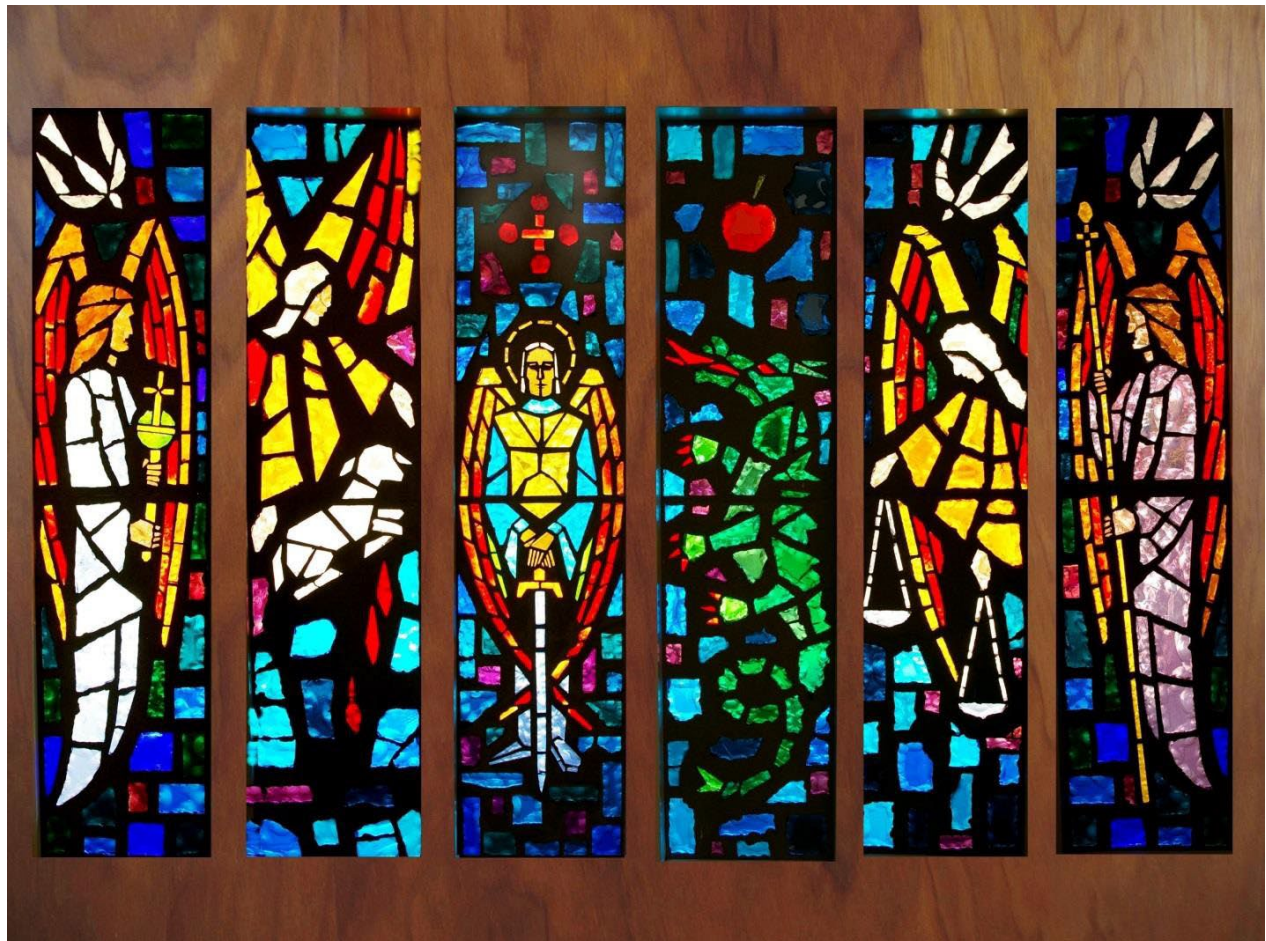


— **ST. MICHAEL'S** —
EPISCOPAL CHURCH

2024 Annual Report
February 2, 2025



OUR MISSION

Centered in our love for Jesus, we worship God, reach out to those in need, celebrate our blessings, and love and care for each other. We are inclusive and welcoming of all God's people. Together, we strive to faithfully meet the challenges of a changing world.

www.stmichaelscarmichael.org

There are many who lead and many who follow in this parish. Often it is the same person who does both in different capacities. Yet it is the One true Shepherd, Jesus who we all strive to follow without fail. We give thanks every Sunday for the blessings and gifts we receive during the week and we come to the rail in humility, courage, and strength from one another to offer our lives and ourselves to Christ. This report is a means to take stock in what our offerings have been for the past year.

Consistently we have been extravagant in our giving of time, treasure, and talent. But there are places we may have fallen short. Let us look to God to help us see the ways in which we may follow Jesus more faithfully and be a good and loving neighbor to those around us.

We pray to God the Father, God the Son, and God the Holy Spirit, may the offerings we give always be acceptable in your sight. **Amen.**

The Rt. Rev. Megan M. Traquair

The Bishop of the diocese of Northern California

The Rev. Andy Lobban, Interim Rector

Pastor Katie Holeman, Associate Rector

The Rev. Rodney Davis, Associate

The Rev. Mike Ferrito, Associate

The Rev. Jesse Vaughan, Associate

Sr. Tina Francesca Ferriot, Solitary Franciscan Nun

John Cozza, Music Director

Constance Weichert, Music Director Emerita

Kate Muris & Paula Frink, Music Librarians Emeriti

Michelle Falcy, Parish Administrator

Andy Chamness, Sexton

Jack Cozza, Videographer

John Quené, Treasurer

Kate Muris, Bookkeeper

Jim Sargent, IT

Diane Rehrer-Salisbury, Diane Gilmore, Eileen Thomas, Renée Pierce, Sue Corbin,

Sr. Tina Francesca Ferriot Office Volunteers

Vestry

Rick Larkey, Senior Warden

Tammy Murray, Junior Warden

Chris Chamness, Clerk

Sue Davis, Doug Davy, Greg Dewey, Mary Ellen Ferguson, Mary Kessler,

Suzanne Phinney, Renée Pierce, Jane Samuelson, Dawn Wright

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Introduction

The following Annual Report has some major additions in information content to previous Annual Reports. This is due in part to what we accomplished this year. In addition to maintaining the activities of our various programs and services (pages 19 to 26) we finalized the 2024-2026 Strategic Plan featuring nine Goals and several Objectives. A report on the status of this Plan starts on page 18. Goal # 9, starting on page 35 describes what we accomplished in celebrating the contribution of Rev. Mary, the hiring of our Interim Rector Andy Lobban, and in laying the groundwork to call a new rector. Finally at the end of the report we have added a section on the recommendations of the 2024 Vestry and various Committee Leaders for the 2025 Vestry to consider.

For the February 2nd Annual Meeting you will want to pay particular attention to the

- 2024 Annual Meeting Minutes pg. 5;
- The 2024 Financial Report pg. 14; and
- The 2025 Budget pg. 16

If you have further questions or want to discuss anything in the report, please contact Rev. Andy or Tammy Murray, the 2025 Senior Warden.

St. Michael's Episcopal Church
Minutes from the Hybrid Annual Meeting
January 28, 2024

Tammy Murray, Senior Warden 2023, called the meeting to order at 11:32 am in Johnstone Hall.

Approval of Hybrid Meeting: The Annual Meeting was planned to be conducted both in person in St. Michael's Johnstone Hall and via Zoom. Tammy Murray called for a motion that those members present approve conducting the annual meeting in hybrid form. Susan Johnson so moved and Renee Pierce seconded the motion. The motion carried unanimously.

Approval of Annual Meeting Minutes 2023: Tammy Murray asked for a motion to approve the minutes for the 2023 Hybrid Annual Meeting held on January 22, 2023. Renee Pierce so moved and Todd Murray seconded the motion. There were no questions or discussion, and the motion passed unanimously.

Approval of Proposed Bylaws: Reverend Mary Claugus gave a short explanation why the St. Michael's Bylaws (that have not been changed since 2004) were updated. First, the Diocese required this because of changes in Canon law and the need for uniformity. Second, flexibility was improved by enabling the use of modern electronic technology to conduct hybrid meetings, in scheduling the annual meeting and in the authorized number of vestry members. Third, no longer valid policies and procedures such as the changed legal status with our co-located Episcopal Day School were omitted. Rev. Mary asked for a motion to approve the revised Bylaws of St. Michael's Episcopal Church, Carmichael, Parish in Carmichael, California. Bob McMichael so moved and John Quene seconded the motion. There were no questions or additional discussion, and the motion passed unanimously.

Election of Vestry Members by Acclamation: There were 7 remaining sitting Vestry members, and 5 duly nominated and qualified Vestry candidates, being Sue Davis (for a 2 year term); Greg Dewey (for a 3 year term); Mary Ellen Ferguson (for a 3 year term); Kate Muris (for a 3 year term); and Suzanne Phinney (for a 3 year term). In that there were also an equal number of candidates and vacancies, Rev. Mary called for an election by acclamation of all named Vestry candidates for the terms specified. Jackie Linn so moved and Dancy Dobrenick seconded the motion. The motion carried unanimously.

Election of Diocesan Convention Delegates by Acclamation: There were 7 nominated and qualified Diocesan Convention Delegate candidates, being Cindy Dewey; Holly Yue; Kate Muris; Dianne Robbins; Lee Ranes; Laura Quene; and Sue Corbin. There were 2 nominated and qualified alternate Diocesan Convention Delegate candidates, being Sr. Tina Francesca Ferriot and Renee Pierce. In that there were an equal number of candidates and alternate candidates compared to corresponding vacancies, Rev. Mary called for an election by acclamation of all named Diocesan Convention Delegate candidates and alternate Diocesan Convention Delegate candidates, Bob McMichael so moved and Dancy Dobrenick seconded. The motion carried unanimously.

Financial Report: Church Treasurer John Quene delivered the financial report, referring to the final version of the YTD 2023 St. Michael's Financial Summary. To begin, he announced that Kate Muris will be stepping down as our bookkeeper. He graciously thanked her for her

diligent work and service. All in all 2023 was a good year financially. The highlights are in his written report found in the 2023 Annual Report. Pledge income was way above actual pledged amounts. In fact, we received over \$60,000 more than what was pledged. Some large expenses included a new heating (HVAC) system. Still, after depreciation, we were over \$60,000 in the black. New pledges are up slightly from last year. We have a challenging budget for this year. Still John was confident that we will perform just over budget in total net income this coming year, relying on school reimbursements for their share of common expenses to get us on the net plus side of the ledger. There being no questions or further discussion, John thanked the congregation to end his report.

Rector's Report & Miscellany: Rev. Mary Claugus then returned to address the congregation. First she stated how very appreciative she was for the service of the 3 departing Vestry members: Pam Lueders, Andrea LaMattina and Jan West. While on the subject of the Vestry, she gave her sincere thanks to the seven faithful Vestry members who continue on. She then directed that the minutes note and reflect her deep appreciation for treasurer John Quene many hours of diligent performance. Also she mentioned that both John and Doug Davy are doing a great job on Building & Grounds. Next she thanked Kate Muris for her dedicated work as the bookkeeper as well as pledge secretary. Kate also sends out pledge reminders and reports as well as doing the ADP payroll. She then announced that David Daigh will be our new bookkeeper. Also announced was that Janice Bowdler will be stepping down as the leader of Altar Guild after many, many years of meritorious behind the scenes service. The new Altar Guild leader is Laura Quene. Rev. Mary praised the seamless change in leadership as an excellent model of giving over leadership at the right time in key volunteer ministries. Rev. Mary continued with sincere praise for the church staff, of course first naming our star parish administrator Michelle along with music director John Cozza, sexton Andy Chamness, videographer Jack Cozza as well as all of the nursery workers.

