloists, performed *Handel's Messiah* to an almost full in-person audience, joined by our online congregation. The familiar work was very well received by the congregants. On Christmas Eve, the choir brought a set of delightful pieces to the Lessons and Carols Service.

Special thanks to Linda Price and Vivian Voltz, who take on solo work and leading the congregation in Hymn Sing and more.

A Word from Natsuko Murayama, Organist

Piano project: Thankfully the church received a lovely Steinway Grand Piano Model M from Maggie McDowell and her family. The piano was in Kansas and the shipping fee was donated from a church member. It now graces the Fireside Room.

Major Organ Maintenance: In October, we were able to conduct a major maintenance for the organs. We do regular tuning/maintenance twice a year, however we needed to have a major maintenance for repairing many little problems on both organs, like combination actions, regulation, and voicing. The organs now speak clearer and are easier to operate.

Music for Worship

Providing Music: Played a wide variety of style of music from Baroque to contemporary music pieces on the organs and the piano. Total number of pieces I played on the organs was 107, and on the piano was 19 – without repetitions. On the organs, the composer I used most was Johann Sebastian Bach, 10 pieces, followed by a contemporary composer, Robert J. Powell, 6 times. On the piano, I mostly played hymn arrangements which are composed by Mark Hayes, 5 times, and Marianne Kim, 4 times. I also played some piano pieces from classical music such as “*The Spruce*” by Jean Sibelius.

Soloists, duet, ensemble: We had a vocal soloist, Phillip Williams from *Godspell* on March 6 and a trumpeter, Cayce Carnahan, on Easter Sunday. From our church Linda Price and Robin Truitt sang a vocal duo piece; Christine Grossi played a piano/organ ensemble piece; Albert Flood played saxophone; Maggie McDowell and Judie Donovan sang a duet piece; Linda Price also sang two solo pieces, and we enjoyed a Celtic Harp & Recorder ensemble by Dvera Hadden and Curt Fond on Christmas Day. Thank you all for sharing your talents!

Substitute musicians: We are blessed to have so many gifted musicians who have been available to substitute in worship: Christine Grossi, Dave Hatt, Jean Campbell, John Schruppf, James A. Sharpe, and Jeanette Wilkin. Many thanks!

Hymn Sing on the 5th Sundays: On the 5th Sunday in May We started a Fifth Sunday “Hymn Sing.” It is held about 10 minutes before the worship and we sing 3 hymns/songs with 2 verses by the congregation’s choice. We had it on May 29, July 31, and October 30. The leaders of

hymn sing were Vivian Volz, Linda Price, and Dvera Hadden.

Care of Our Musical Instruments

Organs: Had regular maintenance twice in a year. Schoenstein Organ (Chancel Organ) needed repairs of two problems in January and August.

Pianos: There was enough budget to tune six pianos in 2022. The Steinway Grand Piano Model L in the sanctuary was tuned twice in a year. In addition it was tuned by renters. Other pianos were tuned, except upright pianos in the Fireside Room, Room 205, and music director's office. Our two Steinway Grand Pianos continue having a tuning twice a year and we plan to tune other pianos once a year.

Looking Forward to 2023

I am planning to do a restoration of our newly donated Steinway Grand Piano Model M in the Fireside Room. This repair is for making sure that the higher part of the sound is well pronounced and also checking keys' actions.

PERSONNEL *Robin Sparks, Chair*

The Personnel Committee deals with issues related to our pastor and lay staff. We are responsible for salaries, employment classifications, evaluations, position descriptions, personnel policies, work schedules, and the hiring of lay staff.

This year found all our staff returning to campus while still conducting some digital work. We are grateful for their flexibility. Pastor Scott has become very proficient at producing Sunday worship both in the sanctuary and online. Patrick O'Connor continues as our Director of Family Ministries as well as helping out with our Sunday technical systems. Martha Spears serves our older adult community as well as helping with pastoral care and chairs the second Saturday women's breakfast. Our musicians, Daniel Canosa and Natsuko Murayama, continue to provide exquisite weekly music, with creativity and grace. (We appreciated Natsuko moving to the piano when we lost power and the organs were not available.)

Our office manager, Amber Lane-Bortell, completed a very successful year with us and was able (with some volunteer help) to produce a much appreciated current church directory. Tom

Lannert, our custodian continues his part time job and we augment his job with outside cleaning services.

