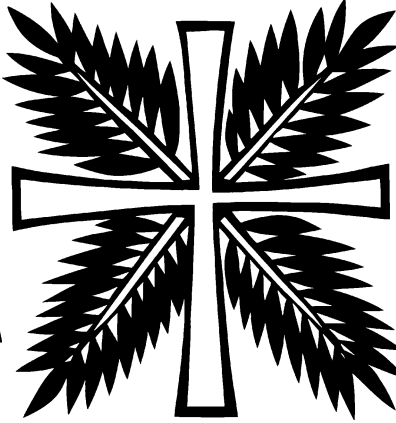


Nativity through the Liturgical Seasons 2024



Episcopal Church of the Nativity
San Rafael, CA
Annual Report 2024

Presented to the
Annual Meeting on
February 2, 2025

Opening prayer and Review of Official Acts

Sr. Warden Kim Bromley, Welcome and Review of 2024 Highlights
Red Door, Fundraisers, Fellowship events, St. Paul's, Garden/parking lot

Thank you to outgoing vestry members – Amanda Cairo, Duane
Johnson & Rich Wilson

Ministry Reports and Budget
Strategic Visioning and All Parish Survey

Parish Approval of the Budget

**Nominations, Election and Commissioning of New Vestry Members
and Deanery Reps**

Katy Kenney (2028)
Susan Pick (2026)

Deanery Representatives –Amanda Cairo and Penny Poteet, Ruth
Baney (alternate)

Continuing Vestry Members
Kim Bromley, 2026 (Sr. Warden)
Dick Heine, 2026 (Jr. Warden)
Kathy Schlegel, 2026
Yar Wei, 2027
Nina Woods, 2027
Jim Huang, 2027

Other Officers
Susan Monahan, Treasurer
Cathy Groeneveld, Deputy Treasurer
Gail Sanfillippo, Assistant Treasurer

Closing prayer

Official Acts 2024

Baptism

Ashton Paul Rule, May 19, 2024 (Pentecost)

Marriage

Karen Patricia Jablon and Philip Robert Harvey, May 18, 2024

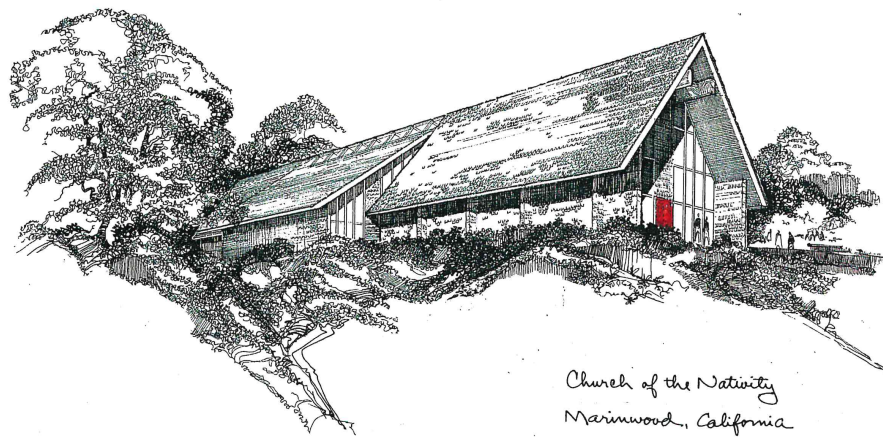
Deaths and Burials

Richard Duane Gore-January 26, 2024

Sean Usle-January 27, 2024

Jack Wayne Fritz-June 8, 2024

Stephanie Asker-June 11, 2024



Rector's Report 2024 submitted by Rev. Kirsten

¹⁹ We love^{ed} because he first loved us. ²⁰ Those who say, "I love God," and hate a brother or sister are liars, for those who do not love a brother or sister, whom they have seen, cannot love God, whom they have not seen. ²¹ The commandment we have from him is this: those who love God must love their brothers and sisters also. (1 John 4:19-21)

At the Vestry retreat last February we spent some time talking about what spiritual gifts we have at Nativity. We listened to one another as we described the activities where we feel the Holy Spirit moving. We knew at the outset of the year that this would be a year of inquiry, wondering together about where God is calling us. We committed to an experiment—spending the month of August worshipping with St. Paul's. And we began to describe ourselves as a community that includes not only those who worship on Sundays, but also an extended set of neighbors, friends, renters and young people who participate in our activities. Here are some highlights.

- Worship continued with two services every Sunday morning. We added to these special Evening Prayer and Holy Week services that we did with St. Paul's. We had many special worship services—a Pentecost baptism, a wedding, funerals and glorious Easter and Christmas Eve. Our August experiment was fruitful. The people of St. Paul's were wonderful, we enjoyed different music, heard new preachers and joined Rev. Christopher's thoughtful prayer groups.
- Fellowship continues to be a sustaining part of our community life. The 9 a.m. coffee hours on Sunday, the special lunches at Easter, Christmas, Welcome Back Sunday and Mardi Gras Sunday reinforce the old and new friendships that bind us

together. Our movie nights and holy hikes are opportunities to share hobbies and get to know one another.

