

## ANNUAL REPORT 2020

### PASTOR'S REPORT

*The Rev. Scott Clark, Pastor and Head of Staff*

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Dear First Pres Family,

Grace and peace to you!

In the last week of 2020, Facebook sent me some “memories” from the last week of 2019 – reminders of the things I had been saying a year ago, as 2019 was drawing to a close and as we were looking forward to 2020. I read what 2019 Scott had written, and I thought, “Oh, friend, how little you knew...”

2020 was a significant year, full of surprise and challenge and life. Together, we weathered 2020's many disruptions— as we encountered pandemic and its surges; the healthy, but confining limitations of sheltering and physical distancing; renewed awareness of our nation's 400-year history of systemic racism; the call to dismantle systemic racism and do better; a sharply contested, high-stakes election; and the ensuing public lies at the highest level about the election results, which resulted in a January 6 violent insurrection at the Capitol. We faced all this together, along with all the challenges of living life.

And. Even in the tumult of the year, for the First Pres family, 2020 was also a remarkably generative, creative, life-giving year. Together, we remained grounded in the things that matter most; we claimed and leaned into the sustaining presence of Christ; and we created new ways of doing almost all the things we do. Here are but a few highlights, which are reported in more detail in the reports that follow:

- As early as February, the Session took seriously the CDC's advice that communities prepare for pandemic. The Session set in motion a commitment and process to live steadily, safely, and faithfully into the challenges of these days – eventually establishing a leadership team that would lead us in “Moving Forward Together.”
- The Worship and Connections teams – led collaboratively by a new “Zoom Team” – created an entirely new online space for our life of worship and connection. Though we could no longer gather in person, we created opportunities for gathering and worshipping face-to-face; we each learned Zoom skills; and then together, we created new, beautiful, and faithful worship experiences.
- Daniel, Natsuko, the choir, and the musicians of our church created new modalities for making music— music led “live” by musicians during the Zoom service, new recordings, and new adventures in videography that brought the sounds and sights of our amazing choir back into our life of worship – culminating in their choir's Thanksgiving collaboration with the St. John's choir; a stunning, stunning Advent choir service; and a beautiful tapestry of music for our Christmas Eve services.
- The Deacons and Martha Spears created new structures for staying in connection and community— with the Deacons leading connection to their “flocks,” the re-imagining of coffee hour, and a new and emerging variety of small-group opportunities.

- The Education and Families team and Patrick O'Connor created new online opportunities for children and families, in worship and also in online gatherings like "Compassion Camp," youth and college online "home groups," and a powerful and lively Christmas Eve family service, re-imagined for our Zoom space.
- The Resources and Connection teams and Laurie Buntain worked to create new and adapted ways to continue our spiritual practice of giving and to financially sustain the life of the church – enhancing opportunities for online giving and, importantly, securing a pandemic-related federal Payroll Protection loan/grant to support and sustain both church and Preschool. As you will see in the financial reports, their wise and creative leadership, a good bit of faithful management of the expense budget, and the generosity of this congregation have resulted in the church coming in ahead of budget this year.
- The Church & Society team and other saints of the church learned new ways of continuing our service in the world – writing postcards and phone-banking in support of voting rights; forming an Anti-Racism Movement Team that is leading our anti-racism learning and action; making and donating face-coverings to protect the health of essential workers, those living outside, and each other; and engaging with the kindred communities of the Marin Organizing Committee (MOC) to participate in activism in support of undocumented neighbors and housing/rental support, flexing our new Zoom skills for the common good in the public square.
- Throughout the summer, the Moving Forward Together team led a communitywide conversation listening for emerging needs, and thinking together how we could continue to meet those needs, innovate, and create. The steady work of the MFT team resulted in thoughtful health-and-safety protocols and the prototyping of new opportunities for living life together. In the fall, the MFT process brought to life our first, careful opportunities for being in-person again in small groups for centering prayer, Qi Gong, small-ensemble music, and a baptism in the Memorial Garden that blessed our Zoom worship. And in December, the MFT team began work on a prototype for "hybrid worship," with the hope of bridging and connecting our online worship with in-person worship, when we are again able to be in-person together – the next new thing.

Together, we lived our life of 2020 in awareness and care of the pain of the world, including our own, and at the same time, in the warmth and love of a community, bright with hope.