In August, as a part of the church's Financial Accountability work, we changed our accounting procedures and structures, contracting on an interim basis for accounting services and eliminating the staff bookkeeping position. We thank Laurie Buntain for her several years of serving this congregation in that role.

We are grateful for our staff and pastor and thank them profusely for working so diligently under our post-COVID situation.

SAN ANSELMO PRESCHOOL Kathy Newman, Executive Director

We are grateful to continue providing quality child care for the community. San Anselmo Preschool is thriving, and we are at 100% of our licensing capacity of 75 children. We offer full-day and partial-day schedules to meet the needs of predominantly working parents. We have 14 teachers on staff, all of whom are licensed and many of whom hold advanced credits in Early Childhood Education.

2022 saw a shift; we moved from a program created during the pandemic, with small, contained pods of children and teachers, to fully reopening as the mixed-age, open program we know and love. This reopening has helped increase our sense of community at San Anselmo Preschool.

As our walls opened, we saw an opportunity to reconnect with our families through events placed on hold for the past two years. Our Family BBQ in May was the first gathering enjoyed by all our SAPS families. Back to School Night in late August was the first opportunity for our new families to meet the staff and other families. This event was followed by our annual Pumpkin Patch field trip, Parent Social in October, our Board & Staff Retreat in November, and the Winter Festival in December. We are thankful for the opportunity to continue connecting with people as we move out of the isolation from the pandemic.

The preschool was spruced up inside with new Marmoleum flooring throughout. We have new heating/air conditioning thanks to the Church, and we replaced the wooden borders around the playground, tree house, sandbox, and garden boxes. Our next accomplishment will be replacing our carpeting in the spring this year.

In late July and August, we secured a location for Primary Health to provide vaccinations for our youngest community members - our 2-4-year-olds. This COVID-19 Vaccine pop-up was available to community members as well as our preschool families.

We appreciate the unique space we occupy on the First Presbyterian grounds and the continued support the Church and Reverend Scott Clark give us. In our mission statement, we reflect the church's mission: We aim to build a nurturing community that can accommodate each child's unique needs, where all children can grow at their own pace, practice how to get along with others, and develop a foundation for their future education and their place in the world. Every year, we dedicate 2% of tuition revenues to assist families that might not otherwise be able to provide a preschool experience for their children. 2023 we will look for ways to continue strengthening our relationship with the church.

FINANCIAL ACCOUNTABILITY TEAM

John Cowperthwaite, David Jones, Martha Olsen Joyce, Dick Schlobohm

At its February 2022 meeting, the Session approved establishing a Financial Accountability Team (FA Team) to coordinate a review of the church's financial systems, policies, procedures, accounting software, and staffing and to recommend changes or improvements. This was done in response to errors that had emerged in our church's accounting practices and to meet Book of Order requirements for an annual financial review of church financial practices.

The FA Team established objectives to:

- Complete a 2022 annual financial review.
- Recommend changes in roles and responsibilities to better align financial oversight of the church with our bylaws, Book of Order, and non-profit best practices.
- Recommend other structural and policy changes to improve financial oversight.
- Gain efficiency and minimize errors in bookkeeping and reporting.

In April, the Session approved a contract with Nonprofit Intelligence Partners (NPI), a business and financial consultant for non-profit organizations to assist in this review. Throughout the year the FA Team and NPI have established clearer and documented financial practices for the church that have resulted in:

- Recommendations for improving and simplifying financial accountability structures, procedures, policies, and staffing

- Process improvements for monthly financial statements
- Accounting system software integration and systems to ensure accurate giving statements.
- Establishing new internal controls & processes to better define and document financial transactions
- An approved project to modernize our church accounting software and migrate to Quickbooks.

The team will continue through the first few months of 2023 to ensure recommendations approved by Session can be implemented by office staff/contractors and relevant committees.

RESOURCES *Patrick Mitchell, Chair*

The congregation continued to support the church and its programs throughout the year with pledges and gifts to the church budget almost exactly equal to robust efforts in 2021. With room use fees growing \$15,000 and minor advances elsewhere, total receipts declined about \$28,000 from 2021. Excluding the Paycheck Protection Program which ended in 2021 receipts grew about \$20,000 over 2021 levels. These numbers do not include contributions to dedicated account programs or compare changes to those accounts from 2021 receipts.

