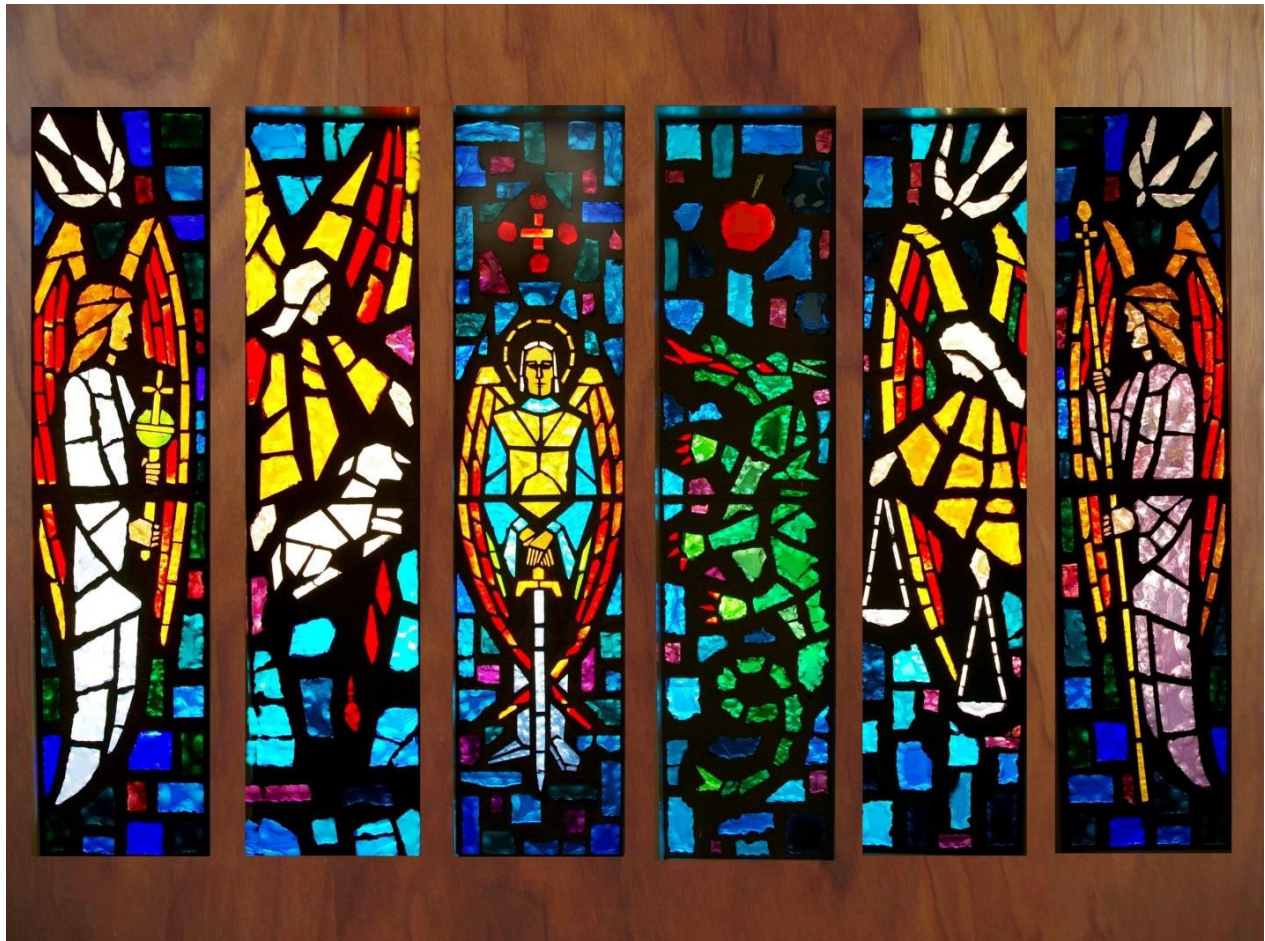


**St. Michael's Episcopal Church
2020 Annual Report
January 24, 2021**



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.

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 Very Rev. Mary C. Claugus, Rector

The Rev. Rodney Davis, Associate

The Rev. Dr. Roy Whitten, Associate

The Rev. Jesse Vaughn, Associate

The Rev. Cindy Long, Deacon for Pastoral Care and Outreach

John Cozza, Music Director

Constance Weichert, Music Director Emerita

Michelle Falcy, Parish Administrator

Andy Chamness, Sexton

Jack Cozza, Videographer

Robert McMichael, Treasurer

Kate Muris, Bookkeeper

Jim Sargent, IT

Mary Groesbeck, Diane Rehrer-Salisbury, Diane Gilmore, Tina Ferriott Office Volunteers

Vestry

Reneé Pierce, Senior Warden

John Quené, Junior Warden

Eileen Thomas, Clerk

Harriette Carr, Chris Chamness, Marquita Fabre, Kate Muris, Lisa Sargent,

Marlo Tinney, Mary Mussell, Robert McMichael, Jim Cole

**St. Michael's Episcopal Church
Minutes for Annual Parish Meeting
January 26, 2020**

Suzanne Phinney called the meeting to order at 10:57 am. We recessed to the Parish Hall for lunch.

The meeting was resumed at 11:48 am. Rev. Roy Whitten presented the first 10 minutes of a video of an interview between himself and Rev. Mary. Suzanne resumed leading the meeting.

1. Jim Sargent moved to close nominations, Renee Pierce second. Warner Seargeant moved to elect the following Vestry Members by acclamation. Multiple people seconded.
 - Jim Cole (1-year term)
 - Bob McMichael (3-year term)
 - Mary Mussell (3-year term)
 - Eileen Thomas (3-year term)
 - Marlo Tinney (3-year term)

Motion carried unanimously.

2. We had seven candidates for Delegates to Diocesan Convention 2020: Harriette Carr, Mary Davy, Tina Ferriot, Kate Muris, Mary Mussell, Tammy Murray, and Jane Samuelson, with Suzanne Phinney as an alternate.

Susan Johnson moved to elect the aforementioned as our 7 delegates and 1 alternate for Diocesan Convention by acclamation; Tina Ferriot seconded. Motion carried unanimously.

3. Financial Report:

Bob McMichael, the Treasurer, opened his report describing our year in 2019. He thanked Kate Muris as our bookkeeper. He also reported that we will be working with a new individual from our accounting consultant company. The full 2019 financial report is included in the Parish Annual Report dated January 26, 2020, including: some specific activities from the year, the rebuild program current financial status, the financial operating report for 2019, and the 2020 proposed budget.

Financial Operating Report for 2019

- It's been a good year. We ended up in the black. Revenue ~\$652,000; expenses ~\$649,000. This is due to: unplanned gifts, unspecified loose offerings over budget by \$36K, fundraising, and reduced payroll expenses.
- The gain in our investments was 18%.
- We also had greater mission apportionment expenses this year.