- Fundraising is an opportunity for fun and shared commitment to the Nativity budget. The Spring Tea attracted a wonderful circle of friends, the new Wassailing Party was a blast (many thanks to Fred who supported our carol-sing.) And we made just under our fundraising goal for the year!
- Our year of inquiry led us to start the Nativity Red Door Community. We raised \$5000 in grants and began to intentionally connect our Nativity circle. The results have been remarkable—Girl Scout Troop 31257 has built a Nativity Community Garden, we have redone our labyrinth, resurfaced the parking lot and painted the green path. Our service projects—the Street Chaplaincy, the Giving Tree and the rejuvenated Teen Success Breakfasts are all made possible by the Red Door Community. Special thanks to Susan Pick who is doing the Red Door quarterly newsletter.
- It was a momentous year for DioCal. We welcomed Bishop Austin and I chaired the Executive Council as we began a strategic visioning process that will shape the Diocese for the future. Our Deanery representatives prayerfully participated in Marin Deanery meetings and the Diocesan Convention. Nativity hosted a Deanery-wide listening session with Bishop Austin and Canon Sierra (our new Canon to the Ordinary). It was a spirit-filled meeting and showed Nativity's extraordinary hospitality.

As we begin another year, there are more questions about who we are becoming (look for the Nativity survey), but the Love of God is strong here.

Sr. Warden Report - year end 2024

2024 Felt like a defining year for Nativity and its future and our vestry of 9 rose to the challenge. Our vestry members in 2024 were: Kim Bromley (Sr. Warden), Dick Heine (Jr. Warden), Amanda Cairo, Jim Huang (Clerk), Duane Johnson, Kathy Schlegel, Rich Wilson, Nina Woods and Yar Wei. Susan Monohan served as Nativity's Treasurer and in regular attendance "ex officio": Rev. Rebecca Morehouse.

Guided by Rev. Kirsten the vestry undertook a year of prayerful discernment about Nativity's future. We voted to opt out of a 3 year process known as Vital and Thriving, lead by the Diocese, in favor of a more immediate and proactive reckoning about how to maintain what we love about our church, while attending to the practical matters of finances and property maintenance - sometimes issues that are odds with each other.

Thanks to the skilled efforts of Katy Kenney, we are blessed with a rich community of individuals and organizations who use and rent our beautiful space for music, art, spiritual work, sober living and more. The idea emerged this year that it would be enriching both for those communities and our community if we coalesced into a community "project," sharing resources, information and participants. We decided to call this The Red Door Project, from our eye catching and welcoming red front door.

Blessed by a grant researched and written by Rev. Kirsten we were awarded funding to help maintain and promote our burgeoning Red Door Community. Part of this grant includes funds for creating and maintaining a newsletter that highlights the events and actives of the community participants and allows us as a parish to invite more community participants into our worship and fellowship. Susan Pick graciously agreed to launch the newsletter and to date 2 of these publications have gone out to the community and beyond.

This past summer, in order to maintain a welcoming property, we utilized capital funds to resurface our ailing parking lot and re-paint our labyrinth, something we know speaks to our neighbors and larger community and provides a welcome to all who traverse our lot. We voted to hire a regular gardening service to maintain our plants and keep our weeds at bay throughout the year, but especially in the spring when the rains grace us with lots of high grass. This plan also helps us keep up our good relationships with our neighbors. A special thanks to vestry member Kathy Schlegel for getting us the best possible deal on this service.

On a personal note I'd like to thank all our vestry members who brought thoughtful and prayerful commentary to all our discussions both easy and difficult. A special thanks to outgoing members Amanda Cairo, whose technical expertise often saves the day, Duane Johnson, whom we appreciate so dearly from afar as he now resides in Napa and Rich Wilson, whose outlier sensibility reminds us that all things are possible.

I look forward to more of the holy spirit working among us with new and exciting community engagement in 2025.

Kim Bromley
January 2025

Junior Warden/Director of Facility

CHAIR: Dick Heine

COMMITTEE MEMBERS:

As needed

COMMITTEE PURPOSE:

Maintenance/ Repair of facilities

Work with Handyman

BRIEF SUMMARY OF 2024 ACTIVITY:

Routine repair and maintenance

OPPORTUNITIES AND CHALLENGES:

Keep up

PRIORITIES/CALENDAR FOR 2025:

Finish west side pathway lights

CONTACT DETAILS FOR FURTHER INFORMATION:

415-479-6343

415-521-9439 (Cell}

rah111@comcast.net

Deacon's Report

In 2024, Nativity returned in- person services and events. However, Zoom which continued to be in integral part of life in the church – I participated in the following:

- vestry meetings and weekly staff meetings.
- The Street Chaplaincy forums via Zoom in which they updated us about their activities and news.
- The Wednesday night meditation group..
- Friday Noon Prayer

I serve at both the 8 and 10 o'clock services on Sunday. I also bake the communion bread.

