

ANNUAL REPORT 2024

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

Dear First Pres Family,

Grace and peace to you.

There's a lovely and evocative phrase in a prayer from Ephesians: The writer prays that we might come to know God's love for us in Jesus Christ and be **"filled to the measure of all the fullness of God."** We could think of this as *hyperbole* – an idea expressed lavishly and extravagantly to make a point. Or, we might think of it even as a *paradox*: How can *finite beings* be filled with the fullness of the love of an *infinite God*? However we think of it, it is a lovely, empowering prayer to claim and to hold on to – particularly in troubling times.

As you read the reports that follow, I trust that you will experience again *the fullness of life in Christ* that we have lived at First Pres this past year. You'll read of:

- the tender care of deacons – the steady heartbeat of our life in Christ;
- our life in community, expressed in social gatherings, book groups, prayer groups, women's gatherings, theater outings, and the welcome extended into our life together;
- the faithful activism of Church and Society leading our community in justice work locally, nationally, and globally in SO MANY WAYS – expressed, for example, in longstanding commitments to Earth advocacy and peace with justice in Palestine/Israel – and most recently coming to life in our *Refugee Guest Room* project – with construction underway;
- the community fridge (now two-years in) faithfully providing food to those in need (and a place to share the overflow of what we have);
- our growing and deepening partnerships with our neighbors in Marin City, including supporting the *Come to the Table* project; advocating *for* the much-needed rehab of Golden Gate Village; and standing *against* overdevelopment at 825 Drake, all part of our steadfast anti-racism commitment and learning;
- worship filled with joyous and moving music; prayerful encounters with the Word connected with the life we live in the world; and sustained hybrid platforms that let us worship together transcending distance and separation;

- loving support for children and families – particularly embodied in the San Anselmo Preschool and the church’s Family Ministries;
- and thoughtful budgeting and stewardship – this year expressed in a remarkable community-based *Raise the Roof* project that replaced the sanctuary roof and repaired the chancel organ, both damaged in February storms.

Our life together this past year has been “*filled to the fullness*” – the fullness of God’s love at work in the body of Christ. (There’s more on all this in the pages that follow.)

In our broader world, we are experiencing *a different kind of fullness*. The world feels like it is *filled to overwhelming*. In our national life, a new regime has come to power – and, with a deluge of executive orders and action, so much of what we value is in peril – so many people in fear of harm. Around the world, people are hurting in wars that grind on, and a growing wave of nationalism imperils our interdependence on each other. The world feels like it is *too full*.

And even so, it is the world that we are given to inhabit, the world we are called to love, serve, and bless together in the name of the one who loves us all – every bit of us, and every bit of creation. As we move into these early and chaos-filled days of 2025, we will continue to discern together the work that is ours to do in the name of Jesus – good news to the poor, hungry, and unsheltered; healing for the world’s brokenness and hurt; and freedom for all who are oppressed.

I hope that you will be inspired and take courage as you read this Annual Report.

We began this year with *7 spiritual practices to ground us in our life together in Christ*, as we braced for what was to come. Continuing to draw on the sustaining power of the Spirit, *you could bring those spiritual practices to your reading of this annual report*. You could read this Annual Report spiritually, listening for a word – a word of encouragement, a word of “something to do.” Or, you could listen for one thing for which you are grateful, and say a prayer of thanks.

Or, how about this: As you read this Annual Report, I invite you to try out this mash-up of two of our practices: (1) *Settle into your breathing* – your breathing in, your breathing out. (Whenever the world is too much, this is a good place to return – grounding ourselves in our breath, in our bodies, the Spirit breathing in us). And then, (2) when you’ve settled into a steady rhythm of breathing, *add a bit of that prayer from Ephesians*:

Breathing in – “filled to the fullness of God”

Breathing out – “sharing it with the world”

Breathing in – “filled to the fullness of God”

Breathing out – “sharing it with the world”

That's it. Filled to the fullness of God – sharing it with the world. Breathe in, breathe out. Steady on. We are in this together. We are not alone. We are together in Christ – we are the body of Christ – called to live and love for the good of the world. Yes, extravagant – but by no means impossible.

I pray that we, being rooted and grounded in love, may have power, together with all God's people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that we may be filled to the measure of all the fullness of God.