Proposed Budget for 2020

- Revenue for 2020 is budgeted at \$605,000 and expenses are budgeted at \$676,000, but after school reimbursement, net income will be favorable by \$1,200.
- Pledge payments were budgeted flat for 2019 at \$496,000.
- Labor/wage expense will be greater, mostly due to Rev. Mary's sabbatical, hiring a part-time membership-focused staff later in the year.
- Mission apportionment will be about the same as last year.
- We think we will do a little more in outreach, and that the fundraiser will do better this year.
- We will be refurbishing the bells for the bell choir for \$5,000 in summer.

Bob said a copy of the full financial report are available in print for those who are interested.

Jim Dodds moved and Tina Ferriot second to accept the financial report. All in favor, none opposed.
Motion passed.

4. Jim Dodds made a motion to approve the 2019 Annual Meeting minutes. It was seconded by Paul Phinney. The meeting minutes approval passed unanimously.
5. Senior Warden's Report by Suzanne Phinney:

This was an exciting year for people getting together. We had hosted numerous fellowship events. This year was also awesome in that we elected a new Bishop and many from our parish were involved. Many thanks go to Mary Davy for her key role at the Diocesan level. Lisa Sargent led the Vestry through the Living Compass program. In 2019, we also stopped asking for Coffee Hour hosts by changing to a ministry-hosted system. Glenn Croy retired and we had a great retirement party. Lastly, Mary+ and Dave's celebration was wonderful. We have a lot to be thankful for. Thanks to the outgoing Vestry members.

6. Rector's Report:

Deacon Cindy presented on behalf on Rev. Mary. Many of us have read Mary's+ report already, and it is available in the Annual Report on page 5. Cindy summarized the key points. Cindy also thanked everyone.

7. Other Comments:

Lisa Sargent wanted to acknowledge Suzanne for her efforts as Senior Warden over the past two years.

Ed Lynn motioned to adjourn meeting at 12:35 pm. Multiple people seconded. Rev. Cindy dismissed us.

Respectfully,
Emily Brown, Clerk

Note from Emily: "In the first paragraph of the minutes, the financial numbers were not included in the Annual Report document. A computer technicality kept them out. They were a hand out to those that wanted them."

The Rector's Report

The Very Reverend Mary Claugus

I want to begin by expressing my gratitude to the excellent staff at St. Michael's. It was simply wonderful to have the preaching voices of the Rev. Jesse Vaughan and the Rev. Dr. Roy Whitten added to an already impressive preaching group at St. Michael's. The abundance of preaching voices at St. Michael's always benefits the congregation with a deeper, broader, and more diverse perspective of God, Jesus, and the way we are to be Christians in the world.

As always, I am indebted to God for the blessing of working so closely with two of the most talented clergy I know: Deacon Cindy and Fr. Rod. This past year has been tough, but going through it with a strong staff, we have weathered the storm well and have learned a few things along the way. One of my greatest learnings is the value of a good and dedicated staff.

John Cozza continues to be a gift to this parish, not only with his ability to play with exceptional technical skill but also with passion and grace. He was diligent, thoughtful, and flexible. His wisdom in going forward during a pandemic was greatly appreciated. Although, singing was a super spreader, John found new ways to share music and keep this an integral part of our worship.

I am extraordinarily grateful for our new Parish Administrator, Michelle Falcy. She is an amazing fit for St. Michael's. She brings excellent skills in technology and knows how to apply it to our work in order to benefit St. Michael's, not overwhelm us all. She is also a delight to be around, is constantly looking for ways to be helpful and is necessarily flexible too.

I am very grateful for our sexton, Andy Chamness. He is faithful and always willing to be here when we need him and do what it takes to get what we need done – done! Once again, thank you for your commitment to our shared work.

I am also extremely grateful for Bob McMichael and Kate Muris. They are an amazing finance team, working to keep St. Michael's financially solid and secure. It takes hours of concentrated work and I appreciate all they do. Bob's service as Treasurer was much more complicated this year for three reasons: the audit, the Paycheck Protection Program (PPP), and the budget for 2021. Even so, Bob excelled in the completion of all three tasks in the midst of the pandemic.

We spent a lot of resources (time and money) on our technology this past year. I want to thank Jim Sargent for his continued support of all our IT. We upgraded the sanctuary audio/visual systems in order to livestream smoothly and easily and introduced Zoom readers, preachers, and prayer leaders. As part of this upgrade, we also upgraded our staff and we hired Jack Cozza as our videographer and he is doing an amazing job making our investment pay off greatly. One of the highlights of the year liturgically was our Lessons and Carols. I am so grateful for Jack's expertise. He seems very laid back, but make no mistake, he is really good at what he does and is an excellent team player.

With recorded anthems and choral pieces from 2019, we were able to livestream from the sanctuary prayers and instrumental hymns. In addition, zoom readers read the lessons real time and video recorded anthems were inserted into the program. It was an amazing success with Jack pushing the buttons (and pulling the levers)!

One of the areas most impacted by COVID was our ability to have volunteers in the office. Beginning in late March, we were not able to have Mary Groesbeck, Tina Ferriot, Diane Gilmore, or Diane Rehrer-Salisbury come in on a regular basis to help and they were greatly missed. However, when necessary, Tina and Mary have been in to help out safely and distanced. Thank you all for your flexibility and we look forward to your presence in the office when it is safe to do so.

I also want to thank the vestry and diocesan delegates. Thank you so very much, Renee Pierce, for your leadership during this crazy time. Planning and canceling a crab feed was not fun but you are unflappable and see the Holy Spirit in most things and therefore, accepting of them. We needed you in this leadership role at this time and are grateful for your wisdom and grace. I will miss you as my Senior Warden. Thank you so very much to Eileen Thomas for your dedication and great work as our clerk and secretary. And thank you personally for your wise counsel. Thank you, John Quene, for agreeing to be our Junior Warden this past year. You are so very knowledgeable as a churchman, are measured and always ready to be positive and compassionate. I value these traits a great deal.

Thank you, Lisa Sargent and Marquita Fabre, for serving these past four years. Lisa, your organization skills with strategic thinking plus attention to detail helped St. Michael's think through the past four years, and especially the past 9 months carefully and thoughtfully. Thank you! Marquita, thank you for your thoughtful reflection and valuable input in all we discussed. You are a rock and I am grateful that you were part of the vestry when things were busy, and also when things slowed down and it seemed the most important thing was to just stay connected. Thank you for your grounding presence.

I am so grateful for Jim Cole and his presence on the vestry this past year. As always, you bring an analytical perspective to challenges and opportunities. Thank you for your time, skill, and expertise in all things St. Michael's!

Thank you also to our continuing vestry members: Harriette Carr, Chris Chamness, Kate Muris, Bob McMichael, Marlo Tinney, and Mary Mussell.

Thank you to our diocesan delegates. Thank you, Mary Davy, Tina Ferriot, Harriette Carr, Mary Mussell, Tammy Murray, Jane Samuelson, and Suzanne Phinney and Kate Muris as alternates. Diocesan convention was not what we expected but we were successful in electing Board of Trustee and Standing Committee members. I believe our work at the diocesan level adds greatly to the success of the greater church.