Rev. Mary did not forget to recognize our clergy, starting with our assisting priest Pastor Katie Holeman, a leader of many successes such as the summer theater camp. She would have had Father Rod Davis stand up to receive kudos; however, he was unavailable because he was on vacation in Hawaii. Instead she introduced to the congregation our "new" associate priest the Rev. Dr. Mike Ferrito and his wife Gwen, who reside in Rancho Murrieta. Fr. Mike's last parish was in the San Jose area, and although retired, he is still "provisional" clergy. He is expected to be active in leadership and the 5 o'clock Sunday service. Sr. Tina Francesca Ferriot, our "religious", was not forgotten. She was praised for her 50 years exemplary service to St. Michael's, serving in many roles. She is a great inspiration to all as our solitaire Franciscan nun and lead acolyte.

Reporting on Goals and Objectives, Rev. Mary stated that the final product has been delayed, that it is on "God's time". Fortunately many good (and new) ideas have come from parish participation in the World Cafés. This year's Vestry will continue by taking on the remaining work. As for our Education ministries, Education for Ministry (EfM) and Bible Study are thriving. St. Michael's continues to do a good job socializing. As for Outreach, last year over \$71,000 was given to various community organizations, our "neighbors". Terry Bridges working with Habitat for Humanity staffed two separate "Rock the Block" activities. And "Rise Against Hunger" in 2023 recruited 80 people to package 15,000 meals, a 50% increase from the previous year. Outreach is the heart of our community service and this coming year we will do even more. As for Worship, Fr. Rod Davis is now conducting an 8:30 am Friday service and an extra day has

been added to Morning Prayer services. Many small communities are now getting together more often. All of us will benefit more when we so participate. The Indoor Yard Sale was very successful with lots of parish participation. Also a great success was the Christmas oriented “Gifts from the Heart” gift giving program.

The future of St. Michael’s is bright as long as we show our sustained level of love, of our reaching out to others, and renewing our connections. Rev. Mary commented that it is a real privilege to be your leader and rector.

As for the St. Michael’s Episcopal Day School, the Head of School Mary Heise will be retiring at the end of school year 2024-2025. She acceded to her position just before Rev. Mary became our rector. Despite the COVID pandemic, everything was done to keep students attending the Day School and people attending our church. Soon there will be a new search organized to find a new Head of School. Our Rector and Vestry will participate. We will help in renewing the Episcopal School identity.

Last, but not least, the Rev. Mary Claugus concluded with the awards for this year. First on the agenda she gave out the Angel Wings Awards to those volunteers who pour their love into their service. Terry Bridges was the first of four to receive the award. He is very active as an usher and as a Mercy & Social Justice volunteer, especially for the Habitat for Humanity outreach. Although he was initially shocked, he expressed gratitude, while exclaiming that this is wonderful. Second to receive the award was long-time volunteer and parishioner Lisa Sargent, who continues to work in the background. She is also active in the Living Compass program that has yearly Advent and Lenten sessions. The third recipient was Dancy Dobrenick, the Mercy & Social Justice leader and all around outreach “doer”. While she doesn’t enjoy running a meeting, she certainly answers God’s call. Dancy is also active in Altar (and Flower) Guild. The fourth and final Angel Wings awardee was Janice Bowdler, who claimed to be clueless that she was being considered. Although retiring from leadership in Altar Guild, she still is very active as a mentor in EfM, as a lay reader and as a Eucharistic lay minister.

The big award, the Angel Award, went to Kate Muris, who besides having served as bookkeeper, was also active in Morning Prayer, Bible Study, Thursday Noonday Prayer, Sacred Circle, and greeting new people coming to church. This year’s recipient was very deserving as well as very grateful. Having finished her lengthy speech, Rev. Mary Claugus called for a motion to adjourn. Susan Johnson so moved, and Sister Tina Francesca Ferriot seconded. The motion carried and the meeting adjourned at 12:40 pm.

Respectfully submitted,
Christopher L. Chamness, Clerk

The Interim Rector's Report The Reverend Andy Lobban

Dear beloved of St. Michael's,

Grace to you and peace from God our Father and the Lord Jesus Christ. Even though I have been with you for only three short months, it sometimes feels like we have shared much more time than that. I have been blessed in very short order with the privilege of getting to know a vibrant and diverse congregation, an incredibly strong and dedicated team of lay leaders, and a gifted, faithful, and profoundly supportive team of clergy colleagues. Although my time with you will be short, I consider this season to be one of profound blessing.

As this will likely be my only opportunity to address you at an annual meeting, I would like to use the space to outline what I see as some of St. Michael's greatest strengths:

- The depth and breadth of lay leadership here are uniquely great. From liturgical ministries to committees to educational and formational leadership, there are scores of you willing and eager to bring your passion and knowledge forward to enrich life here at St. Michael's.
- Knowledge and faithfulness abound at St. Michael's. Whether in the context of worship, a formal class setting, Bible study, or just casual conversation, I never cease to be amazed at how much wisdom, insight, expertise, and dedication is to be found at this parish.
- There is abundant love here. And I mean specifically the sort of love of which Jesus, Paul, and so many other biblical greats spoke and wrote. Yes, we have our tensions, our disagreements, our personality differences, and even sometimes our conflicts. But the spirit of the sort of love that unites us not in spite of all this but with and through it all is palpable at St. Michael's. It seems that each and every one of us is clear that at the end of the day we are gathered around a Presence far greater and far more significant than any one of us and in Whom we can safely come together even as an eclectic, diverse group of believers and seekers.

This is a season of transition for St. Michael's, and all such seasons are challenging and can provoke anxiety and uncertainty. I hope that as you move toward your future as a faith community you can recognize and celebrate the strengths I have listed here, leaning into them as the place from which you call new leadership and the place from which you address the challenges and growth areas of the church. May God bless you in your strengths and in the journey set before you.

Below you will find a few reflections on the areas of ministry in which I have been most involved these last few months.

Yours in Christ,

Andy+

Experiencing God through worship

As we all know St. Michael's is blessed with a large and strong network of individuals who support worship. I have had the opportunity to work closely with the clergy team, the music director and choir, the lay ministry teams, and the altar guild to build upon our strengths in worship and experiment and innovate in a few areas, for example introducing services of Evensong on special occasions. The team that leads daily morning prayer, the Friday morning Eucharist, and the Sunday evening online service is similarly strong, and these worship opportunities reach a community that extends well beyond those who regularly worship on Sunday mornings.

Experiencing God through learning and fellowship

Education and study are some of St. Michael's' greatest strong suits. I have been blessed with the opportunity to lead an Advent study on the "Way of Love" curriculum designed by the Most Rev. Michael Curry and to participate on a monthly basis in the Thursday morning Bible study. Looking ahead, I will be collaborating with others, especially the Green Team, to lead classes on ways of reading and interpreting Scripture during Lent and Green Theology (God's call to us to care for creation) during the Easter season.

Experiencing God through change

As the Interim Rector I am in a unique position to support and encourage the process of St. Michael's wrapping up one season in its life and moving on to the next. I have been working closely with the Vestry, Search Committee, and Diocese to make sure that all necessary communication is happening and necessary decisions are being made as the search for a new Rector moves forward. Above all I join all of you in praying and trusting that God will provide a gifted and loving leader for this wonderful community.

Experiencing God through collaboration and reconciliation

This is a unique season of change not only at St. Michael's Church but also at St. Michael's Episcopal Day School. This summer the school will welcome Christine Saunders as its new Head. Christine is an Episcopalian with extensive experience in faith-based school leadership who was called with the input and assistance of the St. Michael's Vestry. Based on preliminary interactions with Christine and the Board of SMEDS, I have every reason to believe that this upcoming year will be one in which a spirit of collaboration and common cause between the church and school will grow greatly, and I very much look forward to being deeply involved in that. I am also involving myself in the spiritual life of the school and have been connecting whenever possible with students, families, and staff.

Experiencing God through the mundane

The work of any Rector, Interim or long-term, includes quite a lot of overseeing the nuts-and-bolts aspects of keeping the church afloat as a nonprofit business. I have been involved in seeing that our finance, bookkeeping, and administration are running smoothly and professionally, and we have an excellent team of individuals overseeing these parts of parish life. As mundane as it can often seem, this too is holy work, and I see it as an opportunity to fulfill our Gospel mission in very practical ways.

Associate Rector Report Pastor Katie Holeman

What a busy and fast-paced year 2024 was.

We hosted our second St. Michael's Summer Theater Day Camp. In collaboration with Mission Avenue Players, we hosted a two-week summer camp. The camp was open to our neighbors and at the end of the camp, the campers delighted their parents and our members with a heartwarming performance of Finding Nemo.

- 40 campers were involved in the camp. As well as over 20 adult volunteers and 13 youth volunteers participated. This year we will be holding camp again performing 101 Dalmatians.
- St. Michael's also partnered with Faith, Cameron Park and Trinity Cathedral to offer Vacation Bible School. A thank you to Faith of Cameron Park as well as Trinity Cathedral for partnering in this work. We also were blessed to have two baptisms result in our work of Vacation Bible School.
- Our nursery and Godly Play ministries continue to be a success. The nursery is staffed by a rotation of talented and incredibly loving high schoolers from Saint Francis High School as well as Ponderosa.
- For Christmas Eve children put on a brilliantly written Pageant written by Paula Frink and directed by Paula, David Daigh, and Kate Muris wrapping up our 2024 year.
- Trunk or Treat a huge success as always. We continued the new tradition of serving hot dogs and chips which helps people stay longer and gains us time to connect. Thank you to all those who expanded the ministry by adding a game ally.
- In 2025 we are looking for opportunities for St. Michael's to connect with our local community college as well as the community around us in new and engaging ways.

St Michaels is blessed with a strong Pastoral Care ministries in which Clergy as well as lay leaders with collaboratively to continue to care for folks who are homebound, in care facilities, in the hospital, or who are in need of Spiritual support. Some ways that we support this work is through Community of Hope Pastoral Ministers- Trained pastoral ministers offer a caring presence for people who are going through difficult or lonely times. Licensed Eucharistic Visitors make visits to those who are homebound and would like to share the Eucharist. The Parish Prayer Chain. Any member of the Parish may add someone to the Prayer Chain, including family members and friends, by contacting the Parish Office.

We continue to the work of making sure we are in compliance with the Diocese as well as the State of California in regard to volunteer trainings. Thank you to all who have been involved in getting their training done. There are some changes coming in 2025 so please watch your emails for more information.

Finally, we are in the process of getting our data system, Realm, up and running. This program will allow us to have an online directory with pictures. We will be doing trainings so everyone can opt in to their own levels of comfort and more information is to come.

Respectfully Submitted,
Pastor Katie Holeman

The Senior Warden's Report

Rick Larkey

This document is filled with the descriptions of the St. Michael's Community accomplishments, care for others, celebrations of life, transitions, and care for one another. A truly amazing feat for so small a group.

2025 continues to be our transition from one Rector to another. From one perspective to another. I encourage all of us to ask God what He wants of us in this time of calling. To what degree does He want us to become more involved in our efforts to serve, more involved in developing relationships with one another and caring for one another's needs?

There are many things that compete for our time, talent, and treasure. To what extent is God calling you to give more of yourself to this church's efforts vs all of the other things that you could be doing? To what extent is God calling you to include your family and friends to participate with you in providing service to others through St. Michaels?