Bible Study: in the spring, we studied Mark's Gospel. In Advent, we looked at how each gospel presented John the Baptism. These meetings were held in person.

I have continued meditating and studying with a Zen group every Monday, Tuesday and Friday morning. I find this enriches my Christian faith.

During most of the year I attended Carol Luther's Continuing Christian Education almost weekly sessions (via Zoom), studying among other things the Gospel of Mary Magdalene and the Gospel of Thomas. The latter is continuing into 2025.

Once again, we signed and mailed Christmas cards to a few men in San Quentin.

Respectively submitted,

Rebecca

RED DOOR COMMUNITY

CHAIR: Susan Pick

COMMITTEE MEMBERS: Rev. Kirsten, Katy Kenney, Kim Bromley

COMMITTEE PURPOSE: To produce the quarterly Red Door Community newsletter

BRIEF SUMMARY OF 2024 ACTIVITY: In 2024, Rev. Kirsten applied for and received a grant to explore ways to broaden and strengthen the Nativity on the Hill community. Nativity is home to regular group meetings, rehearsals, day camps, classes, and several ministries that service people in San Rafael and around the world. We want our tenants, extended families, and our Marinwood neighbors to know about these activities and feel welcome to participate.

The Red Door Community newsletter, which debuted in the fall of 2024, included articles about holiday services and ministries, as well as schedules of concerts and classes. The first issue went to Nativity's email list, with hard copies sent to our tenants and distributed around the church.

OPPORTUNITIES AND CHALLENGES: To make the newsletter an effective communication tool, we need to make sure:

We have an accurate distribution list,

We can contact Nativity's tenants and neighbors to find the information that's relevant to the whole community, and

The newsletter is sent on a timely basis.

PRIORITIES/CALENDAR FOR 2025: The first quarter 2025 newsletter was mailed in early January. The next issue is scheduled for the end of March, to include Holy Week and Easter service and outreach opportunities.

CONTACT DETAILS FOR FURTHER INFORMATION: Susan Pick, 415-847-0377,
susanrows@icloud.com

LECTORS, EUCHARISTIC MINISTERS, AND EUCHARISTIC VISITORS

CHAIR: Diana Singer, Coordinator

COMMITTEE MEMBERS: Those who served during 2024 as Eucharistic Minister/Lectors were Jean Heine, Susan Monahan, Penny Poteet, Diana Singer, Jean Walker and Rich Wilson. Lectors who actively participated during 2024 were Ruth Baney, Barbara Braithwaite, Kim Bromley, Amanda Cairo, Doyle Crosby, Fred Goff, Susan Pick, Steve Rule, and Kathy Schlegel. The Eucharistic Visitor was Ruth Baney.

COMMITTEE PURPOSE: Lectors are members of the Laity appointed to read the Scripture Lessons during services. In addition to being Lectors, Eucharistic Ministers are licensed by the Bishop to serve at the Altar. They may light the candles, read lessons, lead the Psalm, serve the Chalice, act as Crucifer, and perform any other task as directed by the Clergy. Eucharistic Visitors may take communion to parishioners at home, in hospital, or in nursing facilities.

BRIEF SUMMARY OF 2024 ACTIVITY: At most services two Lectors and two Eucharistic Ministers served. Quarterly assignment calendars were prepared by the Coordinator, e-mailed to the participants, and hung of the bulletin board outside of the church office. Trades and substitutions were usually arranged by the Lectors and Eucharistic Ministers requiring them.

OPPORTUNITIES AND CHALLENGES: Some members of the rota for both Eucharistic Ministers and Lectors needed to go on leave for varying periods of time, diminishing the number of available participants. Since this ministry is a fulfilling way of immersing oneself more completely in the worship experience, we encourage parish members to consider it.

PRIORITIES/CALENDAR FOR 2025: We are eager to increase the number of members participating in this ministry and welcome inquiries about it.

CONTACT DETAILS FOR FURTHER INFORMATION: Thanks to all who served in 2024. Please direct inquiries about joining these ministries to Rev. Kirsten, Rev. Rebecca, or Diana Singer (415-479-6008).

OFFICE VOLUNTEERS

CHAIR: Ruth Baney

COMMITTEE MEMBERS:

COMMITTEE PURPOSE: Provide an actual person in the church office Monday-Friday from 10-12.

BRIEF SUMMARY OF 2024 ACTIVITY: Meet and greet any visitors, answer the phone, filing, general office functions.