I want to thank you for my January, February and March Sabbatical. I took the time to rest and spend time with new husband, Dave. It was a refreshing time and I appreciate the time away. I was also happy to come back to my work at St. Michael's. Even so, it was crazy, my job changed completely while I was gone. Returning to a lock-down in April required changing most of the way we did things. Worship changed, outreach changed, learning changed. I am grateful for Zoom, for it makes gathering possible. It is not how we want to gather, but it is an option to gather, and boy do we gather on Zoom!

When we shut down our sanctuary worship in mid-March, we turned to Zoom, video recording, and Facebook Live to offer worship. And we have been able to offer opportunities for corporate prayer more frequently.

- Mid-year, we began offering Morning Prayer Monday through Wednesday,
- Upon my return, Thursday Noonday Prayer moved to zoom,
- Sunday 5pm Zoom Service, continuing our tradition of contemplative prayer.
- Monday through Thursday lay led 8pm compline service. Thank you all who participate in this new ministry, and
- Sunday morning Worship Livestreamed from the Sanctuary with Zoom participants.

In September, we began a courtyard Eucharist. It was a small service of a dozen people and created much needed community for those who attended. It is a lovely service, and we plan to do it again when it is safe to do so and the weather improves.

Our Sunday main service has evolved during the past 9 months. We began by videotaping the service and putting it on the website. At the end of October, we were able to do our pledge-gathering Sunday service as an indoor/outdoor livestreamed Eucharist Service. We did it with masks, socially distanced, and with great caution. The next week, we celebrated All Saints and All-Souls services this way as well.

Shortly after that, the cases of COVID increased in our county and we were once again shut down. We then went to a livestream 10am service and are now able to include Zoom participants as well. We upgraded our cameras and sound system to do these services more effectively.

I am so appreciative of the Altar Guild, Ushers, Greeters, Readers, Singers, and the clergy who rolled with the changes so gracefully. During this time, there was always something to learn and something else to do better. Specifically, I want to thank Jay Bowdler for his assistance in enhancing our worship during this time of the pandemic. He set up the backdrop of the Altar in the Sanctuary and re-engineered another altar to make it flexible and easy to use in Courtyard Eucharists. Jay was always ready to help and, with his excellent skills, he completed the tasks with integrity.

During this time, we never stopped searching for ways in which to connect: Zoom coffee hours, puzzles by Fr. Rod, increasing short prayer service options, telephone trees, meetings in the courtyard, filling trunk or treat bags for Starr King, and blessing your animals from your cars.

During this time, there were so many things we could not do, so we continually asked ourselves, what can we do, and we tried it. Book studies, diaper drive collections, collection for Starr King. We did not have a Crab Feed, which was very disappointing, but we still managed to have money to give to our partner agencies. The money given for outreach was amazing. You all were incredibly generous in this regard! Gifts from the Heart made Christmas possible for 110 people. A group of children from St. Michael's Episcopal Day School named them all with beautiful stockings and lovely treats inside.

During this time, we finished one big project we started in 2019: We submitted our Disaster Preparedness Plan to the diocese.

We also supported the school this past year by loaning them space in Johnstone Hall, otherwise they would not have been able to open the Early Childhood Education Program. We also loaned them space in the Music Room so their music teacher, Ms. Day had a place to teach her students.

It feels good to continue supporting this important mission of St. Michael's.

We were also forced to add some new things to our work. In order to ensure that all churches would be thoughtful about re-gathering together, the diocese gave us tools to help us create a Re-Gathering Task Force. This was of great benefit because it enabled us to open safely, even though it was very brief.

I am sure that I am forgetting something that is near and dear to your heart, I apologize for that. The most important thing that I want you all to hear and I want filed into our records is that after over 10 months of the pandemic and basic lockdown, our financial position is strong. God and Jesus are loved, worshiped, and adored more frequently, and is available to a greater and broader audience than ever before. People are growing and stretching in ways that are new, learning different things and new perspectives. As a church, we have continued our tradition of generosity to those in need and continue the relationships we have been developing for years with partner agencies. As Julian of Norwich is quoted as saying, "All shall be well, and all shall be well, and all manner of things shall be well." We might not like how things are right now, yet for a million different reasons and examples I am compelled to say, Jesus is still among us and anything is possible with God.

Faithfully Submitted,
The Very Rev. Mary C. Claugus

The Senior Warden's Report **Reneé Pierce**

Historically, the Senior Warden Report is one of reflection on events and ministry for the previous year. Since our year was impacted by Covid-19 I do not have as many events to highlight, but that does not mean that our year was diminished in any way.

Admittedly, not being able to have our major fundraiser, the Crab Feed, was a blow, but I remain hopeful that this year we will have opportunities to heal that loss.

Challenges always bring new insight and finding ways to keep our community connected brought us new tools, which we will be able to use in the future. We upgraded our video and streaming platforms, allowing us to provide live services online and to remain connected with all the different ministries, including Vestry, Community of Hope, Bible Study, EFM and Coffee Hour. We instituted evening Compline services. Courtyard services were another way that we connected during a time when we could not meet indoors. The Choir and Altar Guild were able to continue meeting through zoom and small group meetings. We were able to present a fresh approach to the Christmas Eve Pageant, and Lessons and Carols. Father Rod's 5 pm Contemplative services welcomed members and guests from all over the map and continue to be a wonderful alternative service for many.

We managed to have a drive-thru Blessing of the Animals and continued our support of Gifts from the Heart with people driving up to receive their donation form and donating their gifts online. A raft of volunteers showed up in the courtyard to stuff 805 Halloween gift bags for Starr King School. Mission Avenue Players created a delightful online reading of three Christmas stories. Most importantly, the Clergy, Vestry, Community of Hope and other ministries created a loving outreach to members who were isolated due to COVID-19, unable to attend online services or experiencing medical or other emergencies to bring comfort and healing to those in need.

I feel blessed to have had this experience and grateful that we continue to innovate and elevate our mission and pledge to love and serve God. I pray that 2021 will bring new hope and healing.

Faithfully,
Reneé Pierce

The Junior Warden's Report **John Quené**

I would like to wish everyone a happy and healthy 2021, so that together we can claim back a normal year. I am very grateful to Reneé Pierce for her leadership as senior warden, and to Rev. Mary for so ably guiding St. Michael's Church through the pandemic.

During this past year, the vestry approved the purchase of additional video and recording equipment, which made a vast difference in the way we are able to continue to offer online church services.

Sadly, Dick Pryor died suddenly in March 2020, and so I have taken on the leadership of Ground and Buildings committee, which I hope to revive when we can meet in person again. In the mean time the lights in the parking lot have been upgraded; the spotlight on the big cross works again and looks magnificent at night; a burst pipe above the friendship room which caused a minor flood and some damage, is almost fully repaired.

I am looking forward to serving our church for this coming year.

Faithfully submitted
John Quené

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

As I reflect back on the 2019-20 school year, I am acutely aware of how fortunate we are to be part of an Episcopal School where the mission and core values are the guiding light.

One element of the mission is engaging students to understand the complexities of the world, and the events of last year provided ample opportunities to fulfill this piece of the mission. Resilience, diligence, resolve, and teamwork prevailed as we faced the challenges of each new day. No one stood idly by, but rather we learned together what we could accomplish as a community as everyone problem solved and instituted solutions to address the complexities of the pandemic.