Last year we had the temerity to tell the congregation during the annual meeting that our investments returned \$217,000 in 2021 rounded to the nearest thousand. As would be expected given market trends and declines last year, in 2022 our investments “settled” by (\$187,000). In 2020, funds grew \$95,000 for a three-year total growth of \$124,000 from 2020 through 2022.

In 2023, staff pay will increase by eight percent, a rate of increase that gallantly attempts and only most lightly trails measured increases in inflation during the turbulent year just past. In dollar terms and with an increase in the projected cost of temporary and permanent business management help, this is a Personnel budget increase of \$43,000 without any significant projected change in pledges or gifts, but with increases in other areas that add roughly half of that raise.

BUILDINGS AND GROUNDS *David Jones, Chair*

The church campus includes four buildings with a total of 29,500 square feet of floor space. From 2017-2021, \$400,000 was raised in a capital campaign which included:

- New roofs for the office building, preschool, Duncan Hall sloped roofs, and the flat roofs in the sanctuary
- New heating systems for the sanctuary building
- Remodeling of 6 bathrooms and the Fireside Room kitchen
- Refinished floors in Duncan Hall and the sanctuary building
- New water supply lines to Duncan Hall and the sanctuary building
- Numerous minor repairs to plumbing, windows, doors, and exterior wood
- New drought and fire-resistant landscaping improvements
- New solar panels on the Duncan Hall roof and the preschool roof

In 2022, the church had no major problems with its buildings other than routine repair and maintenance. There were no leaks in major storms. However, the ponding of water in Landon courtyard (near the preschool) during major rain storms continues to be a problem. This will be addressed in 2023.

The solar panels generated slightly more electricity than was used during the year and the church got a \$2000 credit for the year for its excess power production.

Four of the five classrooms in the preschool got new heating and air conditioning units using a heat pump. This replaces the radiant in-floor heating system that was starting to develop leaks. Since heat pumps use electricity rather than natural gas for energy, our natural gas use should be reduced which will also reduce our carbon footprint.

Special thanks are due to Peter Anderson, Ron Vestal, Christina Van Der Plas, and Elizabeth Anderson of the landscaping team who are at the church every week raking leaves, planting, pruning, and watering our plants and trees.

WORSHIP Maureen Kalbus, Chair

During 2022, Worship Committee members Judie Donovan, Alice Graham, Maureen Kalbus, and Jessica Powell met weekly, via Zoom, with the Worship Planning Team, Daniel Canosa, Scott Clark, Natsuko Murayama, Patrick O'Connor, and Martha Spears, designing the fine detail of each service in the church calendar. Since the April 2021 launch of hybrid worship, church members have had the opportunity to attend services in the Sanctuary or via Zoom.

Enabling us to host our services and rehearsals, we have had the technical support of Erica Heath, Martha Olsen Joyce, Mary Kathryn Marcom, Courtney Mizutani, Tom McAfee, Al Nelson, Patrick O'Connor, Karl Roulston, and Vivian Volz.

Liturgists were recruited and scheduled throughout the year to assist in leading the services.

A team of Ushers helped the Worship Committee in their work presenting services in the Sanctuary: supplying the pews with paper, forms, and pencils, placing hymn numbers on the hymn board, welcoming people, ensuring health restrictions were followed, distributing bulletins, collecting the offering, counting attendees, and picking up used bulletins.

During Communion Services, pairs of servers graciously shared the elements.

Throughout the year, when church members contacted the Flower Guild requesting flowers for services, Maureen Kalbus chose and created colorful arrangements for the Chancel. After worship, the flowers were rearranged in small vases which were taken, with the help of Deacons, to church members who were ill, grieving, or celebrating a special occasion. Floral décor also brightened the Narthex and restrooms, and was appreciated. In December, churchgoers could request a poinsettia in appreciation/celebration/memory of someone. The plants brought radiant color to the Chancel steps. All who contributed to the floral décor throughout the year ensured a beautiful visual dimension to our worship.

During Advent, a new nine-foot Christmas tree brilliantly shone at the back of the Chancel. New non-drip candles in sturdy plastic cups graced the nine o'clock Christmas Eve Carol Service, as Christmas starlight sparkled on the ceiling. The overall effect was stunning.