2025 portends to be a new opportunity for St. Michael's to grow anew. To call a leader sent by God to renew our community. Let's work and pray together to discern and fulfill God's will for us.

The Junior Warden's Report

Tammy Murray

Tradition has it that the Junior Warden is in charge of buildings and grounds. This year was very different, in that Reverend Mary Claugus retired July 1, 2024. With that created a very different scenario for the Senior and Junior Wardens. Although we did have an Eagle Scout project redoing the landscaping on the south side of the church. John Quene` championed our Building and Grounds Committee.

Once a rector retires, running the church falls on the Senior Warden, Rick Larkey and he included me in all meetings. To begin this transition, we met with all the clergy and staff to ensure a smooth transition. We began attending the weekly staff meetings, monthly Church and School meetings, working with the Diocesan office to begin the Interim Rector Search process, and developing a timeline and selecting people to begin our search process for our new Rector, along with monthly Executive Team meetings and the Vestry. St. Michael's Day School also announced the retirement of their Head of School, Mary Heise. A search was begun, and the Vestry was given the opportunity to have conversation with the final candidates and provide our input, which is important as the Vestry is responsible for approving the candidate for hire.

Before either of the Search processes could begin, we needed to send Reverend Mary out with a heartfelt and fabulous goodbye, on June 30, 2024. This was a lovely celebration of her twelve years, with speeches from Father Rod Davis, a letter from Deacon Cindy Long and Eileen Thomas, past Executive Director of River City Food Bank, a cause near to Reverend Mary's heart. Her past Senior Wardens sent her off with a gentle roast of their time serving with her.

The Interim Rector Search process began with a discussion with the Diocese on the process and the timing for the Interim. A job description was developed, and the Diocese advertised the position. We were able to hire Reverend Andrew Lobban to start November 1, 2024.

The Search for our permanent Rector was being done simultaneously. Suzanne Phinney became Search chair, Doug Davy chaired the Profile development along with Greg Dewey, Kate Muris and Chuck Schaller were appointed as chaplains. We had an ambitious goal of to call our new Rector about the same time as the new Head of St. Michael's School starting the summer of 2025.

St. Michael's contracted with Holy Cow to develop a questionnaire for all parishioners to complete on the wants and needs of a new Rector. There was an impressive turnout of respondents completing the questionnaire. Its results were reported to the Vestry in September. This information was used to inform the writing of the profile. We also conducted Listening Sessions in person at church in October to ask more in depth questions. An application was developed for those who were interested in serving on the Search Committee once the Profile has been completed and approved by the Bishop and was sent out to the wider committee for potential applicants. This committee will begin in earnest once there are applicants, after being vetted by the Diocese. After much internal vetting, the Profile went to the Bishop in early December. We are still hopeful that it will be approved and set out in February 2025.

Throughout the year, the Strategic Plan Goals and Objectives from 2023 were continuing to be implemented. Even though Reverend Mary had retired, our parish and community continued to be strong, committed to our goals. Change can be hard, but the foundation is strong, and I look forward to our future welcoming our new Rector. With many things happening this year, our work in the community and in the parish did not stop. The energy and commitment continue to be strong.

Communication was very important this year, and I believe we did a very good job of keeping everyone informed of our process.

A very big thank you to Rick Larkey for the amazing work he did as Senior Warden and accomplishing so much.

Respectfully submitted,
Tammy Murray
2024 St. Michael's Junior Warden

Building & Grounds Report **John Quené**

Once again, I would like to start off by thanking Andy Chamness, who performed so many unnoticed repairs to the buildings. He fixed faucets, toilets, pruned trees and hedges that were overgrown and many more things that we are not even aware of.

The Green team under Pat Cole's leadership started looking into what St Michael's can do to reduce our CO2 footprint as required by the diocese. They suggested we replace our old HVAC systems with ones that run on electricity, replace our old light fixtures and thermostats plus we were going to get federal and state grants.

So at the end of the summer, we replaced 120+ fluorescent light fixtures with new LED light fixtures, 5 HVAC systems, 13 smart thermostats and 1 water heater. The total cost to the church was about \$33,000 after the grants and the portion the school pays.

We had the painters come and paint the atrium and some outside doors into the courtyard and on the side of the church. The entrance to the side of the church which the choir and

altar guild uses needs to be replaced as the painter does not guarantee his work on that door due to it being weathered too much. We will be replacing that door with a metal door in 2025.

Submitted faithfully,

John Quené

Stewardship Chris Chamness

The Stewardship Committee, after a long string of bumper crop years of actual pledge payment increases that exceeded the budget, encountered a collections drought during 2024. The 2024 budgeted pledge amount was \$555,000 while the actual 2024 pledges paid was \$530,614 *, a shortfall of \$24,386 or 4 percent. There were several reasons for this yearly drop: the significant lowering of the annual pledge by a major donor; the departure of another generous donor; the non-pledging by several previous givers; and the recent retirement of donors whose current diminished financial position necessitated significant reductions. Also, the devastating effect of inflation on the more senior givers with fixed income was a factor. Still, there remains cause for optimism. The primary reason St. Michael's is primed for higher pledge collections and a more productive pledge drive this coming year is the traditional and reliable limitless generosity of our church's parishioners. Year in and year out our giving congregation comes forward with a truly amazing abundance of financial "treasure" to support its Christian mission and manifold ministries. It is expected that a new "permanent" rector will come aboard sometime in 2025, and this should alleviate concerns about uncertainty, leadership drift and parish motivation.

In 2024, the Pledge Campaign was again condensed into four weeks only, commencing on Labor Day, September 2nd and culminating on In Gathering Sunday, September 29th during which our church also celebrated the Feast of St. Michael the Archangel, the church's namesake. Besides the. Campaign kick-off announcement on Sunday, September 8th by the Stewardship chair Chris Chamness, there were two very effective personal Testimonials given by Mary Kessler and Warner Seargeant on the following two Sundays. Four consecutive weekly articles were published in the Messenger, written by the Stewardship chair, by clergy advisor Pastor Katie Holeman, by usher/greeter Molly Hoever and by the Senior Warden Rick Larkey. For In Gathering Sunday on September 29th there was the collection of signed pledges and after the service a tasty Bella Bru catered meal was served. The traditional guest preacher that morning was the Rev. Dr. Portia Hopkins who is the Lutheran Episcopal Chaplain at the Belfry, an off-campus location serving the University of California, Davis. The stewardship theme this year was "Gratitude for God's Grace-Bridging the Future with Continuing Generosity. This was made especially visible by the simple drawing of a bridge by our 16-year-old parishioner Addison Holeman symbolizing the "bridging our future" between rectors. This illustrated the "Prayer for the Rector Search" prayer card mailed mid-September to parish families along with the 2025 blank pledge card and cover letter signed by the Clergy, Senior Warden and Stewardship chair. This year Pastor Katie again served as the clergy advisor and also returning as key behind the scenes committee members were Doug Davy, Suzanne Phinney and Renee Pierce.

The 2024 pledge campaign statistics defy effective matrix comparisons because of the late discovery that a major pledge payment had been erroneously allocated to the wrong year. This accounting error has been corrected.

*Also, there were collected pledges received in January, 2025 that were properly included in the \$530,614 total that have not yet been classified as paid pledge increases or as paid pledge decreases or as the same amount paid pledges. Therefore, comparisons by amounts, averages and percentages could not be accurately computed.

As in past years, the manifest gratitude for the Grace of God continued to shine throughout the pledge drive and the parish community of St. Michael's Episcopal Church once again responded by generously sharing its treasure with the church to the glory of God.

Respectfully submitted,
Chris Chamness, 2025 Stewardship Chair.

Treasures Report and Financials **John Quene**

2024 FINANCIAL REPORT

This report is in three parts:

- Finance-Related Activity in 2024
- 2024 Church Financials
- 2025 Budget

Finance-Related Activity in 2024:

1) We had a Diocesan Financial Audit this summer by having to submit our financial to the dioceses with answering a questionnaire and samples documentation regarding bills and receipt being processed. We passed the audit with no problems.

2) Fundraisers: We did have a yard sale and a fundraiser in 2024; our combined income from both events was \$46,977.12, our expenses for these fundraisers were \$14,668.78.

Mercy& Social Justice wrote grants to a value of \$15,600 plus paid for Rise Against Hunger and Build for Unity. In 2025 our fundraising pot is back to 0.

3) Our investment funds did well due to the stock market gaining value in 2024. Our funds gained a value of \$61,402. The total fund investments are currently at \$1,156,611

2024 Church Financials:

The full “Statement of Activities” report is available in hard copy at the church office and the “Financial Position” report. There will be a few printed out at the annual meeting for those who already want to see them immediately.

In summary, it has been a good year financially.

Pledges	\$530,614	Budget was \$555,000
Total Operating Revenue	\$719,925	Budget was \$727,112
Operating Expenses	-\$827,670	Budget was \$827,181
Net school Reimbursement	\$ 90,744	Budget was \$ 78,000
Employment Retention Credit	\$ 60,906	Budget was \$ 40,000
	<u>=====</u>	
Net Income after school reimbursement:	\$ 43,905	
Other Income/Expenses		
The Unrealized Investment Income was	\$37,502	
Other	\$ 3,520	
	<u>=====</u>	
Total other income	\$41,022	
Other Expenses:		
(Depreciation of our buildings)	-\$54,255	
Other expenses	-\$ 2,154	
	<u>=====</u>	
Total Other expenses	-\$56,409	
Total net income	\$28,518	

Our current liquid assets were \$120,942 and our total fixed assets were \$1,156,611. These can be found on the “Financial Position” report.

Budget 2025:

The vestry passed a provisional 2025 budget that is in a deficit **-\$96,902**. This deficit will be funded by our substantial reserves, and we will not incur any debt. Normally, the vestry would work to contain expenses to avoid such a deficit. Because this is a transition year, we felt it prudent to leave our programming in place and put off any budget corrections until after the new rector is in place.

Operational expenses have gone up:

- HR expenses - salaries, health insurance, benefits
- Property insurance
- Liability insurance

HR expenses were the largest increase by far \$53,680 higher than 2024 budget.

- Bookkeeper is now a paid position for the full year
- Interim rector and associate rector are both full-time positions, funded for a full year

Overall, pledging has gone down:

- Several large pledges are not here anymore
- Some larger pledges have been reduced

Loose offering were also below projected amounts for 2024 by \$26,344, so the Finance Committee felt St Michael's needed to scale back our expectations for the 2025 budget in case that trend continues.

Something to remember is that St. Michael's has a unique financial setup in that we separate out our social justice outreach funds from our operational funds. This means that we cannot take money from the annual fundraiser, the garage sale, or any of our fundraising drives and use it to pay the insurance bill. All the money that people donate to mercy and social justice is used for those causes. Similarly, any monies that a parishioner designates for a specific ministry or purpose must be used for that purpose and cannot be used to offset increased operational expenses.

This means we rely on pledges to pay our operating expenses. This is how we keep the lights on.

Presented with a deficit budget, the vestry had two choices:

- Option One - cut expenses to balance the budget
- Option Two - balance the budget from reserves

The vestry decided to go with Option Two and passed a provisional budget for 2025 that relies on our reserve.