Over this past year, we also journeyed together in discernment. Led by the Pastor Nominating Committee, the congregation discerned with me our way to an installed-pastor relationship, sensing together a call to continue our life and serving together. Mid-year, the church's office administrator Joanna Magee discerned a call to a new opportunity to serve a local school, and we gave thanks for all the ways that she had blessed our lives and nurtured our sense of community and connection.

As I look back on 2020, I also want to extend a personal word of thanks. I am grateful for the love and support the congregation extended to my family for the three months that my father was in hospice care. Thank you particularly for the grace you embodied in creating a way for me to work remotely and for us to continue our life together as I lived with family in Florida. My family gives thanks for the healing and renewed strength that my Dad is experiencing, as he has been able to leave hospice care and resume his leukemia treatments. Every bit of what I've just typed in this paragraph is a blessing beyond what we ever could have hoped for. We are grateful to you.

2020 has taught me many things. Among them, it has taught me to be sober and humble about our human capacity to know with specificity what the next day might bring. What I do know is this: God is faithful. The God who created us and who re-creates us every day also accompanies us in love. Every day. In Christ, God's word of life for the whole world becomes flesh in us. And the Spirit of Christ draws us together in community and empowers us to live and serve together – connected with all creation – lives of blessing, and healing, and justice, and love.

Giving thanks for the year of life we have just shared, I look forward to the days ahead with bright hope.

Yours in Christ – Together We Serve,

Scott Clark

pronouns: he/him/his

Pastor, First Presbyterian Church San Anselmo

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## 2020 STAFF OF FIRST PRESBYTERIAN CHURCH OF SAN ANSELMO

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The Rev. Scott Clark, Pastor & Head of Staff (Interim Pastor through August 31; Pastor, beginning September 1)

Laurie Buntain, Church Accountant

Daniel Canosa, Director of Music

Tom Lannert, Custodian

Joanna Magee, Office Administrator (concluding her service August 31, 2020)

Audrey Mahler, Sunday Sexton

Elizabeth McGrady, San Anselmo Preschool Director (retiring October 2020)

Natsuko Murayama, Organist

Patrick O'Connor, Director of Family Ministries (with additional communications responsibilities that began September 1, 2020)

Martha Spears, Director of Older Adult Ministries

January 1 to December 31, 2020

Active Members 12/31/19	235
New Members Received	0
Baptisms	1
Members Deceased	1
Members Transferred	1
Members Removed from Rolls	3
Active Members 12/31/20	230
Average Worship Attendance per Sunday	114

### IN MEMORIAM

Toni Henry	May 8
Byron Mauzy	May 13
Don Beck*	July 17
Ann German	July 27
Jim Bell	August 21

\*Husband of Patty Sempell and brother of Valda Whitman

### 2020 CHURCH OFFICERS

#### RULING ELDERS

Class of 2021: Raquel Nelson, Martha Olsen Joyce, Vivian Volz

Class of 2022: Erica Heath, Dave Jones, Robin Sparks

Class of 2023: Rebecca Conant, Alice Graham, Maureen Kalbus, Patrick Mitchell,  
Royce Truex

#### BOARD OF DEACONS

Class of 2021: Lisa Della Valle, Al Flood, Joan Flood, Joanie Jacobsen, Mary Waetjen

Class of 2022: Mary Kathryn Marcom, Marita Mayer, Anne Poore, Lauren Swalberg

Class of 2023: Sharon Bluhm, Jim Cunningham, Judie Donovan, Chris Francisco,  
Christine Grossi, Sita Khufu

#### NOMINATING COMMITTEE - 2020-21

Matt Swalberg (Chair), John Cowperthwaite, Chris Francisco (Deacon Rep), Sue Neil

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

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

Given the unusual circumstances of this past year, the regular ongoing responsibilities that the deacons are involved with had to be somewhat curtailed. At the same time, there are some things that could still be accomplished with great care and precautions, paying attention to the protocols that we all observed due to the pandemic.