While the fall and early winter continued as normal with the traditional events and activities, we quickly realized in late winter how the school year would unfold and our obligation to be compassionate and patient. We planned, adjusted, and improvised with a renewed commitment to the students in our care. The faculty and staff are at the core of our mission and while remote learning presented new and unique challenges for them, the focus and dedication of faculty remained resolute as they taught, supported, and nourished from a distance the children given to their care. They demonstrated a renewed commitment to remotely provide a rich academic experience while guiding the children in becoming individuals who would learn to be responsible and responsive to the world around them. The pandemic provided a natural stage for this teaching and learning.

The Eighth Grade graduated with a celebration that while very different was no less meaningful or celebratory. That evening as I looked at each graduate, I was struck by the realization that while much had changed in the 2019-20 school year, one thing was a constant: the qualities of a St. Michael's education. The core values of our mission were still most evident in our graduates: character development, strong academics, and physical health and well-being. As an Episcopal School, we strive to prepare each child to seek scholastic, artistic, physical, and ethical strength. We believe that moral growth, respect for all people, and being inclusive are crucial values. We strive through differentiation to teach to the individual. It matters that our children must be prepared to thrive in the world. It matters that our children develop a balance among their accomplishments, moral decency, community awareness, and concern for others. It matters that we provide encouragement in times of challenge. Looking at the graduates through the lens of our mission was confirmation that while the year was unlike any other, what was accomplished was right and good.

As Head of School one of my primary goals is to continually work to foster the best possible working relationship between the Church and School, and I am committed to continue in this endeavor. The 2019-20 school year was a vivid reminder that we truly have something of remarkable value in this special place. We appreciate our working relationship with St. Michael's Church and the support of the Rector, Wardens, Vestry and parishioners is an example of the mutual care and concern we share for one another as we carry out our common mission.

Mary D. Heise
Head of School

Altar Guild

Jan Bowdler and Sally Jervis

St. Michael's Altar Guild prepares the sanctuary for the following regular services: Sundays, baptisms, weddings, and memorials, as well as special services at Christmas, Ash Wednesday, Holy Week and Easter. Members of the Altar Guild are divided into four weekly teams. Each team member is asked to do set up prior to the service and to serve at one of the services on that Sunday.

This year, the word of the year was "flexible." Because of the Covid pandemic, changes to services were developed each week. Many members were unable to participate in our ministry because of health concerns. We often staggered times, so we were in the church individually to minimize any possible exposure. We assisted in preparing for modified services indoors, outdoors, taped services and live streamed services. We purchased "no touch" wafer dispensers, masks, gloves, hand sanitizer, and cleaning products to reduce exposure and potential spread of the virus. We modified an altar so it could become portable and be moved indoor or outdoor. (Thank you Jay Bowdler)

Members of the Altar Guild at the beginning of the year were: **Dancy Dobrenick**, Jackie Linn, Patty Green and Laura Quené. **Sally Jervis**, Lynn White, Sue Corbin and Karine Lyon. **Tammy Murray**, Finette Carpenter, Jackie Croy, Jane Samuelson, and Marlo Tinney. **Janice Bowdler**, Mary Ellen Ferguson, Ann Hall, Barney McCauley and Terry Treadwell. Also, Elisabeth Padula joined us as a new member. Those in bold are the crew leaders.

As the pandemic continued, the members able to continue were: Dancy Dobrenick, Jackie Linn, Patty Green, Laura Quené, Sally Jervis, Sue Corbin, Tammy Murray, Marlo Tinney, Janice Bowdler and Mary Ellen Ferguson. We are in great hopes that our teams will be fully restored in 2021.

Daughters of the King (D.O.K.)

E. Sue Corbin

Our Mission Statement is the extension of Christ's Kingdom through Prayer, Service and Evangelism. The Vision Statement of the Order of the Daughters of the King is to know Jesus Christ, to make Him known to others and to become reflections of God's love throughout the world through the power of the Holy Spirit. We, the Daughters have chosen to deepen our Baptismal vows by taking on a Rule of Prayer, Service and Evangelism. Our faithful members are: Rev. Cindy Long, Kathy Lunger, Kitty Williamse, Mary Hutchinson, Dorothy Eddings, Laura Quené, Mary Mussell and Sue Corbin.

The year 2020 has been very challenging due to the Covid 19 pandemic. Although we were not able to meet in person, we continued to pray daily for our clergy, church members and also those who are homebound and on the prayer chain.

Since the pandemic, the Order of the Daughters of the King has continued to send out Sunday bulletins to the homebound. "Thinking of You" Easter and Christmas cards were sent out in March and November.

On March 22, 2020, our beloved sister Margaret Kendall passed away and we miss her dearly. "To Live in Hearts We Leave Behind, Is Not To Die" per Thomas Campbell. We believe in the Resurrection.

Disaster Preparedness Committee

The Very Rev. Mary Claugus and Janice Bowdler

The disaster preparedness committee was convened for four basic reasons:

- o To mitigate the damage to our church community's buildings and belongings;
- o To be able to resume the business of the church as soon as possible post-disaster;
- o To support our parishioners in times of crisis;
- o To assist our vulnerable neighbors after an emergency.

The original members of our committee were: Rev. Mary (Hudak) Claugus, Rev. Cindy Long, Jim Cole, Glenn Croy, Jim Sargent, Doug Davy, Kate Muris, Christina Manning, Suzanne Phinney and Jan Bowdler.

Our committee began meeting in February of 2018 and met monthly. Tasks included inventory of the church, offices, classrooms and other buildings. This included both written and photo inventory. We identified goals, resources, items to protect, member questionnaire and survey, identifying vulnerable members, usher education and training, and worked with the fire department and school to establish communication and chain of command processes.

During the past year we have had occasion to enhance our work by adding a pandemic component. In July we convened a small group that included members of greeters, ushers, altar guild, hospitality, clergy, staff and vestry: Gail McMichael, Susan Johnson, Michael Walker, Rhonda Grey, Renee Pierce, John Quené, John Cozza, Carolyn Wilson, Rev. Mary, Jan and Jay Bowdler. We developed protocols for reopening for sanctuary worship with CDC guidelines in place. That protocol has changed frequently.

Our final documents have been completed and will be available in the office. The committee will continue to meet yearly for updates.

Submitted by,
Jan Bowdler

Task Force for Re-Gathering in the Sanctuary

The Very Rev. Mary Claugus

A task force made up of members of the church met to prepare a plan to re-gather in the Sanctuary for Worship. These were the guidelines followed to create a safe plan to re-gather. We also planned for re-gathering in the Courtyard.

1. We will observe public health initiatives as they are made known.
2. We will strive to protect those who are the most vulnerable.
3. We will work to slow the progression of illness through prevention and mitigation.
4. We will follow the guidelines of the Episcopal Diocese of Northern California.
5. We expect that when we re-gather in the Sanctuary, we will continue on-line services.