ST. MICHAEL'S EPISCOPAL CHURCH

Budget Comparison

Account	Approved 2025 Budget	Approved 2024 Budget	2024 Actual*
Income			
40101 Pledge (A)	516,900	555,000	530,614
Total 40102 Loose Offerings/ Gifts (A)	49,700	78,700	52,356
Total 40111 Parish Facilities Use (C)	3,900	4,200	2,930
Total 40200 Mercy & Social Justice (G)	21,800	20,900	25,714
Total 42000 Fundraising Events (D)	30,000	31,500	46,977
Total 44000 Scholarships (G)	300	300	255
Total Invest Income (B)	30,012	36,512	60,919
Total Operating Income	652,612	727,112	719,925
Expenses			
Total 50000 Salaries & Related	460,426	406,746	384,038
Total 52500 General Outreach Expenses (I)	25,400	23,950	25,482
Total 53000 Program Ministries	12,420	14,873	13,653
Total 54000 Worship Expenses	20,300	18,975	21,697
Total 52100 Outreach Grants (I)	30,700	30,700	30,905
Total 52000 Program & Outeach Expenses	88,820	88,498	91,737
Total 55000 Mission Apportionment	107,155	121,119	105,950
Total 61000 Buildings & Grounds Expenses	141,585	152,200	164,493
Total 65000 Office Expenses	54,900	53,118	59,164
Total 67000 Leadership Expenses	14,400	3,500	7,620
Total 60000 Operating Expenses	210,885	208,818	231,276
68000 Fundraising Expenses (L)	7,000	2,000	14,669
Total Expenses	874,286	827,181	827,670
Net Operating Income (before school and ERC)	(221,674)	(100,069)	(107,745)
Total 80000 Shared School Income/Costs	72,000	78,000	90,744
82000 Employer Retention Credit (ERC) (F)	50,000	40,000	60,906
Net Ordinary (Operating) Income after Shared School Costs	(99,674)	17,931	43,905
Total Other Income	61,200	31,800	41,022
Total Other Expenses	58,428	57,600	56,409
Net Income	(96,902)	(7,869)	28,518

St. Michael's Episcopal Day School The Head of School's Report: Mary Heise

As we reflect on the past school year, I am filled with profound gratitude and celebration. This year was particularly special as we celebrated St. Michael's 60th anniversary, marking a significant milestone in our history.

From its humble beginnings as a small preschool, St. Michael's has grown into a beacon of educational and spiritual excellence. The anniversary celebrations were a testament to our vibrant community, featuring a memorable evening with alumni, current families, faculty, and friends. Highlights included chapels, an alumni basketball game, and special events honoring our long-standing faculty and staff.

Over the past six decades, we have achieved remarkable milestones: rebuilding our campus, advancing technology, enhancing security, and innovating our academic programs. Our athletic teams, music and theater programs, and overall enrollment have thrived, reflecting our commitment to excellence.

As we move forward, we remain dedicated to our core values of academic excellence, spiritual growth, and service. Our strategic vision includes expanding programs, enhancing facilities, and fostering an inclusive environment where every student can thrive.

Thank you to everyone—students, parents, parishioners, alumni, faculty, staff, and friends—for making our 60th year extraordinary. With excitement and optimism, we look forward to building on our legacy of excellence and service in the years to come.

Mary D. Heise
Head of School

St. Michael's Episcopal Day School Vestry & Board Member Report: Mary Kessler

The relationship between St. Michael's Episcopal Church and St. Michael's Episcopal Day School continues to thrive. With near full enrollment and sound financials, the school has earned a well-deserved reputation as one of the region's finest independent lower and middle schools. Last year, the church joined in celebrating the school's 60th anniversary, marking a significant milestone in its history.

Mary Heise, the long-time head of school, has announced her retirement in June 2025. The church actively participated in the search process for a new head of school, reaffirming the school's commitment to its Episcopal heritage. The church will celebrate Mary's leadership during the annual Baccalaureate service in June. The new head of school, Christine Saunders, will be welcomed in July with an installation service.

To enhance its utilization of space and plan for the future, the school is undertaking a master planning process. One recent action was to purchase the house adjacent to the church. More concrete development plans are expected in 2025.

Our strategic plan highlights a goal to strengthen the relationship with the school, which will be a continued focus in 2025 through the transitions in both organizations. In ongoing efforts to foster collaboration, the senior warden and rector maintain regular meetings with the chair of the school's Board of Trustees and the head of school to assure the efficient and safe operation of the facility and grounds. The rector also attends school board meetings, and the Vestry continues to have a voting member on the school's board; Sue Davis will take over this role from Mary Kessler, whose Vestry term is ending.

Church activities are shared in the school's weekly newsletter. Other ongoing efforts include the Green Team work toward carbon neutrality by 2030 (Diocese objective). This partnership remains a cornerstone of the church's mission.

Music Ministry

John Cozza

The purpose of the music ministry is to provide beautiful music, which will enhance the worship experience and glorify God by uplifting the hearts and minds of both the listeners and the participants, and to offer participants an opportunity to share their musical talents in a meaningful and fulfilling way.

The Music Ministry program went quite smoothly in the spring, culminating in our Easter Vigil and Sunday services with brass soloists and the Pentecost service with string quartet. After a rejuvenating summer break, we resumed after Labor Day, finishing the church year on Christ the King Sunday, this time with string soloists. Lessons and Carols was also very successful, with high attendance for our most popular neighborhood outreach musical event. Overall, we added nine new anthems in 2024 to our already large repertoire, thanks to the generosity of Arden Christian Church, which closed in the summer and was kind of enough to give us access to their large library of anthems. We also welcomed three new members to our numbers: Marilyn Cooper (alto), Glenn Hebert (tenor) and John McEntrye (bass). Our "Choir Assistants" continue to be a blessing and inspiration to the choir: Kailey Diggs, soprano and Jonathan Saatman, tenor. Both are professional singers at the beginnings of their careers. We also continue to bring in outside singers and instrumentalists, including students from area colleges as well as professional musicians who are members of local symphony orchestras and/or faculty members of university music departments.

I also want to thank the St. Michael's clergy and staff, all of whom have been, and continue to be, so supportive and encouraging of our music program.

If you are interested in joining St. Michael's Chancel Choir, feel free to contact John Cozza or any of our choir members, and they would be happy to talk with you. You do not have to be able to read music. The only requirement is that you are able to match pitches and that you bring a willing heart, an open mind, a desire to work hard, and a commitment to give of your best. All sections are open for new members. Please join us in glorifying God through music and being part of the "family", which is the St. Michael's Chancel Choir.

St. Michael's Scholarship Report

Laura Quené

Last year 2024, our Scholarship Fund recipients were Michael Cole, Cynthia (CeeCee) Cryer-Coleman, Elisabeth (Lisa) Coleman, Makayla Holeman and Josh Lueders. Each student was awarded \$1,000.

Michael was able to accept his check before entering Art College, as was Makayla who is attending Sac. State. CeeCee is a seminarian at Virginia, Lisa is at Sierra College, Rocklin, and Josh is at the University of Nebraska.

The Scholarship Committee (comprised of Laura Quené, Warner Seargeant, Sue Corbin and Dorothy Eddings) is truly grateful for the generosity of the members of St. Michael's Church.

Education for Ministry (EfM)

Ellen Cehand and Janice Bowdler, Co-Mentors

Education for Ministry is a four-year study and group reflection process for the formation of Christian ministry. The seminar group meets weekly on Tuesday evenings during the academic year September to May. The materials are developed by the School of Theology of The University of the South in Sewanee, Tennessee and are comprised primarily of texts, interlude books and essays in the study of the Christian tradition. Year 1 students study the Old Testament, Year 2 the New Testament, Year 3 Church history and Year 4 Theology. Students commit to one year at a time. (There are no tests!)

We primarily meet by Zoom and a few times a year in person.

The St. Michael's group continues to be enthusiastic, spiritual and inspiring. Each week we discuss our assigned readings, engage in theological reflection, pray together and share our life and spiritual experiences. Current students beginning in September include: Trey Hunter (Year 4), Andrea LaMattina (Year 3), Kate Muris, Marilu Fresquez, Chris Chamness and Laura Quené (Year 1).

Co-Mentors are Ellen Cehand and Janice Bowdler.

Altar Guild

Laura Quené

St. Michael's Altar Guild prepares the sanctuary for the following regular services: Sundays, baptisms, weddings, and Celebrations of Life, as well as special services at Christmas, Ash Wednesday, Holy Week and Easter. Members of the Altar Guild are divided into four weekly crews. Each crew member is asked to do set up from 9:00 - 10:30 a.m. on the Saturday of her/his week and to serve at the 10 AM service that Sunday.

Members of the Altar Guild are: Laura Quené, Dancy Dobrenick, Jackie Linn, and Patty Green. Sue Corbin, Sr. Tina Francesca, and Harriette Wharton. Tammy Murray, Dianne Robbins and Eileen Thomas. Janice Bowdler, Mary Ellen Ferguson, and Ann Hall. Those in bold are the crew leaders. Additionally, flower masters are Connie Weichert, Virginia Henry, Allison Flower-Arledge, Dancy Dobrenick, Jackie Linn and Mary Ellen Ferguson who arrange flowers for our services and special events.

Special thanks go to Tammy Murray who orders and maintains our supplies, Sue Corbin who devotes many extra hours to memorial services, and to Allison Flower-Arledge for writing our thank you notes. Laura Quené attends staff meetings, facilitates communication, coordinates major events, and makes major liturgical purchases.

We continue to replace and replenish vestments, vessels, and other liturgical supplies necessary for our services and are grateful for contributions that make this possible.

If Altar Guild is something that you think you would enjoy, please talk to one of us.

Laura Quené

Lay Ministry **Mary Ellen Ferguson**

The lay ministers for the weekly Eucharist and Services continue to support our clergy in various ways. Lay readers share their talents at our weekly Sunday Eucharists at 10am and the 5pm Sunday Zoom services by reading the lessons and leading the prayers of the people. Our acolytes continue to support our clergy every Sunday and for special services. Thank you to Sr. Tina Francesca and Pastor Katie for leading this ministry. We continue to offer the wine by intinction and with the common cup at Sunday morning services and most other Eucharists. Community of Care is beginning to meet regularly to enhance the Lay Eucharistic Visitors that share the bread of Christ to many members who are unable to join us at church. If you would like to become a Lay Reader and/or Lay Eucharistic Minister and help distribute the wine, please see one of the clergy or Mary Ellen Ferguson. We also have a need for additional ushers and greeters. Please contact Jay Bowdler if you would like more information on those ministries.

Usher Ministry **Jay Bowdler**

Mission: The usher ministry is a committed and trained social group focused on the welfare & safety of the congregation who assure the flow of the liturgy. Rev. Mary (Oct. 17, 2018) summed it nicely; “Ushers are warm & caring in the belief that ushers take care of the congregation”. Aka “The Sheep Dog Society”.

Organization: The ministry is still recovering from concerns related to COVID resulting in smaller congregations and reduced service offerings. The ushers are scheduled (MSP – Thank you Mary Ellen!) to the 10 am service each Sunday. Ushers are organized into 4 weekly teams of 2 to 4 ushers, committing to one Sunday per month. There is a usher team 4 covers the 5th Sundays when they occur and a small group of pool ushers who help staff extra services as they occur (Christmas and Easter, funerals, memorials & weddings etc.). 4 ushers are assigned large services/events.

Membership: 10 am Sunday Service Teams:

Team 1: Harriette Carr, Jack Carr, Ed Linn

Team 2: Terry Bridges, Barbara McIntyre, Hunter McIntyre

Team 3: Rick Larkey (leader), Lennie Silva

Team 4: Jay Bowdler (leader), Molly Hoever, Dianne Robbins (left the ministry in August)

Team 5: Jay Bowdler (leader), Bill Wilson (left the ministry after November), Molly Hoever

Membership Note: Dawn and Tyson Wright have joined the ministry and finished their training in December. They have been assigned to the sub pool and will be assigned to a team when an appropriate opening occurs. Jim Dodds (leader) left the ministry this summer and Bill Wilson (left the ministry after November).