Together We Serve,
Rev. Scott Clark
Pastor, First Presbyterian Church of San Anselmo
Pronouns: He/him

2024 STAFF OF FIRST PRESBYTERIAN CHURCH OF SAN ANSELMO

Rev. Scott Clark, Pastor & Head of Staff
Martha Spears, Director of Older Adult Ministries (retired 12/31/24)
Rev. Grace Hyeryung Kim, Director of Family Ministries
Rev. Dvera Hadden, Parish Associate (started 9/1/24)
Daniel Canosa, Director of Music
Natsuko Murayama, Organist
Amber Lane-Bortell, Communications and Office Administrator
Sarah Atherton, Business Manager (through 10/15/24)
Kathy Newman, San Anselmo Preschool Director

ANNUAL STATISTICAL REPORT *Alice Graham, Clerk of Session*

January 1 to December 31, 2024

| | |
|---------------------------------------|-----|
| Active Members 12/31/23 | 202 |
| Members Deceased | 3 |
| Members Transferred | 3 |
| Members Removed from Active Roll | 24 |
| Active Members 12/31/24 | 172 |
| Average Worship Attendance Per Sunday | 92 |

IN MEMORIAM

| | |
|-----------------|------------------|
| Sandra Truex | April 9, 2024 |
| Georgia Landers | April 28, 2024 |
| Jo Gross | August 28, 2024 |
| Sharon Jackson | January 8, 2025 |
| Joe Zaccardi | January 15, 2025 |

2024 CHURCH OFFICERS

Ruling Elders:

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

Class of 2026: Erica Heath, Maureen Kalbus, Kris Maretzki, Nick Morris, Barbara Rothkrug

Class of 2027: John Cowperthwaite, Gina Guillemette, Joanie Jacobson, Jessica Powell, Royce Truex

Board of Deacons

Class of 2025: Lisa Della Valle (Co-Moderator), Mary Kathryn Marcom, Anne Poore, Margy Tuck, Joy Snyder (Co-Moderator)

Class of 2026: Jennifer Epstein, Chris Francisco, Sita Khufu, Marita Mayer, Lorna Roulston

Class of 2027: Christine Grossi, Maggie McDowell, Sue Neil, Barbara Shindelus

BOARD OF DEACONS *Joy Snyder 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 of any need.

In addition, the Deacons had various ongoing responsibilities:

- 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 was a memorial service, the Deacons contributed refreshments and served the guests at a reception afterward.
- “Door Deacons” provided a warm welcome and assistance to people as they arrived to worship in the sanctuary.
- Meals were provided to members of the congregation who were ill or experiencing an emergency situation.
- Four Women’s Gatherings were held in 2024.
- Requests for financial assistance from members of the congregation and in some cases, members of our community were filled. Safeway gift cards were available in the church office for people who dropped in and requested them. This year there was a steady need for gift cards. Rental, medical, dental, transportation, and summer camp assistance were also provided.

Every month, members of the congregation generously directed offerings to the “Deacon’s Fund” in order to meet congregational and community needs.

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

The Deacons met via zoom on the 1st Tuesday evening of each month except July and August.

CHURCH AND SOCIETY *Lindsey McLorg and Barbara Rothkrug, Co-Chairs*

Members: Peter Anderson, Lisa Della Valle, Michelle Fouts, Lindsey McLorg (co-chair), Sue Neil, Ann Reppun, Barbara Rothkrug (co-chair), Royce Truex, Ron Vestal. Pastor Scott Clark, Parish Associate Dvera Hadden, and Dave Jones are active participants, as well

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 focus is on climate unraveling, anti-racism work, Immigrant support, hunger action, and other community activities.

- **Anti-Racism**

Supporting various initiatives and fostering greater engagement with our neighbors in Marin City has been a primary focus.

- An idea raised at a county-wide pastors' meeting in the fall of 2023 took life in 2024 when the ***Come to the Table (CTTT)*** monthly dinners and forums were launched. Starting in March, each second Saturday's program of CTTT starts with Dinner & Conversation for 25 residents of Marin City and 25 residents of other Marin communities. Dinner is provided by local Marin City caterers and paid for by donors (including Church and Society of FPCSA, and individual donors from within our congregation). After dinner, a Community Forum features topics that impact the community. So far, we've touched on women in construction, the arts, Marin City history, health disparities, environmental issues, education, and mental health. Coming up are technology, immigration, policing, internalized racial bias, women in STEM, food insecurity, and incarceration. These events regularly educate a packed room of interested Marin County neighbors, always including several members of the FPCSA community.
- Members of the congregation attended MLK Day and Juneteenth celebrations in Marin City and San Rafael.
- Being allies to the Stop 825 Drake effort and fairly rehabilitating Golden Gate Village is ongoing work. Members attend Marin Housing Authority meetings to advocate and help amplify the voices of Marin City residents. Barbara moderated a seminar by leaders in the efforts on these projects.
- C&S directed the local portion of Cents-Ability funds toward Marin City food pantry purchases.
- We actively work on educating ourselves on how to be Anti Racists in a meaningful way. The work that had been undertaken by the ARM (Anti-Racist Movement) team was folded into C&S. All members of the congregation were invited to participate in a Book Club facilitated by Raquel Nelson on 3rd Wednesdays launched in January 2024. Together the ARM Book Club read some amazing books, including: ***There There*** by Tommy Orange, ***An American Marriage*** by Tayari Jones, ***Solito*** by Javier Zamora, ***The Heaven and Earth Grocery Store*** by James McBride, and ***Horse*** by Geraldine Brooks.