We have been successful in re-gathering. We also returned to livestream and zoom services only. This task force continues to meet as the rector deems necessary. As things change, we reconvene in order to think through the risks and the benefits in order to make sound recommendations to Rev. Mary, who in turn discusses the options with the vestry. Then decisions are made. Safety is always at the forefront of our minds while discussing our options. Thank you to the members of

this group: Bill and Carolyn Wilson, Jay Bowdler and Ed Linn representing Ushers and Greeters, Janice Bowdler and Tammy Murray representing Altar Guild, Gail McMichael, Susan Johnson, Michael Walker, and Kate Muris representing Hospitality, Rhonda Grey, Michelle Falcy, Andy Chamness, John Cozza, Deacon Cindy and Rev. Mary representing staff and choir, Renee Pierce and John Quene representing the Vestry.

Education for Ministry (EfM) **Sue Gaston 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. The materials are developed by the School of Theology of The University of the South in Sewanee, Tennessee and are comprised primarily of texts 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!)

This year because of the Covid pandemic we finished the academic year in May by Zoom. And this fall we began the year meeting by Zoom and anticipate that we may finish the year in this manner. Our mentor training was also completed by Zoom and we seem to have adapted well. Certainly, the technology learning curve was heightened.

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 include: Allison Flower Arledge, Renee Pierce, Marquita Fabre (Year 4 students), Joanie Cahill (Year 3), Doug Davy (Year 2) Tammy Murray and Martie Goodson-Scott (Year 1).

Co-Mentors are Sue Gaston and Janice Bowdler.

Learning Ministries **The Very Rev. Mary Claugus**

These ministries for the past year have been predominately book groups on Zoom and suggested reading, viewing, and listening materials posted on our weekly Messenger email.

We did a deep dive into the book, *Invite Welcome Connect: Stories & Tools to Transform Your Church*, written by Mary Foster Palmer. The group that met around this book is expected to reconvene for more work in 2021. It is exciting and challenging work ahead of us and a group willing to embrace it with heart and soul.

A group of parishioners and non-parishioners gathered to study the book, *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo. This group continues to meet way beyond the completion of the book. We have morphed into a group who is tackling the difficult subject of racism in the United States and we are learning how to be a community with much diversity. We are watching videos, reading books (James Baldwin's *The Fire Next Time*) and most importantly building a loving and trusting group.

Given what is happening in the greater community around us, for many weeks, we added space in our weekly Messenger to highlight videos, books, movies, podcasts and other mediums to listen and learn about the experiences of many Americans who face racism and discrimination based on skin color. In addition, we published articles about coping strategies while in

lockdown with the pandemic raging all around us. We also created space for Holy Spirit stories.

Our Godly Play has been postponed. There was limited opportunity for children to participate in the Christmas Pageant (Zoom recorded). Lent and Advent had opportunities to engage in the Living Compass Reflection series. Lisa Sargent organized and facilitated these enriching gatherings. The theme for Advent was incredibly relevant for the times: Hope!

We also had a group that gathered (and still is gathering) to engage with the Presiding Bishop Michael Curry's book, *Love is the Way: Holding on to Hope in Troubling Times*. Conversations revolve around how to love when it is difficult and how do we make loving a part of our lives in a practical way.

Our weekly Bible Study continues quite successfully and very faithfully by our members. We do look forward to the time when those of us who do not use technology are able to rejoin the group. We began this year by studying the readings appointed for the coming Sundays. We then began to study Exodus. I want to thank Chris Chamness and Laura Quené for keeping us all organized; David Davidson for taking over the class when I am not able to be here; and Kate Muris for leading Noon Day Prayer immediately following the class for the first part of the year. We have a strong Education for Ministry (EfM) and Community of Hope Programs who are reported on independently and within the Pastoral Care report, respectively.

The new ministry started last year, Documentary, Dinner & Discussion, has continued as Documentary and Discussion. We added watch parties to make it easier for members to watch the documentaries. Marilyn McEntyre continues to lead us in this ministry. On Sundays, once a month, we gather to discuss socially important documentaries.

Member Ministry & Hospitality **Kate Muris**

We continue to contact our new visitors and members in a variety of ways: email, phone, personal contacts and Zoom. We also formed a small group to focus on a program promoted by Bishop Curry, Invite, Welcome, Connect, which we hope to roll out in the coming year. This will be a fun and inclusive program to connect each other in new ways and welcome newcomers.

Our 2020 New Member/Visitor Welcome event was postponed. Other events we would normally hold were also, sadly, put on hold. We look forward to resuming these soon.

2020 events we were able to offer: We continued to present our documentary series with Marilyn McEntyre and BYOPL (Bring Your Own Pot Luck). Music continued with John Cozza's presentations highlighted in the Weekly Messenger and occasional visits by his most-talented son Sterling at the piano during Sunday Services. In lieu of Trunk or Treat Halloween, we stuffed candy bags for every child at Starr-King. Paula Frink organized contactless Gifts from the Heart with online ordering for 110 recipients. In addition, once again our fabulous Day School children personalized and filled stockings for all 110.

Faithfully Submitted
Kate Muris and Renee Pierce

Music Ministry

John Cozza

As it was for most of us, 2020 was an unexpectedly challenging year. We were off to a good start in January and February, having made some beautiful music in the Christmas Season. We were preparing the wonderful music for Easter when everything ground to a halt in March—our last time singing together was for David Muris’ memorial service on March 14. Since then we have been staying in touch with weekly Zoom meetings. All of us look forward most ardently to when we can sing together again (hopefully) in the fall.

Forced to adapt the music ministry to limitations imposed by the Covid restrictions, at first only instrumental music (unaccompanied piano and organ) was possible. Later we were able to add a singer (isolated in another room) to lead the hymns and sing a solo at Offertory, which was quite challenging for us musicians! When we were able to reopen for those charmed few weeks, unfortunately there could be no live singing, so it was back to purely instrumental, unaccompanied music. With the Christmas season upcoming, I realized that I had video-recorded our last few Lessons and Carols services, so it would be possible to use those pre-recorded anthems for our Christmas music. Fortunately the recordings were of quite good quality, so we were able to assemble a hybrid Lessons and Carols service, with the celebrant/Reverend Mary and organ music live from the sanctuary, individual readers Zooming in from their homes, and the pre-recorded anthems played in their usual places in the service. This format worked so well that we continued it throughout the Christmas season, with anthems recorded from the 2019 Lessons and Carols service played during the Offertory.

Regardless of the current circumstances, 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.

I also want to thank the St. Michael’s clergy, all of whom are so supportive and encouraging of our music program in these trying times.

If you are interested in joining St. Michael’s Chancel Choir when we restart in the fall, 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.

Lay Ministry

The Rev. Mary Claugus

Lay ministry is made up of many individuals who live out their call to serve God through leadership and participation in the Worship service. From the end of March through to the end of 2020, opportunity for participation was very limited in the church service. Ushers and Greeters were instrumental in our ability to open in the middle of the year with an indoor/outdoor worship service. The two groups worked together to take COVID surveys and temperatures, make people feel comfortable and safe, and welcome members old and new to our service. In addition, Jay Bowdler and Bill and Carolyn Wilson represented these two groups on

the St. Michael's Task Force to Re-Gather. Michael Walker was another appreciated part of the task force who carried out numerous tasks with Jay Bowdler, allowing us to open safely and thoughtfully. In addition, as Head Usher, Jay equipped the Sanctuary, the office space, and our gathering spaces (Johnstone Hall, Parish Hall, and Classrooms) with exceptional first aid kits.