***New This Year: The Pool:** The Pool Ushers are new folks who are learning and “old hands” who can fill in but don’t want to work a regular assigned slot.

Tammy & Todd Murray, Chuck Schaller, Peter Luchini, Mike Johnson, Suzanne Phinney, Holly Yue, Dave & Dancy Dobrenick, Dawn & Tyson Wright.

Projects: The usher ministry has been primarily focused on staffing issues; finding and training new ushers. I continue spending time working with Mary Ellen & Renee maintain the MSP usher teams. Also, I have continued coordinating with Michelle to keep the usher checklists relevant to the frequent changes and service complexity and projecting a positive attitude with fellow ushers and greeters consistent with our mission. The ministry continues to sponsor the occasional coffee hour after the 10 am Sunday service. Thank you to the ushers for contributing to this important ministry!!! These projects will continue in 2025.

I continue spending time working with Mary Ellen maintaining the MSP usher teams.

Jay Bowdler - Head Usher, jaybowdler@comcast.net

Outreach Ministries Mercy & Social Justice Terry Bridges

The Mercy and Social Justice Committee’s mission is “To represent God’s love and compassion through acts of mercy and justice.” We accomplish this by offering parishioners several ways to participate in outreach to our most vulnerable and marginalized neighbors. (1) Financially supporting organization(s) we partner with. (2) Opportunities to take collections and offer “Gifts-in-Kind. (3) The option to serve WITH those in need. (4) Opportunities to SERVE those in need.

Our ongoing community partners are **River City Food Bank** – Dancy Dobrenick-where our members volunteer and whom we support through grants, Food Gift cards, and Soup Pot, **Habitat for Humanity** – Terry Bridges- through member participation in their Unity Build which occurs annually during World Interfaith Harmony Week and sponsoring volunteers to work their Spring and Fall Rock the Block events, **The Center at Saint Matthew’s** supported through member liaisons, Easter and Thanksgiving Cards, as well as grants, **Parkinson’s Association-** Kay Griffin, Marcie Larkey- we provide space for their Sacramento/Carmichael Young Onset Parkinson’s support group, grants for respite care and we are the only church to sponsor a table at the yearly Northern California conference they hold each year, **Arden Arcade Carmichael Faith Community (AACFC)** -Julie Linderman- members participate the third Saturday of each month to man the Helping Hands Laundry, **Starr King K-8** – Sue Davis- we provide with backpacks and school supplies each year, **Carmichael HART** -Cindy Dewey- our members help to staff their winter respite program which provides a temporary warm shelter, a hot meal, sack lunch and a snack bag, **International Rescue Committee (IRC)** --- Chistina Manning - provides various services to refugees. More volunteers are needed by all our community partners.

Through St. Michael's sponsorship of Boy Scout Troop 802, we were blessed by the Troop's generous giving of time and help in support of our Fundraiser and **Rise Against Hunger**, the meal packing program that provides nutritious meals sent to areas of the world where food insecurity exists.

This year's **Parishioner Grant Program** awarded \$14,200 to seven outreach programs. Three of the awarded were for new programs. (1) Starr King Staff Appreciation Luncheons. (2) Arden Arcade Hart – Homeless Assistance Resource Team. (3) Funding Starr King Office Supplies and Food Rewards for Student Positive Behavior. Last year's grant to **Blessings in a Backpack** (a program which provided weekend food and snacks to selected Starr King K-8 students) has been adopted by San Juan School District and expanded district wide – Thank you Renee Pierce for your role in making this happen.

None of the above would be possible without our parishioners' very generous giving to fundraisers and their volunteerism with many of our community partners. This support allows us to continue and prayerfully expand our outreach. Mercy and Social Justice also wishes to recognize the importance of Vestry's guidance and support for our outreach programs.

Our outreach efforts focus on a wide range of populations: Those suffering from food insecurity and those that are unsheltered; women and children escaping violent environments; youth, teachers, disabled adults, just to name a few. Growth in our service to God, depends on the continued support of our parishioners and Vestry. Thank You and God Bless....

Terry Bridges, Chair; Cindy Dewey, Secretary

Faithful MSJ Members: Harriette Carr, Sue Davis, Dancy Dobrenick, Mary Ellen Ferguson, Sr. Tina Francesca, Pastor Katie Holeman, Marcie Larkey, Julie Linderman, Renee Pierce, Laura Quene, Holly Yue

Gifts From The Heart Laura Quené & Holly Yue

St. Michael's Church participated in the County program GFTH, for the 32nd year! Once again, our generous congregation purchased, wrapped, and brought their gifts to bring joy to 120 recipients that the Sacramento County Department of Child, Family and Adult Services selected for us. 70 of these were children and teens, and 50 were seniors and dependent adults. More folks than ever were involved in 2024 and several got their children and grandchildren involved in the selection of gifts.

And once again, for the 7th year, Julie Bugatto and her family and a team of about 30 friends made and filled (to overflowing) personalized Christmas stockings for each of the recipients. It was truly a joy to lead this ministry that serves our community in such a tangible way.

Laura Quené and Holly Yue

Member Ministry & Hospitality Kate Muris & Renée Pierce

On Sunday, October 20, the Member Ministry and Clergy hosted new people who came to St. Michael's over the previous year, to visit and get to know each other. It provided an opportunity for new members to share a bit about themselves, their church going experience, and what drew them

to St. Michael's and keeps them here. New members gave valuable feedback about their experiences of being welcomed into St. Michael's, which provided Member Ministry much-needed insight. Guests were invited to explore the myriad opportunities for fellowship within the parish. It has been exciting to see many new folks join in several ministries over the past year!

Coffee Hour continues with the loving leadership of Gail and Bob McMichael and Dorothy Eddings. Parishioners generously feed us with after-church refreshments for the enjoyment of all. We are happy our new congregants are interacting with us and participating as hosts.

The Indoor Garage Sale in June was a wonderful outreach opportunity to the surrounding community. Shoppers expressed how they always look forward to this day. It provided funding for our outreach and also connected us with partner organizations.

In September we hosted a Blood Drive for the surrounding community. Several parishioners attended and we also welcomed neighbors who regularly give blood. They thanked us for providing the opportunity in the neighborhood and asked that we continue to do so.

We expanded Trunk or Treat this year to include games, which helped us engage with lots of kids, dogs, and parents. Hot dogs, chips, and lemonade for 100 people were consumed under the leadership of Pastor Katie and Paula Frink. A grand time was had by all!

We instituted a once-a-month Welcome Table during Coffee Hour to welcome guests, newer members and existing members. The table provides an opportunity to talk with people about different ministries, upcoming services, and events. It also is a safe space to direct people to the clergy or submit prayer requests.

Faithfully Submitted,
Kate Muris and Renée Pierce

The Men's Breakfast Group

The Men's Breakfast group is a small group of men that meet for breakfast at 8:00 a.m. on the first Saturday of each month. The group is not restricted to members of St. Michael's and has no agenda or program. For more information about the location of the breakfast, contact Jim Dodds. (Thank you, Jim, for your leadership). The men's group also helps organize, prepare and serve the Shrove Tuesday pancake supper.

Daughters of the King (D.O.K.) E. Sue Corbin

The St. Michael's Chapter of the Order of the Daughters of the King was founded in November 15, 1992 and every Anniversary, we make a donation to the Altar Guild Flower Ministry. The National Order began in New York in 1889 and has chapters all over the world.

We are a praying Order whose dedication is to pray, study/evangelize and serve. We pray daily for our clergy, for the Spiritual growth of the Church and Diocese, for all who are in need of healing. We continually ask God to provide us with the Holy Spirit to bring others to know and love God. We wear our crosses to reflect God's saving grace to all.

We meet on the last Tuesday of every month except in November and December, we celebrate Christmas with a potluck luncheon. We have had speakers ranging from Julian of Norwich, St. Michael's Episcopal Church, St. Francis of Assisi, Sacramento County Chaplaincy, Joshua Tree Retreat, Christmas Nativity Retreat to Father Rod's "The Meaning of the Soul", Skiffington's "Journey on Becoming a Deacon, Sister Alice of the Transfiguration's "Life as an Episcopal Nun and Len Kovar's "World War II and How I Survived." Field trips took us to the Bay Area, Buddhist Church and Jewish Synagogue. We made Anglican beads, practiced Centering Prayer, read "The Art of Discernment" by Stefan Kiecle and was shown how to grow orchids by a Master Gardener. Last year, we sent out Easter and Christmas cards to the homebound parishioners.

The Diocesan Spring and Fall Assemblies are hosted by different chapters within the Diocese of Northern CA from Redding to South Sacramento. We come together to praise God and enjoy our fellowship with one another. A free will offering is given at our meetings since we are not to do any fundraising.

Our vision and hope is to encourage more women to join our Order. If you have interest in becoming a member of the Order of the Daughters of the King, please contact me at: esuecorbin@gmail.com.

Submitted by E. Sue Corbin

The Men's Prayer Team The Rev. Rod Davis

The Men's Prayer Team Offering Confidential Prayers: For more than 22 years men in the Parish, as well as a few who have relocated but retain a strong connection to us, have been praying confidentially for those needing prayer support. They serve on a team in doing so and currently 26 men serve in this ministry. Through email, Fr. Rod forwards to team members requests that he receives from members themselves as well as requests made directly or forwarded to him. Two lists are periodically updated. One list consists of people whose request will be honored for two weeks. A second list consists of people needing long-term support, such as a deployed member of the armed services, an expectant mother and her child, or someone suffering from a chronic illness. Team members hold names up to God in prayer. Most of the men say the names at convenient times during the day, e.g., during morning coffee, while stopped at a traffic light, during a walk or other daily exercise. This is a confidential ministry in that the names do not go onto the public parish prayer list unless they have requested it. In conjunction with this ministry, Fr. Rod forwards the names and photos of expectant mothers to the sisters and brothers of the Order of Julian of Norwich. This semi-enclosed monastic order of our Church prays for expectant moms and their babies each and every day during their noon chapel session. If you are a man and would like to participate in this ministry, please let Fr. Rod know.

Mission Avenue Players (MAP) Kate Muris, David Daigh, Michael Walker & Paula Frink

The summer of 2024 was another great summer for MAP. Under Pastor Katie Holeman's leadership, MAP facilitated, directed, taught, provided props for, and created set items for our 2nd annual Theatre Camp for Kids resulting in a fully staged *Finding Nemo*. Thirty-three kids had two weeks to learn a complete show under the talented and child centered direction of David Daigh,

with the assisting team of Sue Davis, Julie Allen, Esta Wiederanders, Kate Muris, Paula Frink, Laura Quene (costume designer), Jim Cole (lighting designer), Warner Seargeant, Mary Ellen Ferguson and Michael Walker. Backstage crew included Makayla Holeman, Elise Blomquist, Tatum Brown, Samantha Rickards, Emma Nielsen, Addy Holeman, Sophia Nielsen, Julia Nielsen, Lucero Chapa, Logan Holeman, and Harper Kastl. Some sets, props and costumes were provided by Musical Mayhem Productions, Raymond Case Elementary School and Director David Daigh. MAP also lent some staging items to St. Michael's Day School for their production of ***Finding Nemo***. Kids went through an audition process. No child was left without a part, a script and a costume. Jim Cole was our lighting technician. Sound expertise and equipment was outsourced to **Mr. Soundman** with song timing throughout the performance provided to the sound staff by Paula Frink, sound tech. Youth assistants were indispensable during the two-week camp and during our public performance. All the kids and staff got daily snacks and lunch prepped by members of the congregation... Suzanne Phinney, Linda Comeau and Marcie Larkey and the assistants listed under backstage crew. Our videographer was Mackenzie Santos. Johnstone Hall was packed for the performance of ***Finding Nemo***. The Theatre camp takes much work and countless hours pre-, during- and post- performance by many caring people.