OPPORTUNITIES AND CHALLENGES: Presently only sporadic coverage. Bulletins and Insert are usually done on Friday or Saturdays. With the anticipation of the Red Door activity increase, it would be helpful to have a human person on site.

PRIORITIES/CALENDAR FOR 2025: WE NEED VOLUNTEERS

CONTACT DETAILS FOR FURTHER INFORMATION:

Ruth Baney

415-472-7030 or rrbaney@aol.com

Committee Name- Memorial Wall/Plaque/Garden Committee

CHAIR: Kathy Schlegel

COMMITTEE MEMBERS: Members are welcome.

COMMITTEE PURPOSE: Under the governance of the Vestry:

- Facilitate the ongoing purchases and installation of memorial plaques.
- Maintain the memorial wall, outdoor altar and benches, and gardens.
- Ensure continue financial viability and appropriate ambiance for the sacred space.

BRIEF SUMMARY OF 2024 ACTIVITY:

In November, 2 plaques were purchased and installed:

- Jack Fritz (1927-2024) and Lynne Fritz (1929-)
- Sean David Usle (1968-2024)

Nativity charges \$500 to make and install new plaques and \$250 to replace a plaque with an additional name.

OPPORTUNITIES AND CHALLENGES:

Price increases from vendors and installation costs may necessitate raising our prices in the future to maintain financial sustainability.

PRIORITIES/CALENDAR FOR 2025: Maintain communication and marketing opportunities to congregation.

CONTACT DETAILS FOR FURTHER INFORMATION: Kathy Schlegel 415-699-7406 or Kathy@KathySchlegel.com

ALTAR GUILD

CHAIR: Ruth Baney and Nina Woods

COMMITTEE MEMBERS: Susan Pick, Wendy Anderson, Gail Sanfilippo, Cathy Groeneveld, Nina Woods, Leslie Betts, Ruth Baney and Scott Sinclair. We welcome Wendy Anderson back to the rotation but sadly say good-bye to Margarita Keener. Offering special thanks to Gail for arranging flowers for Easter, Christmas and special occasions. The Altar Guild is extremely grateful to Jean Walker who launders and irons all the linens and Rev. Rebecca for making the communion bread.

COMMITTEE PURPOSE: To serve Rev. Kirsten, Rev. Scott and Rev. Rebecca to set the table for weekly services and make the church setting and services attractive and inviting for the glorification of God and the congregation.

BRIEF SUMMARY OF 2024 ACTIVITY: The Altar Guild supports the clergy in the arrangement of the seating and placement of the smaller altar in surrounding space. The members and volunteers were very supportive with preparation for the religious holidays. We thank those in the congregation who helped us throughout the year.

OPPORTUNITIES AND CHALLENGES: The Sunday and holiday floral arrangements help “set the table” in a lovely way. Many thanks to all who contribute to this effort by signing up on the flower chart. Thanks also to Jean Walker who supplies Calla lilies at Easter and Bob and Everil Robertson for supplying large palms for Palm Sunday.

PRIORITIES/CALENDAR FOR 2025: The Altar Guild is always needing new members, no previous experience necessary.

CONTACT DETAILS FOR FURTHER INFORMATION:

Ruth Baney, 415-472-7030 or rrbaney@aol.com

Nina Woods, 415-479-6690 or nina@woodshome.com

Pastoral Care Committee

CHAIR: Nina Woods and Diana Singer

COMMITTEE MEMBERS: Ruth Baney, Leslie Betts, Kim Bromley, Katy Kenney, Susan Pick, Susan Monahan, Gail Sanfillippo and Rev. Scott Sinclair.

COMMITTEE PURPOSE: Fulfilling the Pastoral Care needs of the congregation as they arise, such as preparing meals, providing transportation, making phone calls, writing notes, sending emails and prayers.

Brief Summary of 2024 Activity: We provided transportation, texts, meals, daily visits and prayers.

OPPORTUNITIES AND CHALLENGES: Due to the loss of a number of members, the Pastoral Care Committee welcomes new members.

PRIORITIES/CALENDAR FOR 2025: The committee will continue serving as an extension of Rev. Kirsten's pastoral care to meet the needs, care and support of the congregation as they arise, and will welcome new ideas.

CONTACT DETAILS FOR FURTHER INFORMATION: When needs arise, parishioners are encouraged to contact Rev. Kirsten or committee chairs.