- **Climate Collapse**

Climate unraveling continues to be a major focus of C&S.

- Royce led a discussion on the ***Great Unravelling*** at the February Session meeting to encourage engagement on this issue with the church leadership and by extension

throughout the Congregation. The starting premise is that climate collapse is inevitable; the open question is how do we live through this existential reality. Royce's presentation is available for anyone who may wish to read it.

- Barbara led a Sunday Seminar to educate participants on the status of Climate legislation at the State level. She provides regular reports to C&S on legislative progress on issues such as oil wells near schools, requirements to enhance E-Cars charging functionality, and the right of local governments to prohibit gas and oil wells within their region.
- Royce led a four-week Sunday Seminar series to discuss ***Life After Doom*** by Brian McLaren. The seminars were well attended, both live in the Fireside Room and via Zoom. The sessions provided a safe place for heartfelt sharing of how we individually and collectively can build resilience and community in the face of collapse.

- **Hunger Action**

Food insecurity in our community at large is an longstanding and ongoing concern of this congregation – and our commitment is lived out in a number of ministries:

- **Community Fridge:** Led by Sue Neil and Lisa Della Valle, our community fridge program has continued to grow and thrive. Steadfast donations from members of the congregation, neighbors, and excess food from farmers markets ensure the fridge is stocked regularly. As fast as the fridge is filled, folks find their way to it to supplement their food needs. The phrase *“Take what you need, leave what you can”* is a beacon of light. Early in 2024, we acquired a new, more energy efficient refrigerator to replace the original fridge which had outlived its useful life. A weatherproof pantry to provide space for non-perishable food and toiletries was also installed.
- We supported Pedal for Protein and Cents-Ability with funds and a rider. With the Local Mission budget and the portion of Cents-Ability funds retained locally, we continue to make donations to both the San Francisco / Marin Food bank and food pantries in Marin City. In collaboration with the Preschool (thanks to Lorna and Karl Roulston), we also continue to gather many, many pounds of canned and boxed food for the food bank.

- **Immigration and refugee support**

- In September, the feasibility of providing space for an asylum seeker on our campus came closer to a reality when we met with Susan Krehbiel and Omar Salinas Chacon representing the Presbyterian Disaster Assistance Migration Accompaniment Ministries.
- Working in partnership with the Marin Interfaith Council (MIC), Dave Jones and C&S members created a proposal to create a Refugee Guest Room for presentation to Session in October.
- A successful application to PCUSA for \$12,000 in funds to support the project was achieved in November and preliminary demolition work in the designated space in the church basement began immediately.
- As we move into 2025, the goal of having a space ready to accommodate refugee guests as soon as March / April is within our grasp.

- **Advocacy**

- C&S members led a Congregation-wide campaign writing get-out-the-vote and voter-registration postcards. Thirty people produced close to two thousand postcards.
- Under the guidance of the **Environmental Voter Project (EVP)**, postcards were written to low propensity voters who have identified Climate as a priority concern. These non-partisan messages are designed to encourage voter turnout in local and national elections EVP has identified as high impact elections for climate issues..
- Under Lisa's leadership, many members of our congregation wrote postcards distributed through **Reclaim our Vote** which reaches African American voters.

- **Local Mission Budget**

- Each year, C&S is entrusted with the responsibility of distributing the Local Mission Budget in support of groups with which FPCSA and C&S members are personally engaged. It is a responsibility we take seriously and joyfully.

This chart is a summary of how the funds were distributed the past three years.

| Approved Allocation of 2024 Local Mission Budget | 2024 | 2022 | 2023 |
|---------------------------------------------------------|--------------|-------------|-------------|
| Bread for the World | 400 | 400 | 400 |
| Canal Alliance | 800 | 400 | 400 |
| Homeward Bound | 400 | 400 | 400 |
| Street Chaplaincy (c/o MIC) | 1000 | 500 | 500 |
| Marin Interfaith Council (MIC) | 1000 | 1000 | 1000 |
| PCUSA - King (mission worker) | 500 | 1000 | 1000 |
| PCUSA - Koll (mission worker) | 1000 | 1000 | 1000 |
| Juliette Razafiarisoa | 500 | | |
| Global Arts and Theology Experience (GATE) | 600 | | 600 |
| Ross Valley Ecumenical Housing (RVEHA - Tam Houses) | 1000 | 1000 | 1000 |
| Spahr Center | 0 | 400 | 400 |
| TransHeartline | 500 | 400 | 400 |
| More Light Presbyterians | 500 | 600 | 600 |
| Ambassadors of Hope (AHO) | 400 | 400 | 300 |
| Marin Organizing Committee (MOC) | 500 | 2400 | 1250 |
| Stand up for Racial Justice (SURJ) | 800 | | 700 |
| Afghans4Tomorrow/Asma's Memorial Project | 1000 | | 850 |
| Come to the Table (Marin City and St. Andrew Pres) | 1000 | | |
| Stop 825 Drake | 500 | | |
| Environmental Voter Project | 500 | | |
| Women's Rights & Peace of Bay Area | 100 | | |
| | | | |
| TOTAL BUDGET FOR 2024 | 13004 | 9900 | 10800 |
| | | | |