A great offshoot of the summer camp was once again a Children's Christmas Play, ***The Lion's Den*** by Paula Frink. It was a funny and enlightening experience for all those at the 5 pm Family Service on Christmas Eve.

Once again, the Christmas tree in the parish hall was donated by Dave Jones' Christmas Tree Farm in honor of his late mother and longtime member of SMAG/MAP, Marilyn Jones. Thanks to Dave Jones. Also, many thanks to David Daigh, Kate Muris, Esta Wiederanders and Paula Frink for decorating the tree.

MAP continues to sponsor Winterdance, our 18th Annual Celtic Christmas Celebration. Thanks to Mark and Esta Wiederanders for bringing Winterdance to the community.

Paula Frink
MAP Secretary

St. Michael's Episcopal Church Green Team Carbon Neutral Plan

For the Diocese of Northern California
December 11, 2024

From *Earth Prayers*

Earth prayer begins with our intuition of the oneness of all life. We recognize that our identity is inextricably entwined with lives beyond our own. This sense of expanded identity goes beyond human relationships. We depend upon trees; trees depend upon grasses, grasses depend upon animals, mountains depend upon oceans, and the dolphin depends upon the farthest Star. Physically and spiritually, we all are woven into the living processes of the Earth. We take part in--as science now tells us-- a planet-sized living system. Our breathing, our acting, our thinking arise in interaction with our shared world. Our own hearts constantly beat out the cosmic rhythm within us. We cannot escape our involvement any more than we can escape breathing the air that has traveled from plants thousands of miles away.

Introduction:

On Saturday, October 22, 2022, in Redding, delegates to the Episcopal Diocese of Northern California's 2022 Convention overwhelmingly passed a resolution calling for all churches in the diocese to conduct facility assessments to determine actions needed to become carbon neutral by 2030. Resolution R1-22 links the 61 churches spread across California's northernmost regions to further resolution A087, passed by the churchwide General Convention in July and known as "Net Carbon Neutrality by 2030."

Carbon neutrality: Making no net release of carbon dioxide to the atmosphere, primarily through eliminating the use of natural gas and offsetting remaining emissions by planting trees or purchasing carbon credits.

How we approached it:

Three main areas to consider:

1. Replace all natural gas with electricity (SMUD, our electric company, will be carbon-neutral by 2030)
2. Identify and take measures to reduce behaviors contributing to our carbon footprint (e.g., procurement, transportation, and food/meals.)
3. Outreach and education to parish and community to encourage them to implement similar measures, including transportation.

We have five years to complete this process. Our approach was to identify the "low-hanging" fruit, which means tackling cost-effective and easy-to-implement facility improvements. We began by hiring Colby May, the energy specialist contracted by the diocese. We followed up with his assessment by seeking advice from SMUD about relevant programs, which resulted in:

1. Sizeable SMUD rebates provided an incentive to act quickly to replace the following, which lowered our carbon footprint while reducing our energy bills:
 - a. Replacing older gas furnaces in the church building complex with six heat pumps
 - b. Replacing all fluorescent light with 290 LEDs (reducing lighting costs by up to 75%)
 - c. Replacing existing thermostats in the church and Johnstone Hall complexes with Smart Thermostats to allow us to manage equipment operation efficiently.
 - d. Replacing kitchen gas water heater with heat pump water heater.

The total cost was \$120,136, which qualified for \$56,179.90 in SMUD incentives and a state rebate for the heat pump water heater in the kitchen, which replaced the current gas water heater at no cost to us. This expenditure left \$63,956, split between the church and day school.

Next steps: Over the next few years, we will replace gas appliances in the kitchen with an induction range and electric ovens, taking advantage of SMUD rebates. We will also explore replacing the ice machine and freezers with more efficient models to qualify for additional SMUD rebates. These last steps will eliminate using Pacific Gas & Electric Company as our natural gas provider. We will also make recommended weatherization improvements, e.g., weatherstrip doors to the parish hall.

We will use the next few years to gather data to calculate the remainder of our carbon footprint using the calculator provided by Interfaith Power and Light (<https://interfaithpowerandlight.org>) to compute our total carbon footprint (see attached schedule). We will track energy use to determine actual savings on utility bills, evaluate the potential for solar installation, and determine the cost-effectiveness. We will reduce our remaining carbon footprint as much as possible through these means and, if necessary, purchase offsets to achieve carbon neutrality by 2030.

What to watch for in 2025: We will host a neighborhood electric vehicle show in the spring to encourage electric vehicle use and work with our clergy to provide a Lenten theme centered on creation and the environment. We will continue to provide ways we can all reduce our energy consumption by hosting coffee hour on Earth Day again and writing regular columns for *The Messenger* that will offer ways to reduce our personal carbon footprints. We will also consider additional ways to encourage members to reduce their carbon footprint, e.g., providing bike racks for visitors who can bike to church.

You can do your part by reducing your carbon footprint in significant and small ways by approving this plan and being mindful of the effect on our planet through every purchase choice you make and every mile you drive.

St. Michael's Episcopal Church, Carmichael
2024-2026 Strategic Plan Goals & Objectives
(as of July 1, 2024)

Goal 1: Member Ministry: Member Ministry (Ministry to our existing members)—Optimize, increase, and evaluate opportunities to engage existing members to grow in God. Team Leader Kate Muris. Vestry Member Liaison Tammy Murray, (Jan and Jay Bowdler, Rev Mike)

Related Reports include:

- Music Ministry: Chancel Choir pg. 19
- & 1.3 Greeters & Ushers pg. 21
- Altar Guild pg. 20
- Lay Ministers (Readers, Eucharistic Ministers & Acolytes) pg. 21

Following Objectives addressed in Member Ministry Report above

Objective 1.1. By 04.30.24 Kate Muris will form a Member Ministry Group (MMG) that meets quarterly. **Completed**

Objective 1.2. By 12.31.24 the MMG in collaboration with the Spiritual Formation Team (SFT) will have offered an Episcopal 101 class. **Completed**

Objective 1.3. By 12.31.24 the MMG will put on a Ministry Fair. **Completed. In lieu of a fair event, it was decided to feature two to three groups at coffee hour each week at the Friendship table.**

Objective 1.4. By 02.28.25 the MMG will organize events designed for the whole congregation including but not limited to:

1.4.1. A Stewardship Event by 11.30.24. **Completed**

1.4.2. The Annual Meeting by 02.28.25: **Scheduled for 02.02.25**

1.4.3. Others events included the: **Blood Drive, Trunk or Treat, the Election Booth, and the Mission Avenue Players. The events were done in cooperation with the Neighborhood & New Members Team (Goal 3)**

Objective 1.5. By 12.31.24 the MMG will have created at least one opportunity for small group gatherings that are not sign-up parties. **Completed, See Objective 1.3 & 1.4.3.**

Objective 1.6. By 12.31.25 the MMG will collaborate with the Neighborhood & New Member Team to develop a process for following up with visitors/new members to be shepherded, the school on shared ministry, and youth and family ministries. **Implementation date revised to 12.31.25.**

Goal 2: Spiritual Formation

Goal 2: Spiritual Formation—Offer spiritual opportunities that draw us into a relationship with Jesus no matter where we are in our spiritual journey* Team Leader _____ Vestry Member Liaison Chris Chamness. (Pastor Katie)

Related Reports include:

- The Men's Prayer Team Offering Confidential Prayers pg. 25
- The Parish Prayer Chain noted in Associate Rector's Report pg. 10
- EFM pg. 20

Objective 2.1. By 04.30.25 Chris Chamness will form a Spiritual Formation Team (SFT) that meets

quarterly. **Date moved to 2025.**

Objective 2.2. By 12.31.25 the SFT will have designed and scheduled educational opportunities for all levels of engagement and spiritual experience for 2025 & 2026 including the following objectives. **Date moved to 2025.**

Objective 2.3. By 12.31.25 the SFT will have supported the EFM Team as necessary. **Date moved to 2025.**

Objective 2.4. By 06.30.25 the SFT will have offered one Seasonal Based Adult Class which is easily accessible to those entering their spiritual journey. **Adult classes were offered during Easter and Christmas seasons.**

Objective 2.5. By 03.30.25 the SFT working with the Bible Study leaders – will have recruited 3 new members. **In process of being implemented.**

Objective 2.6. By 03.30.25 the SFT will have trained 3 new people in one or more of the Teaching Prayer modalities – **In process of being implemented.**

Objective 2.7. By 03.30.25 the SFT will have recruited 12 people to attend spiritual events. **In process of being implemented.**

Objective 2.8. By 03.30.25 the SFT will have promoted the services we are offering through the church website, Messenger, and church bulletins, monthly. **Completed.**

Objective 2.9. By 12.31.25 the SFT will have created a Healing Service – one Sunday a month at 5pm **In process of being implemented.**

Objective 2.10. By 09.30.25 the SFT will have offered a large group (defined as at least 50% of our ASA) retreat and a small group retreat. **In process of being implemented.**

Objective 2.11. By 09.30.25 the SFT collaborating with Youth and Children Team have developed one event/program to support the spiritual formation for youth and families. **In process of being implemented.**

Goal 3: Neighborhood and New Members: Attract, engage, and develop our neighbors to become new members to grow in God. Team Leader Pastor Katie. Vestry Member Liaison Renee Pierce.

Related Reports include: Mission Avenue Players pg. 26

Renee updated the flow chart of who does what when a visitor comes to church. It includes the Ushers role in collecting visitor's Connection Cards. Kate is attending Staff Meetings to be a liaison between us and the weekly communication of the church staff. A thought: Publish on the website the FAQ's link to include "How do I get involved?"

We discussed that the Member Ministry Committee might become facilitators for the Directory. We will provide at a future date a training for the parish in how to use REALM.

Objective 3.1. By 04.30.24 Renee Pierce will form a Neighborhood & New Members Team that meets at least quarterly to oversee the implementation of the following objectives.

A team has been formed and meet regularly. A team also holds a table for visitors the first Sunday of the month. This has been well received both my visitors and members.

Objective 3.2. By 03.30.25 the Neighborhood & New Members Team will create fellowship event specifically for our neighbors and school families, and that will include an invitation to our members to attend, using our campus space creatively.

Theater camp was well attended by neighborhood children as well as the school families. We also held Trunk or Treat in a more robust fashion and did a lot of promotion which great the event. Pastor Katie was invited by St Francis to attend their volunteer fair which helped us grow the ministry of having the youth join us.

Objective 3.3. By 12.31.24 the Neighborhood & New Members Team working with the Children, Youth, & Young Adults Team & the DEI Team will have developed a Social Media plan to promote who and what St Michaels is and how to get involved.

We did a lot of advertising of events like Theater Camp, Pet blessings, Trunk or Treat, as well as Winter dance which helped bring in younger folks and children. We plan to continue to provide content on Social Media in the coming year and beef up our content.

Objective 3.4. By 12.31.24 the Neighborhood & New Members Team will have identified three outside events to promote Saint Michaels in the neighborhood

This one is still in the works and being researched.

Goal 4: All are Welcome DEI (Diversity, Equity, & Inclusion) Promote Diversity, Equity, and inclusion (DEI) Team Leader Douig Davy Vestry Member Laison (Suzanne Phinney, Jackie Linn)

Goal #4 includes objectives to foster greater understanding of DEI among parish members, offer opportunities for inclusion of diverse populations, and incorporate DEI into St. Michael's hiring and promotion practices. Currently, the Rector Search team is working to include considerations of DEI into the Rector search process. The 2025 Vestry will begin to implement more specific measures to promote DEI. These may include book club discussions, joining the Interfaith Council of Sacramento, developing a Parkinson's support group, among other measures.