- Flowers were still able to be delivered to various people in the congregation with thanks to Maureen Kalbus and our deacons.
- In January, the Deacons hosted memorial receptions at the services for Lila Rittenhouse and Diane Baumsteiger. There were no memorial receptions required after COVID sheltering restrictions went into effect.
- This year, special contact via phone calls and/or cards took the place of taking seasonal Christmas and Easter plants to various individuals.
- There has been no call for anyone needing transportation during this past year.
- Those requiring meals due to illness or any other emergency have been generously provided for by members of deacons.
- Requests for financial assistance to members of the congregation continue to be filled.
- Requests for assistance to several community organizations were filled in the amount of \$1000 each: Southern Marin Food Pantry, Canal Alliance Digital Access Equity Fund, Street Chaplaincy, San Francisco -Marin Food Bank
- Money has been designated for a community member to alleviate the payment of a student loan. This was done in concert with the Church and Society Committee and a special fund from the Pastor.

Most of these needs are met by means of the monthly offerings received from the generosity of members of our congregation. All of the Deacons' activities are carried out with prayerful and thoughtful consideration, realizing that it is God working through us and in us.

The Deacons meet on the 1st Tuesday of each month at 7 pm, currently via Zoom.

## CHURCH AND SOCIETY

*Royce Truex, Chair*

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Peter Anderson, John Cowperthwaite, Walt Davis, Lisa Della Valle, Lindsey McLorg, Ian Prowell, Barbara Rothkrug, Dick Schlobohm until November, Royce Truex, Ron Vestal.

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

- **Voter Suppression.** Hosted an event that raised \$20,000 for the Center for Common Ground; More than 1500 postcards sent to voters in various states informing about registration and voting locations.
- **Marin Organizing Committee.** Our delegates are Barbara Rothkrug, Emily Auchard and Peter Anderson. The issues being addressed this year are rental protection, affordable housing, youth mental healthcare and senior services.

- **Keep Hope Alive.** Continued acting as fiscal agent for KHA, including the Olive Tree Campaign, as well as participation in PCUSA's IPMN, the Israel Palestine Mission Network, by Walt Davis and Dave Jones.
- **Bare Roots.** Plans to go to Afghanistan were prevented by the pandemic. \$1000 was sent to provide food in areas particularly affected by the pandemic.
- **Green Chautauqua.** No activity this year.
- **Climate Action.** Meetings became irregular because of the pandemic. Joined the campaign to encourage our congregation to subscribe to Deep Green account with PG&E. Our congregation was again designated an Earthcare Congregation by PCUSA.
- **Ross Valley Ecumenical Housing (RVEHA).** Lindsey McLorg has represented us on the Board of Directors for many years and joined the C&S Committee this year. The Tam Houses have functioned smoothly and in good health during the pandemic.
- **Bread for the World.** Participated in a letter writing campaign to legislators about international hunger.
- **Disaster Relief.** Twelve people worked on a Habitat for Humanity project in Butte County, and a full roster was signed up to work again in May. This, of course, was postponed due to the pandemic.

In addition to those activities, we

- corresponded in support of our mission co-workers, Karla Koll and Tracy Ortega;
- participated in Marin Interfaith Council's accompaniment network;
- attended MMWD meetings supporting actions that affected affordable housing;
- sponsored a Sunday Seminar on Proposition C, relating to fire protection;
- consulted with youth, resulting in the Pentecost Offering being given to Bridge the Gap;
- participated in Pedal For Protein, raising \$2,825;
- organized the support activities for Juliette Razafiarisoa;
- distributed \$7950 local mission budget funds to pay various dues, support mission co-workers and donate to several local organizations.

Another major project this year was the distribution of the Capital Campaign Mission Fund. This fund has contained a total of \$41,052, 10% of contributions to the capital campaign. Here is a listing of recipients of donations:

- UBL (where Karla Koll teaches) for solar panel, 2018.....\$530
- MOC, 2018 dues, half of 2020 dues and 2021 dues.....\$6000
- Partial retirement of student loan of young Black woman referred by a member of the congregation.....\$6500
- The Marin Street Chaplaincy.....\$4000
- Marin City Health and Wellness Center.....\$7000
- Golden Gate Village Resident Council Development Fund.....\$10,000
- Marin Interfaith Council Rental Assistance Fund.....\$7000

## ANTI-RACISM TEAM

A major project this year was the launching of the **Anti-Racism Team**. This has grown out of the Session's focus on racism, which began after the shooting of Michael Brown in Ferguson, Missouri, in 2014. In the past year and a half, a small group began to explore the idea of reparations, but after the killing of George Floyd in June 2020, that study was side tracked by the great increase in energy around the subject of racism

generally and the formation of the Anti-Racism Team was a result of that energy. Another result was a statement on racism, approved by Session and now on our website.