We would love for anyone who is interested to join us on the C&S Committee. While we take on tough issues, we work together from a place of compassion and caring. Questions are always welcome, as would additional participants!

CONNECTIONS *Jillian Robinson (Chair), Joanie Jacobson, and Nick Morris*

This past year has offered two doorways into our community. Sometimes, we enter the old-fashioned way, on foot and through the door into the sanctuary or a meeting room. Other times, it is through the use of Zoom technology that brings us face-to-face. The year has been rich with book discussions, schmoozing at coffee hours, celebrations, theater trips, and special gatherings. You may see us at the Community Fridge, in Sunday Seminars, filling the role of liturgists and ushers, riding a bike, encouraging the wearing of nametags, or in a Zoom headshot.

Coffee Hour, our first social step back after the Covid shutdown, is now a regular part of our Sunday events. Many thanks to Dave Jones and Marita Mayer, who stay on top of things and say "If we participate in 7 spiritual practices during the service, for some coffee hour is the eighth." Thanks to Audrey Mahler, who faithfully volunteers each Sunday to get the namesake coffee brewed, and those who are voluntary cookie bakers and buyers. Special recognition of above and beyond treatment providers Joan Flood and Jessica Powell.

This year, there were several occasions on which the Coffee Hour was expanded to include special gatherings. Older Adult Ministries provided a light luncheon on the occasion of the Advent special music service. Another Sunday provided an opportunity to recognize and celebrate the many years Martha Spears has served on the church staff as she was approaching retirement.

Christmas Eve provided another time of reinstated traditions. Following both services, there were receptions, a slightly less formal one after the Family Service and a full-on reception with spiced cider and platters of holiday cookies after Lessons and Carols.

Book groups occur throughout the month, bringing people together in reading and discussion. Each Monday afternoon, The Books Group meets via Zoom for a discussion of a few chapters of the current pick. Selections have included "Napoleon's Hemorrhoids" and "Talking to Strangers." TSG group meets on Wednesday mornings via Zoom with an occasional follow-up brunch. The format also includes short readings related to the selected book. A favorite this past year was "Braiding Sweetgrass." In addition, the ARM group, under Church and Society, meets on the 3rd Wednesday via Zoom in the winter and in person in the summer. And finally, some reading discussions occur in Sunday Seminars, which is a hybrid group. The most recent was a series on "Life after Doom."

Women Gatherings are coordinated and reported by Joy Snyder. In 2024 they were held four times/seasonally. The format evolved over the year from what started out being a somewhat organized, slightly programmatic structure into a much more relaxed and genuinely coffee-hour-style get together. Anywhere from 30 to 50 women attended regularly. During the fall "Kickoff" gathering, we also enjoyed what has now become our annual "Free For All" (as in no money involved) flea market in the Memorial Garden. Most meetings are hybrid.

Theater Parties, as arranged and reported by Maureen Kalbus, head off on pre-arranged Sundays for "The Barn Theater" in Ross. Groups of church members who appreciate live theatre were afforded opportunities to attend Ross Valley Players' consistently outstanding productions throughout 2024. Each production had been enthusiastically reviewed, so our attendees appreciated each one, together with sharing their opinions and experiences with each other. Included were the hilarious "The Book Club" and the classic "Blithe Spirit".

Fitness Groups abound. An exercise group directed and encouraged by Judie Donovan meets on Monday and Thursday mornings and is free to all. The hour-long class includes a series of non-impact stretch and tone movements, a short free-weight session, and modified yoga postures. Royce Truex leads a Centering Prayer group on Thursdays, which is one way of building spiritual fitness. And for those who want to exercise their creative skills, the Life Stories Writing Group meets monthly.

Finally, a word of thanks for the assistance and coordination of efforts with Dave Jones in making the FPCSA campus more accessible. After meeting with a group of biking parishioners and doing a research dive, Nick Morris and Dave got together, bike racks were ordered, and are now installed at the front of the church. Recently, the two were again on a mission, with the goal of improving the outdoor lighting. This time, wires were pulled and bulbs replaced. And indeed, there is more light.