Objective 4.0. By 09.30.25 **Doug Davy** will form a DEI Team that meets at least quarterly to oversee the implementation of the following objectives. **Implementation date revised.**

Objective 4.1: Foster greater understanding of DEI among Parish members

- **Action 4.1.1:** By 03.30.25 the DEI Team will host book club discussions/forums around books explaining DEI. **In Process to be accomplished in 2025**
- **Action 4.1.2:** By 03.30.25 the DEI Team will invite teenagers and young adults to describe their views on DEI and explain its importance. **In Process to be accomplished in 2025**
- **Action 4.1.3:** By **12/31/25** the Chair of the DEI Team will work with **the new Rector** to Join the Interfaith Council of Greater Sacramento. **Objective revised and moved to 2025.**
- **Action 4.1.4:** By _____ the DEI Team will Explore preparing a TEC "Becoming Beloved Community" grant application. **By 06.30.25 the objective will be reviewed and revised by the DEI Team**

Objective 4.2: Offer opportunities for inclusion of diverse populations

- **Action 4.2.1:** By 12.31.25 the DEI Team will continue a Zoom service to support mobility-challenged or immune-compromised members. **In Process.**
- **Action 4.2.2:** By 06.30.25 the DEI Team will explore ways St. Michael's can support persons with disabilities, and prepare a report with recommendations to the Vestry for consideration. **In Process.**
- **Action 4.2.3:** By 12.31.25 the DEI Team will continue hosting a Parkinson's support group and prepare a report to be included in the 2024 and 2025 annual reports. **In Process.**
- **Action 4.2.4:** By 12.31.24 the DEI Team will work with the Profile Task Team of the Pastoral Search Committee, and the the Neighborhood & New Members Team to prepare a demographic report (age, gender, ethnicity, income, etc) report on our surrounding neighborhood to be included in the parish profile. **Not completed.**
- **Action 4.2.5:** By 03.30.25 the DEI Team will work with the the Neighborhood & New Members Team to make an effort to reach out to ethnic or other groups resident nearby (for example, Afghan refugees) **In Process.**

Objective 4.3: Incorporate DEI into St. Michael's hiring and promotion practices

- **Action 4.3.1:** By **06.30.25** the DEI Team will work with the Profile Task Team of the Pastoral Search Committee, to ensure that job postings for the new rector, are distributed widely to ethnic and cultural groups **In Process due date changed.**
- **Action 4.3.2:** By 12.31.25 the DEI Team will work with the new rector to ensure that the hiring process is DEI-neutral. **Pending the hiring of the new rector.**

Goal 5: Children, Youth, and Young Adults—Offer opportunities for children, youth, and young adults to develop their spirituality, to grow in God Team Leader Pastor Katie, Vestry Member Liaison;

Related Reports include: Family and Youth Report within the Associate Rector’s Report pg. 10

Objective 5.1. By 09.30.25 _____ will form a Children, Youth, & Young Adults Team that meets at least quarterly to oversee the implementation of the following objectives. **Due Date Changed to 09.30.25.**

Objective 5.2. By 03.30.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team will create two opportunities event/program to engage with and for the community around us with a focus on families and young adults.

- Some implementing ideas include events, volunteering, and fellowship experiences.
- Such experiences should include, but are not limited to, Theater Camp, Vacation Bible Schools, Trunk or Treat, Habitat for Humanity, Gifts from the Heart, and Rise Against Hunger which are events we currently hold but should be looked at yearly to find ways to be more community inclusive. **In collaboration with Mission Avenue Players, we hosted a two-week summer camp. The camp was open to the our neighbors and at the end of the camp, the campers delighted their parents and our members with a heartwarming performance of Finding Nemo. This summer, St. Michael’s partnered with Faith, Cameron Park and Trinity Cathedral to offer Vacation Bible School.**

Objective 5.3. By 09.30.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team, and the DEI Team will develop a communications plan to make continuous efforts to connect with the community families through advertisements of events such as classes, adult learning, events, and worship through the local school communities. **In process. Recommend due date be extended to 09.30.25.**

Objective 5.4. By 09.30.25 the Children, Youth, & Young Adults Team will work with the Boy Scout Troop as well as Cub Scout Troop that is hosted on Saint Michaels grounds, to recruit more scouts and support a joint activity. **In process. Recommend due date be extended to 09.30.25.**

Objective 5.5. By 03.30.25 the Children, Youth, & Young Adults Team working with the Mercy & Social Justice Committee will have recruited five high school students from the Private high schools to participate in service hours opportunities and as well as other events. **In process. Recommend due date be extended to 09.30.25.**

Objective 5.6. By 12.31.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team, and the Spiritual Formation Team will produce two events to expand our outreach to families, both current and community, Examples of the events include a carnival, provide volunteer opportunities, and learning events. **In process.**

Objective 5.7. By 09.30.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team, the DEI Team, and Mercy & Social Justice Committee will

develop a social media and community outreach plan. Comments to consider: explore ways to neighboring areas to engage the community, as well as to remind families of upcoming events and opportunities for them to participate in and with. For example, a sign on Cottage Way would be seen by parents dropping off at Starr King as well as by more of our day school families. Intentionally utilize Next Door, Instagram, etc. **In process. Recommend due date be extended to 09.30.25.**

Objective 5.8. By 09.30.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team, the DEI Team, and Mercy & Social Justice Committee Continue will have developed a plan to engage with visiting families and those who are not in regular attendance. Invite back St Michaels school alumni families. Utilize events such as the Day School Baccalaureate to engage with and invite back to St. Michael's events as well as worship. **In process. Recommend due date be extended to 09.30.25.**

Objective 5.9. By 03.30.25 the Children, Youth, & Young Adults Team working with the Neighborhood & New Members Team, the DEI Team, and Mercy & Social Justice Committee will develop a plan to attract families who have no faith community to check us out by offering baptisms, confirmation, grief support, etc. **In process. Recommend due date be extended to 09.30.25.**

Goal 6: Green Team: Become Carbon Neutral by 2030: With the National Church and Diocese, move towards carbon neutrality by 2030 God Team Leader Pat Cole Vestry Member Liaison Sue Davis (Sue Gaston and John Quene members of the team)

Reports included above: Green Team Carbon Neutral Plan pg. 36

Objective 1: By 02.15.25 The St. Michael's Parish will have submitted a Carbon Neutral Plan to the Diocese. **In process (see Green Team Carbon Neutral Plan pg. 36)**

Objective 1.1: By 01.31.25 the Vestry will have adopted a Carbon Neutral Plan. **Will be considered by the 2025 Vestry by 03.30.25.**

Objective 1.2: By **06.30.25** the Vestry will have adopted a six-year (FY2025-2030) funding plan to make the changes to achieve the Carbon Neutral Goal by 2030. **Revised date.**

Objective 1.3: By 11.30.24 the Vestry will have included the Year 1 cost of the five year plan in the 2025 budget. **The Vestry authorized the expenditure of \$63,440 in 2024, half of which will be reimbursed by the school, to modify and improve the lighting, water heaters, "smart" thermostats, Heating Ventilation, and Air Conditioning (HVAC) system. We expect an annual saving of \$8,000 a year with a pay back of the investment within seven years.**

Objective 1.4: By **06.30.25** the staff and congregation will have been presented a series of recommended the behavioral changes necessary to achieve the Carbon Neutral Goal. **Revised date.**

Objective 2: By **12.31. 25** The Green Team working with Children, Youth, & Young Adults Team will encourage the St. Michael's Parish members to become carbon neutral by 2030. Consider using Hybrid Vehicles/EVs **Revised date. Printed some information in the Messenger in 2024. Will have more to offer in 2025.**

Objective 2.1: By **12.31. 25** the congregation will have information and tools to begin exploring how to become carbon neutral. **Revised date.**

Objective 2.2: By **12.31. 25** the congregation will have information regarding available resources to assist in making changes to homes and vehicles to become more energy efficient. **Revised date.**

Objective 3: By **12.31. 25** the Green Team working with the StM School Team will encourage the St. Michael's School to become carbon neutral by 2030. Consider using: Include day school and Green bins for school and church use. **Revised date due to the school which is very amenable to the idea. but is in the process of getting a new Head of School starting in July 2025.**

Objective 3.1: By 03.30.24 the school will have decided about participating in the Interfaith Service Bureau energy audit. **They did not participate but are conducting a variety of assessments as a part of developing a new master plan for remodeling and construction of the school facilities and grounds.**

Objective 3.2: By **12.31. 25** the school and church will have developed an agreement on how to work together to address the net carbon neutral issue. **Revised date to work with the new Head of School on the agreement.**

Objective 4: By **12.31. 25** the Green Team working with Neighborhood & New Members Team, and the Children, Youth, & Young Adults Team will encourage the neighborhood to become carbon neutral by 2030 Consider using: Invite high schools to join us, Offer educational programs for energy efficiency and conservations, education - adults - website content, Hybrid cars. **Revised date.**

Objective 4.1. By **12.31. 25** the Green Team working in cooperation with the Neighborhood & New Members Team, and the Children, Youth, & Young Adults Team will have invited the neighborhood residents to participate in climate-carbon neutral related events. **Revised date.**

Objective 4.2. By **12.31. 25** the Green Team working in cooperation with the Neighborhood & New Members Team, and the Children, Youth, & Young Adults Team will approach the high schools, junior highs, and elementary schools in the area, to assess interest in participating in climate-carbon neutral events. **Revised date.**

Goal 7: Expand Outreach Opportunities—Reaching out to those in need. Terry Bridges Chair

Reports included above:

- Mercy & Social Justice pg. 22
- Gifts from the Heart pg. 23
- St. Michael's Scholarship pg. 20

Objective 7.1. By 12.31.24 the Mercy & Social Justice Committee will create a “housing advocacy” group to learn about the housing situation in Sacramento, create ways to advocate for more housing and support for people who are without housing. Leverage our involvement with HART, St. Matthew’s, RCFB and AACFC. **During 2024 MSJ worked with Habitat for Humanity (H4H) on three of their volunteer outreach events. Those events included Build for Unity, Rock the Block Oak Park, and Rock the Block Bryte/Broderick. Through MSJ's efforts, 51 volunteers representing St. Michael's worked six days providing 384 hours of labor. Our labors contributed towards the building of affordable homes for low-income families as well as repairing the homes of families who themselves could not afford the much-needed repairs.**

Objective 7.2. By 12.31.24 the Mercy & Social Justice Committee will expand the partnership with Loaves and Fishes by organizing a St. Michaels team to volunteer once a month. **MSJ asked St. Michael's parishioners if anyone was interested in organizing a team of volunteers to work once a month at Loaves and Fishes. At this date no one has volunteered.**

Objective 7.3. By 12.31.24 the Mercy & Social Justice Committee working with the Neighborhood & New Members Team, and the DEI Team will explore within our partnership with International Rescue Committee opportunities to help Refugees and discern at least 2 ideas for involvement opportunities to our members. **I know that Christine Manning is involved with the International Rescue Committee, however I am unaware of any updates on this objective.**

Objective 7.4. By 03.30.25 the Mercy & Social Justice Committee will identify current outreach activities where we can partner with other faith groups in service to others. **Our outreach to other faith groups during this year's Diaper Drive resulted in the involvement of Morman and Lutheran**

congregations (I believe Pastor Katie knows which churches). This collaboration increased the number of diapers donated to River City Food Bank.

Goal #8 Rector Transition: Find the right person to succeed Rev Mary.