Nina Woods/415-479-6690

Diana Singer/415-479-6008

FUNDRAISING

CHAIR: Various

COMMITTEE MEMBERS: Supported by Rev. Kirsten and many members of the church

COMMITTEE PURPOSE:

Fundraising specifically the annual Tea Party and Wassailing Party

BRIEF SUMMARY OF 2024 ACTIVITY:

This past year fundraising activities were a tremendous success. The Tea Party brought in over \$3,000.00 through ticket sales and raffle items. The event was well attended with 70 participants. A new event was the Wassailing Party which raised over \$1,000.00 through donations and raffle sales. Both events attracted attendees from outside the Nativity community, thanks to promotion through newspaper advertisements, word of mouth and reputation. These events not only supported fundraising goals but also showcased the church as a welcoming and vibrant gathering place for the community.

OPPORTUNITIES AND CHALLENGES:

There is a lot of optimism that the Red Door Project will attract people in the community to attend one of these events.

PRIORITIES/CALENDAR FOR 2025:

Tea Party

CONTACT DETAILS FOR FURTHER INFORMATION:

Katy Kenney, 415-382-0396, Kenn1030@aol.com

OUTREACH COMMITTEE

CHAIR: Ruth Baney, Rebecca Morehouse

COMMITTEE MEMBERS: Nancy Barnes, Kim Bromley, Gail Sanfiliippo, Diana Singer, Nina Woods.

COMMITTEE PURPOSE: To give support to various charitable organizations, both local and international

BRIEF SUMMARY OF 2024 ACTIVITY: Primarily we make decisions about dispersal of funds in our budget and to support individuals in their outreach ministries. \$50 went to the monthly charity: Bishop Marc's fund. The remaining budgeted \$1450 was dispersed as following:

\$200 each to the Food Bank, Street Chaplaincy, Ritter House, the Canal Alliance, the Sanctuary Forest, and Health in Harmony.

\$125 each to the Episcopal Impact Fund and Episcopal Relief and Development

Kim Bromley makes sure both food and monetary donations get to the Food Bank

Gail Sanfilippo with Kirsten was our liaison with the Street Chaplaincy..

OPPORTUNITIES AND CHALLENGES: we welcome the opportunity to learn of more needs in the community and world – hopefully from the many volunteer activities of parishioners.

PRIORITIES/CALENDAR FOR 2025: We will donate \$50 to each Charity of the Month. Members will make suggestions for the Charity of the Month for each quarter. Increasing our membership and meet more frequently during the year, while continuing to support a variety of organizations.

CONTACT DETAILS FOR FURTHER INFORMATION: Rebecca Morehouse (rebecca6416@gmail.com), Ruth Baney (rrbaney@aol.com)

Christian Formation/Bible Study

CHAIR: Rev. Kirsten

Summary of 2024 Activities

Lenten Bible Study: Gospel of Mark

Acts of the Apostles Bible Study

Participation in Rev. Christopher/St. Paul's Bible Study in August

Advent Bible Study on John the Baptist

With the Spoken Word Committee—special programs on the Psalms and Religion as portrayed in American Musicals (Carl Robinett)

Opportunities and Challenges

With few people participating in midweek Bible study we vacillate between the convenience of Zoom study opportunities and the depth of connection from meeting in person. We will likely continue to do a combination of both.

Doing joint Bible Study with St. Paul's has been a good opportunity to add new offerings and new people to our Bible Study program

Priorities for 2025

Consider Anti-racism formation (renewing Sacred Ground or other formation opportunities). Consider a Bible Study focused on Immigration for Lent. In the season of Pentecost, we may consider themes around Care of Creation and Environmental Justice.

Contact Details:

Call Rev. Kirsten if you have ideas about Bible Study topics or books you would like us to read together.

The Street Chaplaincy

CHAIR: Rev. Kirsten

COMMITTEE MEMBERS: Kim Bromley, Nina Woods, Janice Sargiotto, Kyle Donaldson, Karen and Ian Henke, Catherine and Grace Skinner, Kalen, Myles and Joe Miller, Suzanne Parris, Rev. Scott, Gail Sanfilippo, Rev. Kirsten

COMMITTEE PURPOSE: Support for our neighbors who live outside in San Rafael.

BRIEF SUMMARY OF 2024 ACTIVITY:

Nativity made three meals with volunteers over the year. We contributed \$600 over the course of the year from our annual outreach budget. This has become one of our Red Door projects and we invite community partners and friends to join us in this ministry. Rev. Kirsten purchased food for the meals as a “shopper” at the SF-Marin Foodbank, allowing Nativity to provide 70 delicious meals each visit for under \$20. We are very proud of providing spiritual support and community connection to the nearly 70 weekly Street Chaplaincy guests and the much larger population of people who need housing in our community.

OPPORTUNITIES AND CHALLENGES:

We love providing meals—especially when our college and high school students can help. With the loss of Executive Director, Nick Morris and Kitchen Manager, Michael Baranowski, the Nativity team stepped up in a crunch. New Executive Director, Kieawnie Clar will be rebuilding the volunteer base.

PRIORITIES/CALENDAR FOR 2025:

We have signed up for dinners approximately once a quarter.