You are all welcome here, day or night.

MUSIC

Daniel Canosa, Director

A good number of wonderful traditional spirituals and gospel songs were sung during January and Black History month in February, as it has become a tradition to our choir.

In February we began rehearsals for the *Sunrise Mass* by Ola Gjeilo, with an extended choir of community singers.

During Lent, we performed sections of the *St. Matthew Passion* and *Motet Jesu Meine Freude* by Bach. We celebrated Easter with the participation of trumpeters Cayce Carnahan and Brendan Wilhelmsen, and timpanist Christian Foster-Howes, playing arrangements of traditional Easter music and finishing with the festive “Hallelujah Chorus” from Handel’s *Messiah*.

This past year, a long-time member of the choir, Sandy Truex, passed away. Her passing touched us all. The choir sang at her memorial service with our hearts full of gratitude for her life and love.

On Sunday June 9, the choir, accompanied by an instrumental ensemble, performed Ola Gjeilo’s *Sunrise Mass* during the Music Service. The piece takes us on a spiritual journey from the heavens to earth, and to humankind. The forces of the choir divide into two on several movements. It is an exceptionally beautiful composition and a very challenging one to perform. The choir did exceedingly well. It was a very moving performance.

After the *Sunrise Mass*, we had Summer Choir, with lighter music and the participation of a few more members of the congregation.

After the Summer, the West African Drums played during our World Communion service. On that occasion, the choir ventured successfully into performing a complicated rhythmic arrangement of *Let the River Run* accompanied by the drums. The morning was very uplifting. We concluded with a recession singing *Hanacpachap Cussicuinin*, the oldest printed polyphony in the Americas. Its lyrics come from a traditional Inca poem in Quechua.

Advent came with great music, crowned by the choir’s performance of Britten’s *A Ceremony of Carols* on December 15, which had a record number of attendees. The piece was accompanied by harpist Anna Maria Mendieta, a top professional in her field. She delighted us, seduced us, and made us fall in love with her magical playing. A morning that we won’t forget.

On Christmas Eve, the choir once again sang from the balcony a group of delightful pieces. It was a hard season to navigate as many members suffered from COVID or the flu.

Special thanks to Linda Price, Robin Truitt, Vivian Voltz, and Dvera Hadden, who regularly take on solo work and leading the congregation in hymn sings, and to Curt Ford for delighting us with his recorder playing. Also many thanks to Cary Cedarblade, who took my place while on vacation or sick with the flu.

Natsuko Murayama, Organist

Overall

2024 was a tough year which started with my sick leave in early January and the strong storm caused big damage to the chancel organ (Schoenstein organ) in February. It was challenging to provide music without the colorful sounds of the organ for about 8 months. I am so glad to get

big and warm support from each church member and our community to raise money to replace the roof and repair the organ. The organ got back its life and makes sounds beautifully and powerfully again. On November 17, we were able to celebrate all of the progress and have an organ recital.

Projects & Updates in 2024

Piano Project: In June, we moved the Yamaha Upright Piano in the Fireside Room to Room 203 where the Marin Girls Chorus and other musical groups rehearse. The Acrosonic (Baldwin) Spinet piano in Room 203 was moved to Room 205.

Organ Project: Because of the water damage in the organ chamber room, about half of the pipes were disconnected. After installing the new roof in September, the organ was repaired in late October.

Music for Worship

Providing Music: In worship, I played a wide variety of styles of music from Baroque to contemporary music pieces on the organs and the piano. Total number of pieces I played was 107 on the organs, and 37 on the piano. There was no repetition. On the organs, the composer I used most was Johann Sebastian Bach, 10 times, followed by a well-known contemporary church music composer Dale Wood, 10 times. On the piano, I mostly played hymn arrangements which are composed by Mark Hayes, 12 times, and Marianne Kim, 5 times. I only played one classical piano piece by George Frederic Handel.

Soloists, duet, ensemble: We had vocal soloists, Melitssa Duarte and Yafeni Neto (travelling with Rev. Yolanda Norton and the Global Arts and Theology Experience), on March 17. On Easter Sunday, we had trumpeters, Brendan Wihelmsen and Cayce Carnahan, and a timpanist, Christian Foster-Howes. From our church, Linda Price and Robin Truitt sang vocal duo pieces and Al Flood played saxophone pieces. We also had song leaders, Judie Donovan, Dvera Hadden, and Vivian Volz. Thank you for sharing your talents!

Substitutes during my time off: Christine Grossi, John Schrupf, Dave Hatt, and Linda Price & Robin Truitt for Sunday worship, and Jeanette Wilkin Tietze and Ian Llacer for Thursday's choir rehearsals. Thank you!