Rick Larkey Transition Chair;
Mary Ellen Fergeson, Rev. Mary Send Off Celebration & Gifts Chair;
Doug Davy Principal Author & Editor for the Holy Cow Survey & Discussion Café Results, Parish Profile, Job Description, & Community Ministry Portfolio;
Suzanne Phinney, Search (Applicant Review Committee) Team Chair
Sue Davis, New Rector Recruitment Chair. Dave Decker, Greg Dewey, Renee Pierce, Jennifer Franz contributing members.

Objective 8.1. By 04.30.24 the Vestry Executive Committee will form a Rector Transition Team that meets as needed to oversee the implementation of the following objectives. **Accomplished by 06.15.24.**

Objective 8.2 By 06.30.24 **Mary Ellen** will lead a Thankyou Rev Mary Team to implement the following objectives.

Objective 8.2.1. By 04.30.24 have developed the Thank you Rev Mary Team. **Accomplished**

Objective 8.2.2. By 04.30.24 have developed a good-by celebration plan. **Accomplished**

Objective 8.2.3. By 06.30.24 Rev. Mary will have been sent off with our blessings to her new life.

Accomplished by 06.30.24. We had a great sendoff celebration for Mary+, she received heart felt gifts, and the St. Michael's community had a chance to say goodbye.

Objective 8.3. By 06.30.24 The Vestry Executive Committee will have appointed an Interim Search Team to hire an Interim Rector, in consultation with Canon Julie. **Completed 10.15.24.**

Objective 8.4. By 09.30.25 will have called a new Rector. **Date revised to 09.30.25.**

Objective 8.4.1. By 02.28.25 the Bishop will have approved the St. Michael's Parish Profile, the Community Ministry Portfolio, and the Rector Job Description. As of 01.25.25 these documents have been submitted for the review and adoption of the Bishop. **In process.**

Objective 8.4.2. By 05.31.25 the Search Committee led by Suzanne Phinney will have reviewed applications submitted by the Bishop, interviewed top candidates, developed three recommendations to the Vestry. **In process.**

Objective 8.4.3. By 06.30.25 the Vestry will have interviewed and called a new rector with the assistance of Cannon Julie from the Diocesan Office. **In process.**

Goal #9 Maintain and Improve the relations with the St. Michael's Day School in this time of transition for both organizations. Rick Larkey Sr. Warden, Mary Kessler Vestry Rep to the School Board, & Rev. Andy Lobban Interim.

Reports included above:

- Head of School Report: Mary Heise pg. 17
- Vestry & Board Member Report: Mary Kessler pg. 17

Objective 9.1 By 06.30.24 The Building and Grounds Committee and the Green Team Committee working with the School's Master Plan committee will have developed a report on how the master plan will be developed incorporating the Zero Carbon assessments into the plan. **Accomplished 09.30.24. The Master Plan Committee of the school scheduled an assessment of the school facilities for the purposes of remodeling the campus to make it more carbon neutral and contemporary.**

Objective 9.2. By 06.30.24 the St. Michael's Vestry will have participated in interviewing the school

finalists and making recommendations to the School Search Committee. **Accomplished 03.31.24. A process for the church's involvement in the search process was developed and recorded for future use.**

Objective 9.3. By 12.31.24 the New Rector Search Team will have invited the School Board of Trustees will comment on the Parish Profile, specifically related to the school and our relationship to the school. Also the School will be invited to participate in the interviewing of the finalists. **Partially complete. The school participated in reviewing relevant sections of the Church Profile and know that they will be included in the interviewing process of rector applicants which will take place in 2025.**

Objective 9.4. By 04.28.24 April School Anniversary celebration and evaluate the event in terms of potential benefit. **Accomplished 05.14.24. We held a special service to celebrate the school's anniversary of which the school participated.**

Objective 9.5. By 12.31.24 the Senior Warden (Rick Larkey) and StM Representative on the School Board (Mary Kessler) will report monthly to the Vestry about their monthly meeting with the School Leadership and School Board of Trustees respectively. **Accomplished 12.31.24. Because of staff changes, Mary+, Rick, Tammy, and Andy+ represented the StM Church and Anthony Pane and Mary Heise represented the school. The monthly meetings were used to coordinate events, resolve "housekeeping issues," and develop joint recommendations to the Vestry and School Board. Mary K. (Kessler), Rev. Mary, Rick, and Andy+ represented the Church at School Board Meetings. Mary K. was the consistent attendee as Rick filled in when Mary+ left, and Andy took over in November and continues to serve until the new rector starts.**

2024 Vestry Member Recommendations to 2025 Vestry Members

The 2024 St Michael's Vestry Members and Staff were asked to give their recommendations to the incoming 2025 Vestry. The following are the individual responses. In some cases, in addition to providing their recommendations, members made comments on other's recommendations. These comments are noted under the original recommendation. The 2024 Vestry wishes the 2025 Vestry the best of success in calling a new rector and strengthening the St Michael's community.

Rick Larkey:

1. Strengthen the Building and Grounds Committee and charge them with developing a preventative maintenance plan and a replacement and remodeling plan for the facilities and equipment. Both items need to be approved by the Vestry.
 - 1.1. Doug's comment on this recommendation. 1) B&G - There is no B&G Committee, really. John Q is the committee - Rev. Mary asked me to assist when needed to carry water and I do so. So I think it is more a matter of creating a true committee with regular time to meet to discuss issues. I think your idea to develop a preventative maintenance and campus development plan with budget/cost estimates is spot on.
2. Assign one Vestry member to be responsible for each Goal and Objective of the Strategic plan. Charge the Vestry member with reporting on the success and progress of the team responsible for achieving the objectives on a quarterly basis.
 - 2.1. Doug's comment on this recommendation. 2) Goals - I agree that having goals is useless without an action plan to prioritize and implement the top priorities. We haven't discussed the goals in the Vestry for some time. Possibly quarterly Vestry review is in order so we don't forget about them?

3. Hold a Vestry retreat plus some non-Vestry leaders to revise/condense the number goals and create 2025 Objectives. (in some cases, it is a matter of affirming the 2024 Objectives that were created.

3.1. Doug's comment on this recommendation. 3) Condense goals - Vestry retreat to discuss the goals and condense is a must-do, as you say.

3.2. Greg's comment on this recommendation. I like the idea of a vestry retreat. It would be good to all be on the same page before we get into the search process. We would have to develop an agenda and activities.

3.3. Dawn's comment on this recommendation. I also like the idea of a vestry retreat! And I know of the Church Without Walls work. I like that idea for a workshop.

Doug Davy:

4. I think that New Member Ministry is of utmost importance - both for this Transition period and so that we have something in place when the next Rector arrives. I'm sure that NMM is in our goals in more than one place - but I think we should prioritize or reformulate and focus our attention on this. We need research to determine what works in this day of fading enrollment and public engagement with church and we need a plan to develop good habits/practices as a church. We have always/often had NMM - but not so effective.

Sue Davis:

5. Think of ways to continue to build the church/school relationship. (Plan farewell and thank you event for retiring head of school. Plan welcome event for new head of school. Keeping Vestry apprised of the evolving Master Plan and consideration of property acquisition. Consider attending their major fundraiser. Having all Vestry members receive the School newsletter communication. Are there more events or ways we can share and support each other?)

6. Please ask John Q. to provide a "Budget 101 for Dummies Class" for people on Vestry without an economics background like myself and to new members. This year I read and printed the budgets, but didn't have a full understanding of issues such as church/school expenditures, diocesan payments, salary, pension, healthcare etc., for employees. I didn't want to slow down Vestry meetings but didn't feel knowledgeable enough to ask articulate questions.

7. Support the Green Team's efforts to go carbon neutral by 2030.

Suzanne Phinney:

8. Most Board organizations require or expect a financial commitment. While we all likely pledge, I would recommend that each Vestry member sponsor (as they are able) a table at our annual fundraiser. If they can't fill the table, seats may then be offered to those in the church who may not be able to afford a seat or don't want to sit alone.

8.1. Renee's comment on this recommendation. Suzanne, although it would be my dream that we could do that - I for one could not afford to sponsor a full table of 8 - 10 people at \$50 to \$60 or more per head. Even if I could, it would preclude me from purchasing any sign-up parties or auction items, which is where we get most of our net proceeds. We already ask each vestry member to donate two bottles of wine at over \$25 each for the wine pull, plus purchase tickets.

8.2. Dawn's comment on this recommendation. I'm not sure if we could do a whole table either, but maybe we could partner with someone or several someone's to do a table.

Renee Pierce:

9. I would like to see a dedicated Public Relations team that would help us build out our community involvement. Seek partnering opportunities at local events or creating public-facing events such as Rise Against Hunger and the Blood Drive. Getting our "face" in the public media. Perhaps a Speaker Series.

Greg Dewey:

10. I have been reading about "the Church without Walls" which calls for a mission shift in a time of changing demographics for traditional churches. Maybe we could have a workshop on that.

11. For the Mercy and Social Justice and other interested parties, there is a great national program called "Bridges out of Poverty" that teaches cultural competency and understanding of economically disadvantaged populations. I believe there is a local group (maybe out of Sac State) that offers this program here in Sacramento. Thought we might encourage folks to take that.

Dawn Wright:

12. I don't know if I have any specific recommendations, but I am finding interesting things in my Big Spreadsheet I've been filling in these past few months. Maybe I could share my latest findings in there and something might come out of that as we look at it together.

Mary Kessler:

13. Strengthen the finance committee and charge it with a close review of the monthly financial reports, development and review of the budget before it goes to Vestry, and recommending mid-year course corrections as needed.

14. Develop a risk process for the finance committee and report a summary to the Vestry monthly. I have one from work, just need to bring it over, tailor it to us, and provide some knowledge transfer.

15. Become intentional about creating small fellowship groups around interests, life stages, ministry, etc. to connect new and existing members and combat loneliness. Measure progress. Pull visitors into a more active commitment.

16. Here's a suggested plan for upping our budget/finance game:

- February - training on reading the financial statements for the full Vestry; recruit Finance Committee members (one should be on Vestry)
- March/April - Finance Committee deep dive into the budget - develop a plan for expenses to reduce, ways to improve income (mid-year mini pledge drive?)
- May - Present plan to Vestry, get more ideas.
- June - agree on and commence mitigation activities; update budget for remainder of the year, if needed
- July-October - measure implementation of changes/"lite" report to Vestry
- November - start working on 2026 budget; possibly float some ideas with Vestry
- December - present budget to Vestry for review

- January meeting, in advance of Annual Meeting: budget approval

Also each Finance committee meeting should have a focus (insurance, upcoming capital improvements (from building and grounds), accounting statement improvements, etc.) and a standing risk agenda item (which will also require some training)

Kate Muris & Renee Pierce: Recommend that the Vestry convene a session with Church leadership to revise the current Strategic Plan Goals and Objectives. We specifically recommend combining Goals 1, 3, & 7 into one effort with a common set of objectives.

Photos from 2024 Events

Build For Unity



Rise Against Hunger



Indoor Yard Sale



Bishop Megan's Visit



Finding Nemo Theater Camp



Rev. Mary's Retirement Party



Feast of St. Francis Pet Blessing



Trunk or Treat



Welcoming Rev. Andy on All Saints Day



Today we also remember the parishioners who have died; Jay Glad, Marijane Jacobs, Carolyn Marrah, Genie Sholl, Kathleen Ruby Davis, Kathy Lunger and Karen Calvert

The peace of God, which surpasses all understanding, keep your hearts and minds in the knowledge and love of God, and of his Son Jesus Christ our Lord; and the blessing of God Almighty, the Father, the Son, and the Holy Spirit, be amongst you, and remain with you always. Amen.