In the services, (recorded services, 10am livestream services, 5pm Zoom Services, Indoor/Outdoor Sunday Services, Thursday Courtyard Services) we have a dedicated group of members who are readers, responders, and prayers. This group has grown in the past year and we are grateful for all the participation.

We look forward to when all the ministries are re-engaged again in 2021. We are also looking forward to our continued ability to livestream the service when we are all gathered again in the sanctuary, for those times when you travel 😊, for our homebound members, and for non-members to check us out. We also will be able to continue to include homebound readers who can participate in the services through zoom.

Mercy & Social Justice Deacon Cindy Long

The Mercy and Social Justice Ministry continues “to represent God’s love and compassion through acts of mercy and justice.” In 2020 the onset of the pandemic in March necessitated changes in the ways the people of St. Michael’s have always reached out to our neighbors through in-person ministries. Nevertheless, we persisted in supporting activities through which we shared God’s love with our neighbors, far and near. Many people and groups participated in this work and deserve thanks.

In January we were able to accomplish a major hands-on ministry project in the hosting of Carmichael HART Winter Shelter. Our nearby partner church, Gethsemane Lutheran had plenty of space but not many parishioners who were able to volunteer. St. Michael’s had plenty of eager volunteers. Together, we combined our efforts and resources to host and feed a group of up to 30 people who were homeless, for a week of cold winter nights. In total the Winter Shelter, which rotated weekly among area Carmichael churches, hosted for a total of 10 weeks. Highlights of the week included sharing delicious dinners, bagged lunches and morning hot coffee with the guests and nightly card games and conversations that led to new understandings, connections and respect for one another. Many thanks go to our St. Michael’s volunteers- the hosts who served shifts all through the 5pm- 7am shelter hours- providing oversight and friendly welcome for the guests, the cook teams who made delicious meals, the cookie bakers, the set up and clean up crews and all who made this life changing ministry possible. Our former deacon intern, Marcia Hansen, did a great job of organizing the schedule (and learned much from all of you that will help in her future deacon activities.)

St. Michael’s continues to support the work of St. Matthew’s as a community resource center and ministry of the Diocese of Northern California. Opportunities and needs at River City Food Bank (RCFB) at the Center are abundant. Until the pandemic health restrictions, our teams of St. Michael’s volunteers were there every Friday sorting and packing food and diapers and helping guests to choose items. RCFB has recruited volunteers from the neighborhood who speak the languages of the diverse community and it has been great to see the volunteers all working together and building relationships. Our volunteers look forward to returning when pandemic restrictions are over. Clare Payne and Christina Manning led us in our third very

successful annual Diaper Drive for RCFB families. Food barrel donations continued to be delivered to the St. Matthew's Center site (thanks to the Dobrenick's and Brian Davis). Collections will resume post pandemic. St. Michael's continued with monthly financial support of The Center at St. Matthew's, St. Matthew's Mission congregation, and River City Food Bank.

John Jervis continued to coordinate our food programs including the monthly lunch cooking at Loaves & Fishes (on temporary hold) and the Thanksgiving and Easter food gift card collection, which were very eagerly received by St. Matthew's Center and River City Food Bank on behalf of their clients who would receive them. Sue Davis worked with Starr King School once again for our back to school project. This year it worked best to collect financial donations to make bags filled with school supplies. These were distributed to the students for home use by school staff as the school temporarily transitioned to distance learning. We are told these items were very helpful for the children whose families are all too often struggling just to meet basic needs.

Mary Groesbeck continued to oversee "God's Helping Hands" monthly Laundromat ministry which serves people in need of laundry facility access in our area. This ministry also went on temporary hold due to health precautions but the volunteers (and recipients) eagerly await the day when it can safely start up again.

One of our exciting successes for 2020 was the fact that in spite of pandemic cancellations of the Crab Feed and Indoor Yard Sale, which were to be our outreach fundraisers, we were able to support ten partner agencies with our annual Parishioner Guided Grants. This was due to generous donations by our parishioners and friends of St. Michael's. These grants are for ministries and programs in which our parishioners are directly involved as volunteers, and which support the basic needs of food, shelter, clothing and health. The 2020 recipients were: Society for the Blind, Sacramento Crisis Nursery, St. John's Program for Real Change, The International Rescue Committee, Parkinson's Association of Northern California, Habitat for Humanity- Build for Unity, The Center at St. Matthew's, Sacramento Blankets for Kids, Carmichael HART and Sacramento Loaves and Fishes.

As we look ahead, the Mercy and Social Justice Committee is actively discerning ways St. Michael's can continue to be the bearers of God's love in the world through our words and actions. You are invited to join The Mercy and Social Justice Committee. We meet the first Monday of the month at 7pm. Many thanks to all the dedicated and enthusiastic MSJ Committee members, and special thanks to John Jervis, Chair and Harriette Carr, Clerk.

Pastoral Care Deacon Cindy Long

In 2020 Pastoral Care continued building upon existing ministries and evolving to help meet the pastoral needs of our congregation. In all these programs lay pastoral ministers and clergy work in conjunction with one another to help to meet the pastoral needs of this congregation on many levels.

Ministries currently include:

Pastoral Partners- This is a ministry of sending cards and making calls to help people stay connected with St. Michael's. (Sue Corbin, facilitator)

Meal Train- This ministry uses an online tool which allows for the organizing of meal delivery for members with a temporary need due to illness or injury. David Daigh coordinates this ministry which has helped several parishioners this year in times of need. Please contact the office to request.

Community of Hope Pastoral Ministers- Trained pastoral ministers offer a caring presence for people who are going through difficult or lonely times. These ministers go through a 14 session Community of Hope training and also meet monthly as a group for ongoing support and learning. (Tina Ferriot and Deacon Cindy, facilitators)

Licensed Eucharistic Visitors carry Holy Communion, along with the prayers of our congregation, to people who are unable to come to church. Eucharistic Visitors will once again be sent out at the end of our Sunday worship services when in person worship is able to resume.

GriefShare is our grief support group for people mourning the loss of a loved one. On January 25, 2021 a new group will begin meeting weekly on Mondays 3:30-5pm. Our group is open to St. Michael's congregation as well as people from the community who are seeking grief support. Each of the 13 sessions stands alone so people can begin attending at any time. Participants often remark that meeting with people who are also going through grief can be a great comfort and support in a very challenging time. (Selma Fields, back up leader, Tina Ferriot and Deacon Cindy, facilitators)

2020 Highlights- Our 7 St. Michael's Community of Hope Pastoral Ministers continued providing ongoing spiritual companionship and support for congregation members as well as other people in the community who are experiencing serious illness, grief and other stressful life situations. Our GriefShare support group has now been meeting for 5 years and has had over 60 participants, both parishioners and people from the community.