Instruments

Organs: We usually have regular maintenance twice in a year. Because of the water damage, the Chancel Organ (Schoenstein Organ) got an inspection in February, then a small problem was found and fixed in June. At the end of October, the Chancel Organ was finally fixed. The Gallery Organ doesn't have any big problems.

Pianos: There are 8 pianos on the campus. The Steinway Grand Pianos in the Sanctuary and in the fireside room have a tuning twice a year and other pianos are tuned once a year, except the two upright pianos in room 205. In addition, our grand pianos (two Steinway grand pianos and Steinert grand piano) were tuned by renters before their events.

Harpsichord: Occasionally it is maintained before it is used. We keep the harpsichord in the sanctuary. It was in Duncan Hall for a while, in October we moved it back to the Sanctuary.

Looking forward to 2025

I will continue to work to provide a wide variety of music to create a consistent flow to the worship. Also I will keep eyes on our instruments to keep them in good condition.

PERSONNEL *Erica Heath, 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. The Personnel Committee includes Erica Heath (chair), Robin Sparks, Raquel Nelson, and Dick Schlobohm.

During the year 2024 the Personnel Committee:

- Dvera Hadden was hired as of September 1 as a parish associate working 12-15 hours a month to provide pastoral assistance to Scott. Assistance had previously been provided by Patrick O'Connor.
- In addition to a cost of living adjustment of 3.0%, a raise of 1.5% was given to all non-pastor employees.
- Accepted the resignation of Sara Atherton, our bookkeeper. Temps were hired for several months.
- The job description was discussed in depth with the committee, Scott and others and it was changed to Bookkeeper/Accountant. The title Business Manager was dropped. This resulted in receiving many excellent applicants.
- Laura Austin was hired in January to start on February 11, 2025.

Ad-hoc Clean and Fix-It Subcommittee

This ad-hoc sub-committee of four members (2 from Personnel and 2 from F&R) accomplished one of its goals. Our new cleaning service started on January 2 and has provided excellent service. The sub-committee still needs to concentrate on the "Fix-It" portion of the charge.

SAN ANSELMO PRESCHOOL *Kathy Newman, Executive Director*

San Anselmo Preschool continues to thrive as part of the First Presbyterian Church's service to the broader community, providing families with trusted preschool education and childcare. We are deeply grateful for the church's ongoing support and commitment to early childhood education in a setting that includes art, music, play-based learning, and "hands-on" natural science.

Enrollment and Capacity

The preschool's licensed enrollment capacity is 75, and the program has remained steady with 70 children throughout the year. This consistency reflects the community's trust and satisfaction with the program.

Program Highlights

This year brought significant developments and achievements:

- **New Two-Year-Old Classroom:** As demographics in the community have shifted, we introduced a brand-new classroom for 16 two-year-old children. These young learners are making strides in language development, learning to share, take turns, and use language to resolve conflicts.
- **Three-Year-Old Classroom:** Our bustling three-year-old classroom, with 35 children, is a hive of activity where children engage more deeply with peers through play-based interactions.
- **Four-Year-Old Classroom (Pre-K):** The Pre-K classroom has 19 children mastering essential kindergarten readiness skills, including self-help, advocating for their needs, increasing empathy, and fostering inclusivity within the classroom.

Broadening Access to Quality Education

We are committed to providing quality early childhood education for families regardless of socioeconomic background. Since our inception, we have dedicated a portion of tuition revenues each year to assist families who demonstrate financial need. Today, five children receive financial assistance through San Anselmo Preschool's support programs. In addition, we have two full-time children in our program through support from the Marin Childcare Council.

Community Care Licensing

In October, our program underwent its annual visit from Community Care Licensing. We are pleased to report no deficiencies. The Licensing Program Analyst (LPA) praised the beauty and functionality of our space and remarked on the joy of evaluating our program.

Maintaining our Spaces

Visitors attending our preschool tours consistently highlight the amazing space we occupy, from the charming courtyard to the natural lighting and wood accents that create a warm and inviting atmosphere. These features, coupled with our exceptional programming, make our preschool highly sought-after in the community. In 2024, we repaired the fencing between our preschool playground and the neighboring garden, thanks to the help of David Jones. We also upgraded the Duncan Hall classroom by installing smaller toilets to accommodate our two-year-olds. Looking ahead to 2025, we anticipate replacing our 34-year-old playground and improving drainage, a project we're undertaking in collaboration with the church's Finance & Resources Team.

Gratitude

We extend our heartfelt gratitude to the First Presbyterian Church and the broader community for their continued support. Together, we are making a lasting impact on the lives of children and their families.

FINANCE AND RESOURCES *John Cowperthwaite, Chair*

The Finance and Resource Committee is responsible for overseeing and administering the financial affairs of the church, including preparation of the annual budget and monthly financial reports, contracting use agreements, and managing investment funds. This committee also recruits a team to run the Annual Giving Campaign.