The Team has been meeting since June and now meets monthly. It is co-chaired by Raquel Nelson and Royce Truex. Other members are: Peter Anderson, Cheryl Caspi, Lisa Della Valle, Asma Eschen, Chris Francisco, Nancy Greenfield, Jo Gross, Gina Guillemette, Joan Jacobson, Sita Khufu, Bonnie Kunstler, Lindsey McLorg, Maggie McDowell, Sue Neil, Barbara Rothkrug, Richard Schlobohm, Ron Vestal. Several listed members have expressed interest in receiving agendas and minutes, but are unable to participate otherwise.

Mirroring the congregational Statement on Racism, three principles were established early in our development:

1. We want the problem of racism and the work of anti-racism to be built into the very fabric of our congregational life;
2. We want to stay focused on local manifestations of racism; and
3. We recognize that any white person's education is ongoing and never ending.

Current working groups are:

- Letter, phone or email campaigns
- Education, both of ourselves and the congregation
- Organizing for marches and rallies
- Reimagining police
- Support of Black-owned businesses
- Representing us at meetings in which race topics are on the agenda
- Marin City Health and Wellness Center
- Golden Gate Village renovation

The voter registration postcard campaign, the anti-racism Sunday Seminar series, contacts with the Marin City Health and Wellness Center, and involvement in the Golden Gate Village renovation dispute are examples of our efforts so far.

## HUNGER TASK FORCE

In a year when so many swelled the ranks of those with hunger and food insecurity issues, FPCSA rose to the challenge and sent \$2,425.87 to the Presbytery's Hunger Task Force which coordinates Centsability grants. These funds plus those of other churches of our Presbytery enabled the Task Force to make seventeen grants available totaling \$21,728 in 2020.

The P4P (Pedal for Protein) bicycle marathon was held under different circumstances this year but was no less successful. The communal ride which has done so much to raise consciousness for the past six years was impossible owing to COVID restrictions, but the ride organizers set a lofty goal of \$40,000 and individual riders logged the miles.

FPCSA's riders were Cheryl and Ian Prowell, Dave Jones, Jen Epstein and Vivian Volz. And we raised \$2,915 to support them. The Presbytery was able to make grants of \$45,994 to the food banks within our Presbytery, including our own SF Marin Food Bank. There is so much to be thankful for.

Martha Olsen Joyce, Chair; Martha Spears, Vivian Volz, Mary Kathryn Marcom, Maureen Kalbus

The Connections Committee (previously known as Nurture) serves to build and strengthen our church community and find ways to engage all members in the life of this congregation. In this year of pandemic, we have found new and creative ways to do this:

**Welcome & Hospitality:** We have looked for ways to make our Zoom worship welcoming, including Coffee Hour on Zoom at least twice a month led by Mary Kathryn Marcom, and gracious chat hosting by Vivian Volz. Our Greeting Team has gracefully pivoted to our online world, reaching out and welcoming newcomers to Zoom worship. Mary Kathryn Marcom has also hosted a number of virtual gatherings to help people stay connected: a weekly Reflections Groups in late summer, *A Weary World* Advent study, a Comfort and Joy Group, a Christmas Day coffee hour, and an FPCSA Community Page on Facebook.

**Small Groups:** A lucky few were able to enjoy Dinner Parties, organized by Martha Wall, in January and February before the program was put on hiatus. The Second Saturday Women's Breakfast continues to meet online, providing women of this community with the gift of shared stories.

**Older Adults:** Staff member Martha Spears has found new and safe ways to connect with this group including phone calls and Zoom coaching as well as grocery deliveries coordinated with our teens and young adults. Committee members include Suzan Plath, Mary Waetjen, Georgia Landers, and Jennifer Holm.

**Women's Retreat:** Because of the coronavirus pandemic, the 2020 Women's Retreat was canceled. Rev. Charlotte Russell was to have led us in exploring "Self- Compassion" at the Ralston White Retreat Center in Mill Valley. Instead, we hosted a Women's Gathering via Zoom on July 25th. Forty women registered, including some inter-state church members and family in Northern Ireland! We were absorbed for three hours in a wide variety of activities. The theme was "Let Your Light Shine." Maureen Kalbus chaired the Organizing Committee, comprising Laurie Buntain, Christine Grossi, Gina Guillemette, Erica Heath, Mary Kathryn Marcom and Martha Spears.