This has been a year of extraordinary pastoral care needs due to the coronavirus. In addition to our regular pastoral ministries, a special thank you goes to all of the vestry members and parishioners who have eagerly taken on keeping in touch with others by phone, email, notes and even Zoom. With the isolation of the pandemic, this "keeping in touch" has been and continues to be a truly essential ministry and one that takes many to accomplish it. Thank you to each of you every time you reach out to fellow parishioners as well as neighbors. Keeping connections and feeling cared about is so very important. Thank you also to our Pastoral Care Planning Team members who have been an ongoing support, help and guiding influence: Kate Muris, Tina Ferriot and Sue Corbin.

Our plans for 2021 include: We hope to resume our annual Pastoral Caregivers and Friends thank you retreat – watch for the date. We will continue ongoing evaluation and adjustment of our Pastoral Care ministries to best meet the pastoral care needs of the congregation.

Volunteers who feel called to help fellow parishioners in times of need are always welcome. Please speak to one of our Pastoral Care Committee members or Deacon Cindy about how to request Pastoral Care, or how to get involved in serving in these ministries.

Prayer Teams

The Rev. Rod Davis and The Very Rev. Mary Claugus

The Men's Prayer Team Offering Confidential Prayers: For more than a decade 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 31 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 someone deployed to Afghanistan, 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. The following men are currently serving in this ministry: Dave Abbott, Cary Adams, Frank Brown, Jim Cole, David Daigh, David Davidson, Doug Davy, Bill Fobes, George Foxworth, Jay Glad, Hugh Griffin, Don Hall, James Hamill, Paul Hauck, Milton Hoever, Rev. Mary Claugus, John Jervis, Deacon Cindy Long, Peter Luchini, Skip & Cynthia Metcalf, Todd & Tammy Murray, Hunter O'Hair, Paul Phinney, Tom Pinto, Herb Rodebaugh, David Saracino, Jim Sargent, Chuck Schaller, Warner Seargeant, Jack Stellman, Toby Tremaine, Mark Van Brussel, Jim & Connie Weichert, and Mark Wiederanders. 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.

The Parish Prayer Chain: There are currently 20 members offering this ministry. Any member of the Parish may add someone to the Prayer Chain, including family members and friends, by contacting Deacon Cindy or the Parish Office. Deacon Cindy also prepares a "Member" Prayer List that is published each week in the Sunday Bulletin and prayed for during the Prayers of the People. This list is limited to members of our parish. This allows our congregation to pray for each other in a time of need. Thank you to all who participate in this important ministry. Many members and those for whom we pray have expressed their gratitude and have reported back the wonderful effects our prayers. Prayer is a powerful thing!

Scholarship Fund

E. Sue Corbin

The Scholarship Fund is designed to open the doorway to a college education by offering a partial financial assistance to eligible candidates from either St. Michael's Episcopal Church or St. Matthew's Episcopal Church.

Last year 2020, our Scholarship Fund recipients were Cassidy Barry and Connor Barry. Due to the Covid 19 pandemic, Kate Muris was gracious enough to personally carry the checks to the honorees.

In Cassidy's thank you note, she is grateful for this incredible honor and her education will continue at Simpson University. She appreciates all that St. Michael's has done and plans to visit us when possible.

Connor's thank you note states that he is grateful for the honor of being a recipient of the St. Michael's Parish Scholarship. His education will continue at Boise State University and hopes to see us in person at Christmas.

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 second 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 Jay Glad at 916-489-8967. The men's group also helps organize, prepare and serve the Shrove Tuesday pancake supper. In light of the Covid 19 pandemic this past year we stopped meeting in person after the shutdowns.

Stewardship Reneé Pierce

The Stewardship committee has always prayerfully committed to highlighting the blessings that our members share with us. Gratitude for God's Grace is our motto which our members continue to embrace. The spirit of Giving shone through our speakers, the sermons and writings provided during the drive. In response, our members have once again shared their gratitude by offering their pledges for the coming year.

These are preliminary figures through January 9th. We will continue to update the numbers as they grow.

Pledges remaining the same this year 62	Percentage 53%
Pledges that increased 34	Percentage 29%
New Pledges 6	Percentage 5%
Pledges that decreased 16	Percentage 14%
Total Pledges through January 21 st 118	

Faithfully Reporting,

Reneé Pierce
Stewardship Chair

ROMEOS (Retired Old Men Eating Out)

This is a lunch group, the name of which is self-explanatory. We meet monthly on the third Thursday at noon. We usually have about 12 old men there and we have a grand time eating lunch and talking about the good old days. In light of the Covid 19 pandemic this past year we stopped meeting in person after the shut downs.

St. Margaret's Guild

St. Margaret's Guild is an informal group of St. Michael's women who gather for lunch on the 2nd Monday. Since COVID-19, the group has not met and is determining what their future might look like.

Mission Avenue Players (MAP)

Kate Muris

Gifts From The Heart

Gifts From The Heart was a different endeavor in 2020 because of the COVID-19 pandemic. Gifts were ordered on-line from selected vendors for children, teens, dependent adults and seniors and delivery was made directly from the vendor chosen to the Sacramento County Department of Child, Family and Adult Services. The County ensured that each recipient got the gifts that were theirs to receive... a real labor of love by Sacramento County staff and volunteers. St. Michael's gave with great generosity to bring the joy and care of Christmas to 70 children and teens, 25 seniors and 15 dependent adults. And on top of that, children from St. Michael's Day School gave appropriately filled Christmas stockings, personalized with the recipient's name, to each of the 110 giftees. Fantastic job by all involved.

Paula Frink

MAP 2020 Presentation

In a very unusual year, in person theatre was put on hold. However, the MAP Board decided during Advent that we would use the Zoom platform to present to our congregation and the community "Three Christmas Stories" gathered by Michael Walker. We rehearsed and recorded, thanks to the coordination and technical wizardry of our "angel" David Daigh, Why the Chimes Rang, The Gift of the Magi and The Three Trees. Our actors were David Daigh, Paula Frink, Connie and Jim Weichert, Dave Decker, Kate Muris, and Dale and Bob Reinhard. Our three stories can be found on the Church website under MAP and on the Church Facebook page.

Annual Christmas Tree

For at least 20 years, MAP has provided and decorated the annual Christmas tree we all enjoyed in the Parish Hall. This year, the beautiful Christmas tree was in the choir area of the Sanctuary, once again courtesy of longtime parishioner Marilyn Jones' son Dave who owns a Christmas tree farm. As Rev. Mary noted during announcements one Sunday morning, Dave donated the tree this year in honor of his mother.