Operating budget and draws on reserves

We ended 2024 in a relatively healthy financial position. The church relies on income from three sources to fund operations: congregational giving (60%), use fees from groups who use our buildings (30%) and investment earnings, dividends, interest, and draws on unrestricted reserves (10%). As congregational giving declines while expenses rise, we have started a practice of making prudent draws on our investment reserves to cover the gap between income and

expenses. This year we drew \$19,200 for this purpose – less than we projected thanks to frugal expense control and lower-than-expected expenses. Next year we've budgeted a \$35,000 draw to cover our operating gap.

We also drew on our reserves to cover major improvements. Session authorized \$56,000 to install heat pumps in the office buildings, \$11,000 to upgrade the Sanctuary sound system, \$17,000 to create a guest room (with a \$12,000 grant from Presbyterian Disaster Assistance expected to reimburse that), and \$107,000 to repair the Sanctuary roof and the organ damaged in heavy winter storms. Thanks to the generosity of this community, we raised \$74,000 during our Raise the Roof appeal, helping us draw far less from our reserves than we would have had to. Thanks to your generosity, we started 2024 with \$35K in our major maintenance fund, and exit the year with \$165K, which is a significant accomplishment.

Investment performance

In 2024 we benefited from solid performance in our investment portfolio. While we withdrew a total of \$187K from our investment accounts in 2024, those accounts grew in value by \$108K. Our reserves include a total of \$1.7M held in investment and savings accounts. This includes \$310K in reserves dedicated (restricted) to certain purposes such as special offerings, mission work, Memorial Garden, major maintenance and the Bauman endowment. About \$1.1M is unrestricted, and can be applied at Session's directive to fund our operating gap and other initiatives.

Administrative highlights

Our part-time Business Manager Sarah Atherton departed in October. We are happy to report that the search for a new person conducted by the Personnel Committee in conjunction with Finance & Resources has resulted in the hiring of Laura Austin to the re-titled position "Bookkeeper/Church Accountant." Huge thanks to Martha Olsen Joyce who generously volunteered her time and talent to fill in the gaps in the interim. Thank you, Martha!

Each year, we are required by the Presbytery and the Book of Order to engage a qualified professional to review our financials. This year we retained for the second year Non Profit Intelligence Partners (NPI) to conduct the review, which concluded our books and our processes are sound. NPI identified a few bookkeeping improvements we will follow in 2025.

Financial outlook

The F&R committee looks for ways to meet our budget goals, by either increasing income or managing expenses. In 2025 we will continue to explore:

- Greater utilization of the church campus. In 2024 about \$169,000 in revenue came from use fees. The committee has raised use fees for 2025. We continue to welcome non-profit tenants with programs that are consistent with our mission.
- We expect the cost of insurance to continue to rise. The church is currently insured through Church Mutual Insurance Company. This year we were able to slightly decrease our premium by reducing the amount of covered personal property from \$1,000,000 to \$500,000. The insurance carrier has indicated that the organs are not considered personal property. We currently have multi-peril coverage in the amount of \$13,000,076.
- In 2024 we moved the church's savings accounts into interest bearing money market accounts. This small change added more than \$4,000 to our total income.

Members of the Committee are John Cowperthwaite, Martha Olsen Joyce, and David Jones. Patrick Mitchell serves in his capacity as Treasurer. Erica Heath and Robin Sparks are members of the Personnel Committee and serve as voting members of the Finance and Resources Committee. Pastor Scott Clark serves in his ex officio capacity. Dave Jones is the Chair of the Building and Grounds Committee and as such works closely with the Finance Committee. Amber Lane-Bortell is the office administrator and is a constant gracious supporting presence for the committee.

Special thanks to the following people who have helped count the offerings this year: John Cowperthwaite, Dave Eng, Alice Graham, Joanie Jacobson, Matha Olsen Joyce, Patrick Mitchell, Jessica Powell, Barbara Shindelus, and Dorothy Thompson.

ANNUAL GIVING TEAM

2024 Team: John Cowperthwaite, David Jones, Martha Olsen Joyce (Chair), Patrick Mitchell, and Rev. Scott Clark

Our giving campaign for 2024 celebrated the theme “A Place for You Here.” We acknowledged all the groups that use our spaces and asked for your continued financial support in making this church a place to gather, worship, serve, learn, grow, play, and perform.

And you responded! Over the course of 2024, through your generous and faithful giving, we received \$367,000 in pledges and other donations this year, just shy of our \$380,000 budget goal.

This amazingly generous community also raised more than \$74,000 during our Raise the Roof appeal this fall! The Sanctuary roof and organ have been repaired without having to draw on our maintenance reserves. What a blessing to this community – current and future; thank you! And thank you to the Raise the Roof team: Rev. Scott Clark, Rebecca Conant, John Cowperthwaite, Jennifer Epstein, Martha Olsen Joyce, Robin Truitt, and Jeff Wilson.