**Theatre Outings:** Members of the Theatre Outings' Group, organized by Maureen Kalbus, attended "Silent Sky," a Ross Valley Players' production, in the unique "Barn Theatre" in Ross earlier this year before the theatre had to close its doors due to the pandemic. Theatregoers have had the option of watching past, notable Ross Valley Players' productions via their website.

**Communications:** Thanks to Joanna Magee, and now Patrick O'Connor, we share news on our website and through the "Friday email." Our weekly sermon emails are now brought to your inboxes each week by Jen Epstein. Our Facebook page is now managed by Scott Clark and Vivian Volz. Before Joanna left, she set up a "COVID Resources" page on our website that includes information about how to connect, help the community, or stay inspired including reflections by Maureen Kalbus. All these links are shared weekly by Pastor Scott Clark, along with links to the sermon podcast and worship video. We are profoundly grateful to Tom McAfee for his work in publishing all worship recordings to the church's YouTube channel. All of these digital communications have asked us to be nimble and creative in this year of shelter-in-place. It is a silver lining of the COVID pandemic to have learned new ways of being a church, using new online and digital tools that have opened access to our community to members and friends beyond Marin – to other United States locations and even other continents!



## EDUCATION

*Erica Heath, Sunday Seminars*

The year 2020 started with Carl Carter's talk on voting machines and several presentations on state propositions C and D by Peter Anderson, Royce Truex and Barbara Rothkrug. Two sessions on reparations were held in March before the pandemic stopped all Sunday Seminars for five months.

When Sunday Seminars resumed they were on Zoom, and we found as many or more people participating as we used to have in person, but there were also many who would not ordinarily have been able to attend.

Antiracism discussion continued, with five sessions led by Raquel Nelson – who demonstrated the value of having an excellent teacher among us - and supported by the Antiracism team. The slide decks for both the reparations and the antiracism series were put on the church Google drive.

In October a session on eight select California ballot propositions was held with the help of Scott Clark, Marita Mayer, Patrick O'Connor and Rebecca Conant.

Climate was addressed by Royce Truex and the Climate Change Team with several Zoom sessions.

Many programs now have a life of their own and are not "directed by" the education group.

- Sunday School is under Patrick O'Connor and Family Ministries
- The Women's Retreat is under the superb directorship of Maureen Kalbus who moved it from in-person to a wonderful on-line experience in June.
- Scott conducted officer training online in a new format.

We are grateful for the many presenters and organizers who volunteered substantial time and energy during this year.

## FAMILY MINISTRIES

*Patrick O'Connor, Director*

While this year looked quite different than years past, still our Family Ministries pressed on. In January, the youth experienced their first "escape room" together in the city, which was successful! Godly Play and Home Groups also began after a Christmas Break until early March. As our offerings moved to online, we began Virtual Home Groups for our youth. We said congratulations and farewell to our valiant senior leaders Sarah Conant and Aidan Nelson.

As the new school year began, First Pres Kids offered the inaugural Compassion Camp, a twelve-week Sunday School program which emphasized love and compassion and how we can offer compassion to our neighbors, strangers, our world, and ourselves.

As Advent neared, families were invited to our first socially distanced Advent Festival, where families put together home advent wreaths, shared arts and crafts, and enjoyed being with others. Families used their advent wreaths to share the light of Advent during worship, and the theme "Do Not Be Afraid" offered weekly devotions and activities to be done at home together.

Our year ended with a spectacular Christmas Eve Family Service! We continued with the theme "Do Not Be Afraid" as our children, youth, and parents (and an incredible Emperor Caesar!) rehearsed and recorded scenes that were edited together by Patrick O'Connor as part of the Family Service.

Even as we spent most of 2020 experiencing new and weird and hard things, our families continued to be a bright beacon and symbol of hope, perseverance, and most of all God's abundant love and grace.

The year began by including into our regular repertoire beautiful and poignant new music, such as "Would You Harbor Me," arranged by our Director of Music, and "The Fruits of Silence" based on words by Mother Teresa.