CONTACT DETAILS FOR FURTHER INFORMATION: Call Rev. Kirsten if you would like to participate: 510-207-6346 or nativityonthehill@gmail.com.

MUSIC AT NATIVITY

The main musical component of music at Nativity is the 10am Sunday Eucharist. Hymns, service music and occasional choral offerings are integral to this liturgy. Piano or organ accompaniment is helpful to the singing of the congregation, and congregational participation is central to the prayers we do together.

It has been said that ‘to sing is to pray twice’. And our music director, Fred Goff, attempts to support the singing by allowing breath to be central to the singing. Breath is Spirit – Breath. Corporate prayer is enhanced when the words are sung. Singing is *heightened speech*. Both propelling forward the song texts and leaving room for breathing is the intent of our accompanist.

Added instruments like violin and flute give opportunities to hear the music in a new, fresh way. Any instrumentalist who wishes to add their offerings are encouraged to see our rector or our music director, Mr. Goff. Special choir events at major church festivals (Christmas, Epiphany, Easter or funerals etc) are ways to gather in this corporate prayer/worship. Mr. Goff truly believes that in church singing – *there are NO wrong notes*. When the Spirit/the Breath is offered in worship, it can build a deep community liturgy.

Fred Goff

415-499-4677

Contemplative Prayer Group

CHAIR: The Rev. Rebecca Morehouse

COMMITTEE MEMBERS: Ruth Baney, Norma Barr, Rebecca Morehouse, Gail Sanfilippo, Scott Sinclair, Nina Woods

COMMITTEE PURPOSE: 1) growing closer to God and one another through prayer and sharing our personal pilgrimages, 2) interceding for ourselves, the parish, our families and friends, and the larger world, 3) nurturing the fruits that come from shared silence.

BRIEF SUMMARY OF 2024 ACTIVITY: The Contemplative Prayer Group continued its regular meetings. The meetings take place on Zoom, Wednesday from 4:30 until around 5:45. The first half hour is primarily for fellowship and mutual support. The members especially report on how their lives are going. Often this is a time of general conversation and even laughter about the ups and downs of our personal lives. Sometimes we also discuss more serious matters, including the sufferings of ourselves, people we know, and the larger world. Then we have half an hour of meditation. Rebecca rings a bell and reads a short reflection. Half an hour of silence follows. Then we have Compline. We alternate between the liturgy in the American Prayer Book and the liturgy in the New Zealand Prayer Book. Each member of the group leads a part of the service. During the service there is an opportunity for individuals to add personal intercessions and thanksgivings.

OPPORTUNITIES AND CHALLENGES: We welcome new members but suggest that newcomers initially join the zoom meeting at 5:00. The six of us have become close, and a newcomer might find the half an hour of fellowship uncomfortable at first. The zoom link is available on the Nativity web page, or you can join directly at zoom 854 964 9442.

PRIORITIES/CALENDAR FOR 2025: Continuing meeting on Wednesday from 4:30 until around 5:45

CONTACT DETAILS FOR FURTHER INFORMATION: Scott Sinclair (415) 521-6095 scottgsinclair329@gmail.com

Rebecca Morehouse (415) 233-2093 rebecca6416@gmail.com

Spoken Word Report - year end 2024

We enjoyed one Spoken Word event in 2024: In January a group of 12 met to read and discuss selected psalms. Reverends Rebecca and Scott provided history and context and all who participated brought insights into the discussion.

We hope to enjoy more Spoken Word gatherings in 2025; one possible theme: favorite song lyrics read out loud as poetry. We hope you'll join us.

Kim Bromley
January 2025

Memorial Wall/Plaque/Garden Committee

CHAIR: Kathy Schlegel

COMMITTEE MEMBERS: Members are welcome.

COMMITTEE PURPOSE: Under the governance of the Vestry:

- Facilitate the ongoing purchases and installation of memorial plaques.
- Maintain the memorial wall, outdoor altar and benches, and gardens.
- Ensure continue financial viability and appropriate ambiance for the sacred space.

BRIEF SUMMARY OF 2024 ACTIVITY:

In November, 2 plaques were purchased and installed:

- Jack Fritz (1927-2024) and Lynne Fritz (1929-)
- Sean David Usle (1968-2024)

Nativity charges \$500 to make and install new plaques and \$250 to replace a plaque with an additional name.

OPPORTUNITIES AND CHALLENGES:

Price increases from vendors and installation costs may necessitate raising our prices in the future to maintain financial sustainability.

PRIORITIES/CALENDAR FOR 2025: Maintain communication and marketing opportunities to congregation.