Our 2025 Giving Campaign “Abundance & Joy” (launched in November) recognizes the spirit of abundance that we share and that allows us to welcome all, care for each other, and serve the world to the best of our abilities. The 2025 team members include Rebecca Conant, John Cowperthwaite, Martha Joyce (Chair), Robin Sparks, with Rev. Scott Clark and Gina Guillemette. We invited you to consider what might happen if we could broaden – just a bit – the number of people who give, and what they give. To date we’ve received 54 pledges totaling \$273,000. We are on our way! It’s never too late to pledge; please send a note to accounting@togetherweserve.org or return your pledge card.

We are so grateful for your gifts, financial and otherwise, that are the heartbeat of this church community.

BUILDINGS AND GROUNDS *David Jones, Chair*

The church campus includes four buildings with a total of 29,500 square feet of floor space which must be maintained, improved, and provided with heat, water, electricity, sewage, and drainage. Major highlights or issues for 2024 include:

- The 60-year-old failing radiant heating systems for the office building and the rear of the sanctuary building were replaced in January with heat pumps and wall mounted

heating/air conditioning units in five ground floor offices, rooms 204, 205, and 206, the choir room, chancel side and back hallway, and the In-Harmony music room below the choir room

- The steeply sloped 60-year-old sanctuary roof was replaced. A highly successful “Raise the Roof” special fundraising appeal raised \$74,000 to help with the \$105,000 cost to repair the roof and water damage to the chancel organ pipe room
- Work was initiated to construct a guest room for refugees in the sanctuary basement.
- Many thanks to the landscaping team including Peter Anderson, Ron Vestal, Christina Van Der Plas who maintain and improve the church landscaping.

WORSHIP Maureen Kalbus, Chair

During 2024, Worship Committee members Judie Donovan, Alice Graham, Maureen Kalbus, and Jessica Powell met weekly via Zoom with the Worship Planning Team, comprising Daniel Canosa, Scott Clark, Grace Kim, Natsuko Murayama, and Martha Spears. Dvera Hadden joined the Team, upon being appointed Parish Associate. Together they planned the fine details of each service in the church calendar.

Church members had the opportunity of attending services in the Sanctuary or via Zoom.

Enabling us to host our services and rehearsals, we had weekly technical support. Karl Roulston led the Worship Tech Team, with help from John Morris and Vivian Volz. Mary Kathryn Marcom hosted our Zoom community, with Courtney Mizutani and Jeff Wilson serving as substitutes. Tom McAfee and Martin Stevenson supported the posting of our Worship services on our YouTube channel.

Al Nelson continued to guide us in improving the sound system.

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

During communion services, pairs of servers graciously served the elements, which additional church members prepared, and then cleared up.

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; distributing bulletins; collecting the offering; gathering in used bulletins.

Throughout the year, when church members contacted the Flower Guild, requesting flowers for services, Maureen Kalbus chose the flowers and created colorful arrangements for the Chancel. After worship, she rearranged the flowers 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.

For Easter and Advent services, churchgoers requested Spring flowers and poinsettias, respectively, in appreciation/celebration/memory of someone. Additionally, during Advent, the nine-foot Christmas tree shone brilliantly at the back of the Chancel, complementing the vibrant poinsettias. Wreaths hung strategically, and window ledges housed candles, fir branches and cones. Non-drip candles in sturdy plastic cups graced the nine o'clock Christmas Eve Carol Service, as Christmas starlight sparkled on the ceiling and walls. The overall effect was stunning. All who contributed to the decor ensured a beautiful, visual dimension to our worship services.

FAMILY MINISTRIES *Kris Maretzki, Chair*

In 2023 Rev. Grace Kim began leading the program which includes weekly Sunday School. Sunday school has a structure that includes an opening prayer followed by a Bible story, Bible craft activity, and then a closing prayer. On Super Second Sunday after worship the students of all ages and their families gather to share pizza and fellowship around the table. On the last Sunday of the month, Rev. Grace leads students and their families on walks in the neighborhood. New students and their families are warmly welcomed by students and their families. Church volunteers provide the "second presence" in the Sunday School room and also provide a vital bridge for the students to the larger church community. All volunteers have met the requirement for completing mandatory Child Abuse/Neglect Reporter training.

The Christmas Eve Family Service and Pageant culminated in 2024. Students rehearsed, learned their scripts, and enjoyed wearing costumes as they told the birth story of Jesus Christ.

The dedicated parents, families, and church members make First Presbyterian Church San Anselmo a welcoming congregation that provides a place to teach God's love and grace to young ones and their families.