In February, the choir started to prepare *A Little Jazz Mass*, by B. Chilcott, to be performed on the Special Music Sunday at the beginning of June. Musicians were already engaged, musical arrangements were made, and the choir had about half of the piece ready, when on Thursday March 12th, in the middle of the warm up, the choir was asked to discontinue rehearsal. COVID had reached our shores. How little we knew in that moment how much our lives were going to change after that day!

Quickly we needed to figure out how to continue our work at a distance and keep providing music for the services. A lot of research was done in a short period of time to see which one of all the options was the best for us to continue our musical activities. Even without the possibility of hearing each other while singing, Zoom was the only possible way for the choir to gather and communicate. We developed a format to continue rehearsals and learning the music via Zoom.

As we kept working on *A Little Jazz Mass*, we were learning new technical skills, specifically how to produce videos and sound tracks, so we could keep providing music to our services. The process was hard and rich, and we were getting better and better with every video or sound track we made. The choir finished working on *A Little Jazz Mass* and produced its first video of the Sanctus of that piece, with the invaluable help of Tom McAfee and Martin Stevenson.

The Summer was coming and, since we were just starting to learn how to work in this new environment, we canceled our usual Summer schedule to keep working all the way to New Year.

With the assistance of Natsuko as accompaniments, Martin as sound editor and Tom McAfee as videographer, we produced, by the end of the year:

#### 5 Virtual Choir Videos

"Sanctus" from *A Little Jazz Mass*  
 "Crowded Table"  
 "One Love"  
 "Sanctus" from *The Armed Man*  
 "Sanctus" from *Requiem for the Living*

#### 5 In-Person Small Ensemble Videos

"El Cielo Canta Alegria"  
 "Gloria" from *Missa Criolla*  
 "Lullay My Liking"  
 "Light To The Stable"  
 "Joy to The World"

#### 9 Sound Tracks and Slideshows

"Healer of Our Every Ill"  
 "Make Me The Channel Of Your Peace"  
 "Jewett"  
 "Elijah Rock"  
 "Benedictus" from *The Armed Man*  
 "Prayer of St. Gregory"  
 "Hosannah" from *Kodaly Missa Brevis*  
 "Angels We Have Heard on High"  
 "Silent Night"

In addition, the choir collaborated with St. John Episcopal in producing the Virtual Choir Video "O, Bless The Lord" for Thanksgiving. Our Video of "Crowded Table" was also used at a service of the Unitarian Universalist Church of Marin.

Our Easter Zoom Service was enhanced by the presence of trumpeter Tyler McGrath and on World Communion Sunday by Flutist Carol Adele.

Natsuko, on her part, created a very rich archive of recordings of music of diverse styles that were used in every Sunday Service. She recorded 37 Preludes on our organ, 3 on piano, 2 duets piano/organ, 1 on harpsichord and a duet piano/cello. For Offertories, she recorded 4 compositions on organ, 6 on piano, 2 piano duets, and 2 on harpsichord. 16 Hymns were sung with her recorded accompaniment.

Linda Price and Robin Truitt also contributed with their own beautiful duets recorded on sound tracks or videos. Vivian Volz, Robin Truitt, Linda Price, and Don Miller recorded as soloists and/or section leaders on several occasions to assist the work of the choir. During the Sunday Services, songs were led by Sandy and Royce Truex, Marita Meyer and Dave Jones, Christine Grossi, Vivian Volz, Robin Truitt, Linda Price and Daniel Canosa.

## PASTOR NOMINATING

*David Conant and Gina Guillemette, Co-Chairs*

Sarah Conant, Lisa Cosby, John Cowperthwaite, Asma Eschen, Frank Ferguson, Mary Kathryn Marcom, Peter McConnell, Angelo Sphere, Margy Tuck

2020 was a particularly joyful year for our congregation in the calling of the Reverend Scott Clark as our Installed Pastor.

After being elected by the congregation in September 2019, the Pastor Nominating Committee met regularly through July 2020 (moving from in-person to online mid-March due to COVID) to outline and publicize the characteristics we were looking for in our pastor search via a published Ministry Information Form, receive process guidance from the Presbytery, screen the over 65 applications received and thoroughly review over 30 prospective candidates, narrow down to finalist candidates and conduct interviews via Zoom, and ultimately discern God's call for our congregation.