CONTACT DETAILS FOR FURTHER INFORMATION:

Kathy Schlegel

415-699-7406 or Kathy@KathySchlegel.com

HOLY HIKES

CHAIR: Diana Singer

HIKERS in 2024: Kim Bromley, Cathy Groeneveld, Jim Huang, Kristen Huang, Joe Lough, Susan Pick, Gail Sanfilippo, The Rev. Scott Sinclair, Diana Singer. The Very Rev. Kristen Spalding.

COMMITTEE PURPOSE: Our purpose is to enjoy the variety and beauty of God's creation in the countryside.

BRIEF SUMMARY OF 2024 ACTIVITY: We enjoyed three hikes during 2024. (1) Buck Gulch Water Falls in the Ignacio area of Novato, 5/5/24. (2) Point Reyes National Seashore Bear Valley Trail from the Visitor's Center to and from Divide Meadow plus the Earthquake Trail, 8/31/24. (3) The Bishop's Ranch, Healdsburg, CA, 10/19/24.

OPPORTUNITIES AND CHALLENGES: Proposing hikes appropriate to the walking and hiking levels of all potential participants is a challenge, as well as choosing locations remote enough to escape urban noise, but not so far as to discourage participation. We also need to plan around weather predictions. Not all Holy Hikers attend all the hikes.

PRIORITIES/CALENDAR FOR 2025: We hope to encourage additional participation and shared leadership. When scheduled, hikes will be included in Sunday service announcements, the Nativity Notes On-line (NNO), and in e-mail messages to regular participants. We do not have a fixed calendar for hikes.

CONTACT DETAILS FOR FURTHER INFORMATION: Diana Singer
(415-479-6008)

Ushers' Report - year end 2024

We currently have 2 ushers serving the 10am service at Nativity:

Kim Bromley

Nina Woods

Kim and Nina trade off performing usher duties, which consist of making sure bulletins are available at the back of the church, helping people get a bulletin or find hymnals, passing the offertory plate and offering it for a blessing prior to communion, adjusting the kneeler cushion at the alter pre and post communion and counting the plate offering and preparing it for bookkeeping after the service.

We are a small but mighty team. If anyone would like to commit to ushering one Sunday a month we would be so happy to have you join us! Please speak with Kim about this ministry if you'd like to help out.

Kim

kbromley57@gmail.com

415-385-1319

Roster of Ministry Leaders

(Questions about ministries can be directed to the following people. Apologies to all whom we have missed on this list. A tribute to Nativity's vitality, there are too many ministry leaders to count. See Reports for listing of committee members.)

LEADERSHIP

Vestry

Kim Bromley, Sr. Warden (2026)

Dick Heine, Jr. Warden (2026)

Jim Huang (2027)

Katy Kenney (2028)

Susan Pick (2026)

Kathy Schlegel (2026)

Yar Wei (2027)

Nina Woods (2027)

Rev. Kirsten (voting ex-officio)

Rev. Rebecca (ex-officio)

Susan Monahan (Treasurer)

Rector, The Very Rev. Kirsten Snow Spalding

Priest in Residence, The Rev. Scott Gambrill Sinclair

Deacon, The Rev. Rebecca Morehouse

Deanery Representatives, Ruth Baney (alternate), Amanda Cairo, Penny Poteet

FINANCE AND OPERATIONS

Treasurer, Susan Monahan (and Finance Committee Convener)

Cathy Groeneveld (Deputy Treasurer)

Assistant Treasurer, Gail Sanfillipo

Church Office, Ruth Baney (volunteers)

Bookkeeper, Henry Auriti

Communications, Ian Crosby

WORSHIP MINISTRIES

Music Director, Fred Goff

Altar Guild, Nina Woods and Ruth Baney

Eucharistic Ministers and Readers, Diana Singer

Contemplative Prayer and Compline, Rev. Rebecca and Rev. Scott

Friday Midday Prayer, Rev. Kirsten

FACILITIES AND GROUNDS

Director of Facilities, Dick Heine

Facility Rentals and Community Partnerships, Katy Kenney
Memorial Wall and Garden Administration, Kathy Schlegel

OUTREACH

Outreach Committee, Ruth Baney and Rev. Rebecca
Street Chaplaincy and Wellness Gathering, Rev. Kirsten
Teen Success Breakfast, Rev. Kirsten
Food Bank, Kim Bromley

FORMATION

Bible Study, Rev. Kirsten, Rev. Scott and Rev. Rebecca
Cursillo and Kairos, Jean Heine, Ruth Baney, Penny Poteet
Small Group Ministry: Katy Kenney, Rev. Kirsten, Rev. Rebecca, Rev. Scott, Doyle Crosby
Contemplative Practices: Rev. Kirsten and Rev. Rebecca
Baptism, Confirmation, Reception and Reaffirmation Preparations: Rev. Kirsten
Spoken Word Committee, Kim Bromley