2020 FINANCIAL REPORT

Treasurer's Report Bob McMichael

The Financial Report

1. Some specific activities in 2020
2. The Financial Operating Report for 2020
3. The 2021 Proposed Budget

Finance-Related Activity in 2020

1. We had a Diocesan Financial Audit this summer. The Audit was much more detailed than in the past. No major problems but we determined that our monthly report (TMR) to the Diocese needs to be changed. The Diocese is changing this report beginning in February of 2021. In our monthly Financial Reports all of our income (including your donations) and expenses are being recorded correctly.
2. We applied for and received a government loan of \$68,992 thru the Payroll Protection Program (PPP). These funds were used for paying part of our payroll during the six months from May thru Oct. A request for forgiveness of this loan was submitted to Chase bank. The bank reviewed the request and forwarded it to the federal Small Business Association (SBA) for their approval. The SBA has approved the forgiveness of the loan. We now do not have to repay the \$68,000 loan or the accrued interest associated with it.
3. We made Capital Expenditures for Cameras and Equipment necessary to implement our virtual church services. They are used every week to record our services that are available to parishioners in real time and recorded. When we return to our in-house church services the services will continue to be recorded.
4. YEAR END 2020 RESULTS: Our financial results for the year end were not great. The resulting net income after school reimbursement was negative but because of the approval of the SBA Payroll Protection Program (PPP), we ended up more favorable. The detailed end of year financial reports are included in this document.

Church Financials for the 2020 Year

This report is available in hard copy at the church office and it includes the preliminary end-of-year financial reports. The Financial reports are shown in the back of this document.

In summary, it has been an interesting year financially. Because of the Virus, for the past 9 months we have not been able to have our regular church services in the church. This has affected our financials, in particular our loose offerings to the church. Fortunately, the Church Pledges came in fairly regularly.

Our Revenue for the year was	\$592,723
Our Expense after school reimbursement was	\$634,525
Our Income before Other income/expense, Depreciation, and PPP loan grant, was	-\$41,802

Many things contributed to this and here are a few things that stand out:

1. Pledge Payments were great at	\$526,090
2. Unspecified loose offerings were lower at	\$47,401
3. Fundraising was only	\$7,315
4. Reduced Payroll lower because of not hiring a support ½ time Clergy.	\$348,024
5. Program and Outreach expenditures were Lower due to no Fundraiser.	\$49,703
6. Mission Apportionment payments paid to the diocese reduced the income by the -\$87,940. This was slightly larger this year because of good pledge income and reduced Outreach expense.	\$87,940
7. Operating Expenses were lower because of the Reduced church use.	\$164,581
8. Net Income After School Reimbursement. This is before the favorable PPP forgiveness grant And our annual Depreciation expense	-\$41,802
9. Net Income after Depr. and Loan Forgiveness	-\$21,532

Other income & expense items that are accountable but not included above include:

1. Rebuilding Pledge payments of	\$25,424
2. Unrealized Investment gain for the year	\$45,656
3. Discretionary expenditures of	-\$1,592

After including these, for accounting purposes, the Net Income is \$47,956

BUDGET FOR 2021

Our budget for 2021 is shown on a summary page in the report.

Revenue	\$583,874
Expense	\$616,758
Net Income before School Reimbursement	-\$33,253
School Reimbursement	\$18,000
Income after School Reimbursement	-\$15,253

It is assumed that the COVID-19 Virus impact will be decreased around May or June. This will affect the in church services and financially things like Loose Offerings and Parish Use.

- ❖ Pledge payments are budgeted at \$485,000. Some pledge cards are still out.
- ❖ Fundraising is \$17,000 more than last year because of a planned Virtual Fund Raiser.
- ❖ Payroll expenses include a 1.5% cost of living adjustment. There is no Performance Appraisal adjustments.
- ❖ Mission Apportionment payments are -5,500 less than last year because income is less.
- ❖ There is a planned \$22,000 in outreach payments because expected donations and income from the Fundraising Events.
- ❖ School Reimbursement budget is similar to last year.
- ❖ Income after School Reimbursement is better than last year and is planned at -\$15,253. This is due to increased loose offering and decreased, Office, and Building and Grounds expenses.
- ❖ Other Income/Expense is included for accounting purposes and includes Rebuilding Income, Unrealized Investment Income, and Discretionary Expenses. These are items that do not affect our operations but are of interest. Investment Income was exceptional last year and is not expected to be as good in 2021.

Rebuilding Income of \$0 reflects the Vestry's acceptance of the Schools request to extend their church rebuild pledge payments. They still have three years of \$25,000 each in pledge outstanding. Unrealized Investment Income is budgeted at \$15,183 and is about one third of what happened in 2020. It is only an estimate and is not a cash item. Discretionary expense is a fluctuating item and is expected to be similar to last year.

ST. Michael's 2021 Budget Summary					
St. Michael's 2021 Budget Summary	2021	2020	Budget		
	Budget	Total	Diff.		
Income					
Pledge	485000	526090	-41090	Lower Pledge card totals	
Loose Offerings	59173	47401	11772	Will have more sundays in church	
Parish Use+ Columbarium	3798	1781	2017		
Fundraising	24475	7315	17160	May do a virtule fundraiser	
Invest. Income	11428	10136	1292		
Total Income	583874	592723	-8849	Close to last year	
Expense					
Salaries and Related	336782.16	348024	-11242	1.5% COLA but 2020 was high (Sabbaticals)	
Program & Outreach	55306	49703	5603	Church will be available more	
Mission Apportionment	82450	87940	-5490	Higer income but more Outreach	
Operating Expenses					
Building & Grounds	80185.492	99695	-19510	Lower computer exp	
Office Expenses	45411.69	62332	-16920	Move church cleaning to diff acct.	
Leadership Expense	5723	2256	3467	Open church	
Fundraising Expense	10900	298	10602	Cost of fundraiser not held in 2020	
Total Oper. Exp	142220.182	164581	-22361	Thus slight reduction in oper exp	
Total Expenses Before depreciation	616758.342	650248	-33490	Oper. Exp and payroll are down	
Net Inc. b/4 School	-32884.342	-57525	24640.7	Income is slightly down but exp is down more	
School Reimbursement	18000	15723	2277	Close to last year	
Net Inc. after School Reimb.	-15253	-41802	26549	This is the number we manage to	
				We can try to control the items above but	
				there are other cost below!!!!	
Other Inc/Exp					
Rebuild Pledge Income	0	25424	-25424	Vestry approved relax of pledge for a year	
Unrealized Investment Gain	15183.35	45656	-30473	We had a big gain last year. Not expecting same	
Discretionary Inc/Exp	70	-1592	1662	Minor expenditures	
Total Other Inc/Exp	15253	69488	-54235	Due to Investment gain	
NET INCOME	0	27686	-27686	all this is school rebuild pledge payment	
Other items:					
Depreciation Expense	-49597	-49597	0	Assume depreciation next year is same as this	
PPP Loan from Small Bus Assoc.	0	69867	-69867	gain in 2020 none in 2021	
YEAR END NET INCOME	-49597	47956	-97553	THIS is the depreciation. THE ENTIRE NEGATIVE VARIANCE IS	
				PRIMARILY THE GAIN FROM THE FORGIVENESS	
				OF THE PPP LOAN LAST YEAR.	



**Life is short
And we do not have too much time
To gladden the hearts of those who travel the way with us.
So be swift to love and make haste to be kind.
And may the Divine Mystery,
Who is beyond our ability to know, but Who made us, and Who
loves us, and Who travels the way with us,
Bless you and Keep you in Peace. Amen**

Adapted from Henri-Frederic Amiel (1821-1881)