Through the process our hearts and minds were repeatedly drawn to Scott as the right Pastor for our congregation at this time, noting his abundant gifts and positive vision. The PNC announced its unanimous selection of Scott as its nominee for installed pastor to Session. We distributed a letter and summary report to the congregation, and a congregational meeting was held in August where the congregation approved the nomination and terms of call and concluded the work of the PNC. While there has been much celebrating of this new relationship with Scott as our Installed Pastor, we look forward to an in-person celebration as a congregation at some point in the future when we are able to gather again.

## PERSONNEL

*Robin Sparks, Chair*

Robin Sparks, Al Flood, Maureen Kalbus, Raquel Nelson, Dick Schlobohm, and Scott Clark (ex officio)

The Personnel Committee has the responsibility to listen and respond to issues related to our pastor and lay staff. We deal with staff salaries, employment classification, evaluations, position descriptions, personnel policies, work schedules, and hiring of lay staff. This year we worked with our Pastor Nominating Committee to negotiate Terms of Call for the Rev. Scott Clark. In August, Joanna Magee, our office manager left to take a job nearer her home, and we hired Patrick O'Connor as our interim office manager. We obtained a government loan so that we could continue to pay all our employees for all of 2020. As of December 31, we have eliminated three Sunday-only part-time positions related to in-person worship: Sunday sexton, Sunday service sound person, and Sunday early morning coffee server. In November, we notified those who had

been working in those positions, and let them know that they will be given first consideration of rehiring should we need them later in the year. Most of our staff has been working from home with the exception of Tom Lannert who has been working on redoing the Fireside kitchen and the narthex bathrooms, and Laurie Buntain who has been in the office working on all things financial. This committee would like to thank all of our staff for performing under very trying circumstances.

## SAN ANSELMO PRESCHOOL

*Kathy Newman, Interim Executive Director*

2020 was a challenging year for the San Anselmo Preschool. Prior to the COVID-19 pandemic, our preschool served 75 children in a program built around group-based play and learning. With the first Shelter-in-Place order on March 16, SAPS closed its doors for what we thought would be a couple of weeks. Throughout the closure, we continued to support children and families with daily "Staying Connected" emails that included videos from the teachers reading books, creating art, dancing, and singing, as well as activities to help keep the kids busy at home. SAPS re-opened for a re-imagined summer program on June 15 serving 30 children in four dedicated "pods." The summer program provided a great test case, and we learned just how resilient teachers and children are in adapting to new ways of being together. We expanded the program to 48 students in the fall.

Throughout the year we've learned to adapt and to make challenging but creative decisions. Most significantly, Elizabeth McGrady retired earlier than anticipated to help bring administrative expenses in line with reduced enrollment. Kathy Newman is now serving as the Interim Director. Elizabeth McGrady with Board members Martha Olsen and Jessica Scott created an incredibly detailed Site-Specific Protection Plan to guide our protocols for re-opening safely. We were fortunate to secure a PPP Loan with the help of Patrick Mitchell and Laurie Buntain which allowed our teachers to continue receiving paychecks while we were shut down. And we are grateful to our partners in the church office for space accommodations to support our new pod-based model and safety protocols. We've fought hard to serve our families consistently and well this year, even as approximately half of the preschools in Marin have been forced to shut down completely. With vaccinations now available, we are optimistic about the future of SAPS.

## RESOURCES

*Patrick Mitchell, Chair*

2020 was an amazing year for our congregation in so many ways. Even though the coronavirus locked the doors to our church, our leadership led by the Moving Forward Together team found a way to conduct services that reach an even more broad population than we can connect with in person. And the congregation responded by giving an impressive quantity of donations, more than we could have expected. Yes, I am here to speak of the congregation from a financial standpoint. And I can say that 2020 was a year of advancement for the church financially speaking. Using funds from the capital campaign, our facilities are being brought up to date so that when we can once again reopen our doors to community volunteers and reap the attendant room use fees, we will be able to provide better space. Our investments performed adequately adding roughly \$85,000 to reserves. At the same time our annual budget produced a surplus of \$46,320 such that we were able to place \$40,000 into maintenance reserves and still end with a \$6,320 net surplus. With in-person church services suspended, we experienced reductions in our expenditures for worship, nurture, utilities and maintenance. And we were greatly helped by a \$49,000 infusion of funds from the federal Paycheck Protection Program.