PASTORAL CARE

Pastoral Care Committee, Diana Singer and Nina Woods

Church of The Nativity	2024 Budget	2024 Actuals	2025 Budget projections
Income:			
Altar Guild	500	\$645.00	\$600
Donation Income	\$5,500	\$6,930.00	\$6,500
Fundraising	\$5,000	\$4,765.00	\$5,000
Interest Income	1500	\$3,036.05	\$3,000
Memorial Wall Plaques	500	\$1,500.00	\$500
Misc. Income	0	\$230.00	\$0
Plate Offering	\$3,000	\$3,206.49	\$2,500
Pledge - Income	\$133,795.00	\$134,977.49	\$143,790
Pledge - Prior Year	\$1,000	\$355.00	\$0
Rental Income/ 12 Step Income	\$9,000	\$7,976.00	\$7,500
Upstairs Income	13200	\$12,100.00	\$13,200
Funds from 2022 Savings			
Total Income:	\$172,995.00	\$175,721.03	\$182,590
Expenses:			
Clergy Expenses:			
Deacon - Continuing Education	\$100	\$113.74	\$100
Deacon - Discretionary Fund	\$350	\$350.00	\$350
Rector/Deanery- Travel	\$400	\$607.97	\$600
Rector - Continuing Education	\$200	\$0.00	\$200
Rector Discretionary Fund	\$750	\$750.00	\$750
Rector Sabbatical Reserve	1000	\$1,000.00	\$1,000
Diocese Expenses:			
Diocesan Assessment	16935	\$13,408.08	\$20,112
Diocesan Audit	\$500	\$0.00	\$0

Fellowship Expenses			
Christian Education (Fwd Mvmt)	150	\$105.00	\$150
Theological Education	200	\$200.00	\$200
General & Admin. Expenses:			
All Church Supplies	1400	\$3,618.74	\$3,700
Audio/Visual/Tech Equipment	1300	\$0.00	\$1,300
Bank Charges	600	\$64.00	\$50
Bookkeeper	16800	\$16,100.00	\$17,400
Computer Software	500	\$1,616.45	\$1,650
Computer Tech Support	500	\$270.00	\$500
Copier - Expenses	1000	\$1,124.10	\$1,000
Copier - Lease	3300	\$3,155.93	\$3,500
Electricity/Gas	\$3,000.00	\$2,957.43	\$4,400
Gas	\$1,500.00	\$1,185.54	included above
Insurance - Property & Liability	\$13,654.00	\$14,207.25	\$15,094
Insurance - Worker's Comp	\$200	\$0.00	included in insurance
Janitorial	\$3,500.00	\$3,600.00	\$3,600
Landscaping	\$3,000	\$6,550.00	\$4,000
Licenses/Dues/Registration Fee	\$50	\$0.00	\$0
Memorial Plaque Expenses	250	\$348.00	\$250
Misc. Expenses		\$295.57	

Postage	\$600	\$315.05	\$500	
Property Tax - Marin County	\$5,500	\$5,230.26	\$5,500	
Publicity	\$500	\$200.00	\$500	
Repairs & Maintenance	\$5,000	\$1,452.13	\$3,500	
Sanitary/Garbage	\$2,000.00	\$1,664.46	\$1,700	
Telephone/Internet	\$2,200.00	\$2,078.92	\$2,200	
Water	\$1,800.00	\$2,018.65	\$2,100	
Program Expenses:				
Outreach Gifts	1500	\$1,500.00	\$1,500	
Fund Raising Expense	200	\$0.00	\$0	
Salaries, Wages & Pensions:				
Rector - Ins. Benefits	540	\$492.00	\$556	
Rector - Pension	14405	\$15,510.36	\$14,866	
Rector - Salary, Housing & SET	80,030	\$81,870.78	\$82,590	.75 of \$110121 Clergy Minimum
Rector - Supply Priest	\$720	\$360.00	\$750	\$375/2 sermon
Salary - Music Director	9900	\$9,900.00	\$10,217	
Salary - Supply Musician	400	\$1,250.00	\$800	
Social Security Taxes - FICA	1000	\$0.00	\$0	
Worship Expenses:				
Altar Guild	500	\$617.46	\$600	
Music Expenses	1000	\$347.59	\$750	
Worship - Misc. Front of Church	800	\$0.00		included all supplies

Subtotal Total Expenses:	\$199,734	\$196,435.46	\$205,535	
Net Ordinary Income:	-\$26,738.50	-\$20,714.43	-\$22,945	
Prepaid Property Tax		\$2,664.47	\$0	
Total Expense	\$199,734	\$199,099.93	\$205,535	
Total Income/Expense	-\$26,739	-\$23,378.90	-\$22,945	
Red Door Project Expected Income		\$4,600.00	\$2,000	
Carryover from prior year			\$4,600	
Newsletter			-\$1,600	
Outreach Expense			-\$1,000	
Net Red Door			\$4,000	