Tom Lannert spent much of his time this year doing work to improve our buildings and grounds as part of the capital campaign. As part of his regular maintenance work, he took out a chancel stain glass window

with a rotten wood frame and rebuilt the window, installed a new bathroom floor and toilet in the lower Duncan Hall bathroom after water damage was discovered, put a new kitchen floor in the Cedars of Marin kitchen, and patched and painted some exterior and interior walls and doors. David Jones provided important management and oversight to maintenance and renovations.

This may be an old refrain, but the coming year's budget may not be so sanguine. Upward expense outlays are expected in worship, office and administration, maintenance, and we do have to continue support for staff salaries. The relatively hazy projections for 2021 assume that the church will reopen for services mid-year, even though we do not know with any certainty. At the time of this writing, subject to revisions by Session, we are projecting a deficit of \$33,000 for 2021. For a congregation with net assets of nearly a million dollars, a three percent hit in the middle of a pandemic would be unfortunate but not critical. People will still be able to perform good works, and the many missions of this church would not be impacted.

## CAPITAL CAMPAIGN UPDATE

*David Jones, Coordinator*

2020 was the last year of the 3-year capital campaign fundraising drive. The congregation has been incredibly supportive, with financial contributions exceeding the \$400,000 goal by \$10,000. We have 4 new roofs, 4 remodeled bathrooms, major heating improvements, new and expanded solar panel arrays, all lighting replaced by LEDs, a remodeled Fireside Room kitchen, exterior and interior painting, and refinished floors in Duncan Hall, the Narthex, and the Fireside Room. However, the money has not all been spent. Many thanks to Tom Lannert for his skilled construction and remodeling work on many of the capital campaign projects. There is about \$130,000 left to help finance the 2021 projects listed below.

Accomplishments in 2020 include:

- A remodel of the Fireside Room kitchen, including refinished cabinets and a new sink, dishwasher, countertop, stove, and refrigerator.
- Sanding down and refinishing the Fireside Room, Kitchen, and Narthex hardwood floors.
- Remodeling the Narthex men's room with a new vanity, urinal, and under-sink hot water tank.
- Preparation work for remodeling the narthex women's room and ADA bathroom.

Major projects in 2021 include:

- Completing the remodel of the narthex women's room and ADA bathroom.
- New sanctuary cameras, video projectors, and video screens in anticipation of future worship services that simultaneously involve both the in-person and Zoom worship communities.
- Painting the Narthex and other rooms.
- Replacing the sanctuary heating system.
- Planning for remodeling of the library and choir room.

## WORSHIP

*Maureen Kalbus, Chair*

The 2020 Worship Committee was composed of Judie Donovan, Alice Graham and Ralph Kalbus/Maureen Kalbus. They worked throughout the year with the Worship Planning Team, meeting weekly, via Zoom from March, planning each service in the church calendar.

Liturgists have been recruited and scheduled throughout the year. To support them in their role, "Guidelines for Liturgists" were drawn up and distributed.

Enabling us to host our services and rehearsals via Zoom, we had the technical support of Martha Olsen Joyce, Vivian Volz, Mary Kathryn Marcom, and Patrick O'Connor.

Teams of Church Mice, Communion Preparers and Servers, and Ushers helped the Worship Committee in their work related to church services, through March:

- The Church Mice kept the Sanctuary neat, supplying the pews with paper, forms and pencils, and collating the weekly bulletins.
- Communion preparers purchased bread/crackers/juice and set up the Communion Table. Inger Hewitt donated the wine. Groups of eight served Communion.
- Ushers passed out bulletins, dispersed hearing devices, assisted people in finding seats, and collected the offering.

A Liturgical Art banner, "Broke – Open Heart" was created by Virginia Thibeaux, and hung in the Sanctuary for Lent; it was also featured in our online Zoom liturgical art.

Flower Guild members, Elizabeth Anderson, Inger Hewitt and Maureen Kalbus were responsible for purchasing and arranging beautiful floral arrangements in the Chancel each Sunday until services went online. After worship, the flowers were rearranged in small vases, and, with the help of Deacons, were taken to church members who were ill, grieving or celebrating a special occasion.

Since April, on special occasions, Maureen Kalbus created floral/plant arrangements for Zoom services, and then delivered flowers to the doorsteps of church family members.