

Saint Aidan's Episcopal Church

Annual Report for 2025

Prepared for the Annual Meeting, January 25, 2026



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Minutes of the 2025 Annual Meeting

St. Aidan's Episcopal Church
San Francisco, CA

MINUTES Annual Meeting – January 26, 2025

Meeting called to order at 10:46 a.m. Meeting was held in person in the sanctuary, with additional members joining via Zoom. Attendance totaled more than 10% of members.

Rector acknowledged, with gratitude, the service and leadership of vestry members in the Class of 2024: Anne Benninger, Kate Fritz, and Elaina LeGault.

ELECTION OF DELEGATES TO DIOCESAN CONVENTION AND VESTRY MEMBERS

Vestry clerk Barbara Stevenson presented the following slates of nominees proposed by the departing vestry members in their role as the nominating committee:

- For Delegates to Diocesan Convention and Deanery: David Frangquist and Young Qiu.
- For Alternate Delegates to Diocesan Convention and Deanery Delegates: Peter Fairfield and David Mealy.
- For Vestry Class of 2027: Gilbert Chavez, Margaret Tait, Margie Wolcott
- For Vestry Class of 2026: Roya Rettberg

Nominations from the floor were invited; none was made.

❖ **Slates listed above were elected by unanimous consent.**

WARDEN'S REPORT

Kate Fritz reflected on the past two years of her tenure as Senior Warden.

- It was a period of growth, during which we moved back into our space post-pandemic and embraced our use of technology not merely as a convenience but as a long-term commitment to digital ministries.
- Our music ministry has been a vibrant locus of recent new growth.
- Kate offered thanks to Junior Warden Lee Hammack for all his work on building maintenance and dealing with the city for permits. She recognized Janet Lohr for her many hours of work designing and supervising the construction of a new curb and thanked the Good News garden crew for their care of the church grounds.
- Kate closed by observing that the present moment calls us more than ever to act justly, love mercy, and walk humbly with our God.

RECTOR'S REPORT

The rector reflected on areas of vitality and growth over the past year.

- Concepts we have learned through our Vital + Thriving work include the concept of "being hosted" (a lens on our work in the community) which more and more people are using, and "green shoots/bread crumbs" (signposts toward where God might be inviting us to go).

- The Food Pantry and Diamond Diners are ministries in which these concepts are alive. The food pantry has grown significantly in number of shoppers served this past year. Cameron invited parishioners to consider volunteering for these ministries.
- Seconding Kate's remarks, Cameron noted that the music program, which nourishes the St. Aidan's community even beyond the 10:00 service, is another area of recent growth. The 2025 budget waters/feeds this green shoot with increased investment.
- Good News Gardens, spearheaded by Deacon Margaret Dyer-Chamberlain, and the median project, led by Betsy Eddy, are both outward-turning pieces of our relationship with the world. Places where we connect with the neighborhood are areas of new growth.
- Cameron also commented that we share Deacon Margaret and our parish administrator Cary McCullough with Holy Innocents (where he is a member); these connections deepen our relationship to Holy Innocents and create opportunities for cooperation.
- He announced that Barbara Stevenson has agreed to serve as Senior Warden in 2025.

KITCHEN PROJECT

- David Mealy of the capital campaign committee announced that the campaign will launch soon. The committee believes that we can raise the money we need to complete the project.
- Cameron shared a sneak peek of architectural renderings from Midglen, the architect/builder firm, specialists in commercial kitchens, that will design and construct the kitchen.
- **Question for follow-up:** Will the space be handicap-accessible, to the extent that it is reasonable and possible? Cameron committed to exploring this.
- The campaign launch event in March will include a more detailed presentation of architectural renderings.

TREASURER'S REPORT

Treasurer Dave Frangquist distributed pie charts showing budgeted income and expense for 2025 (attached), reviewed 2024, and discussed the 2025 budget adopted by the vestry on January 21, 2025.

- Review of 2024 financials included:
 - The operational deficit was less than anticipated due to: a) success of the fundraising, which netted \$6,250 over budget; b) two bequests, from one of which the vestry allocated \$6,900 as income to the operating budget; and c) expenses that were under budget.
 - Overall, investments gained \$54,955 for the year.
 - Year ended with a net operating surplus of approximately \$30,000, after including changes in the market value of non-endowment investments. This was added to the operating reserve.
 - The endowment gained \$30,667 in value.
 - Non-fixed assets increased enough to push the total to over \$1 million for the first time in St. Aidan's history.

- Dave shared highlights of the 2025 budget adopted by the vestry on January 21, 2025:
 - Expenses are approximately \$30,000 higher than in 2024. Budget lines that grew include Minister of Music employee expenses, music program expenses, buildings and grounds, rector employee expenses.
 - Income is projected to increase by approximately \$19,000 over the 2024 budgeted income; a) Increase in pledges: of the total 56 or so pledges, 32 are either new or increased; b) allocation from the Music Fund created by the vestry from a portion of one of the 2024 bequests; c) projected increase in income from interest and dividends.
 - The 2025 budget projects a deficit of approximately \$30,000; the operating reserve at \$115,000 is sufficient to cover it.
 - In response to a parishioner's question, Dave also clarified that the costs of the kitchen renovation project are not included in the parish's annual operating budget.

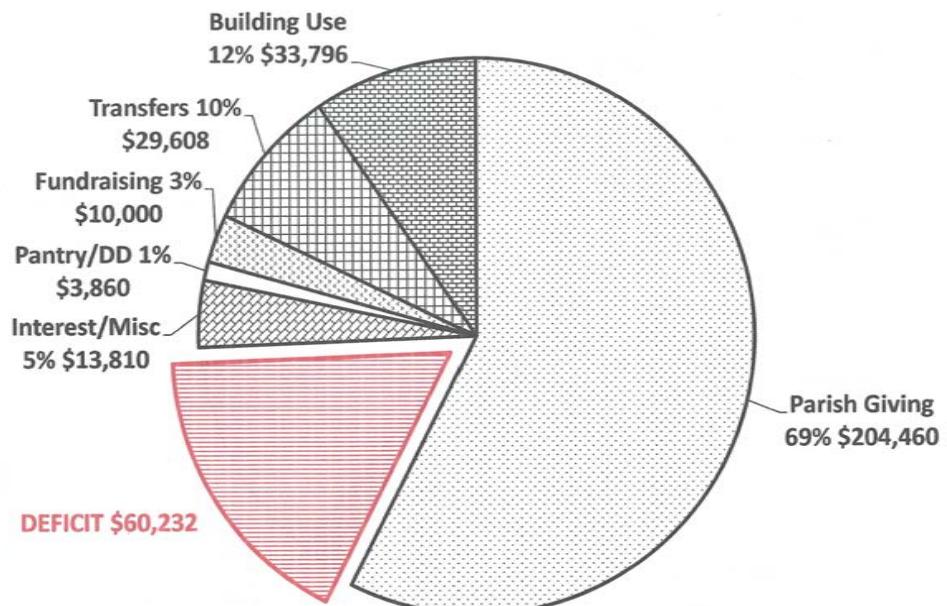
VITAL + THRIVING SMALL-GROUP DISCUSSIONS

Susan Spencer and Barbara Stevenson, members of the vestry and the Vital + Thriving team, invited parishioners to break into pairs or small groups and discuss the questions of where people have seen either "green shoots" (signs of new life or increased vitality in the congregation) or "bread crumbs" (events or people that have come to us recently and might be pointing us toward where God is calling us). Several parishioners shared the highlights of their conversations.

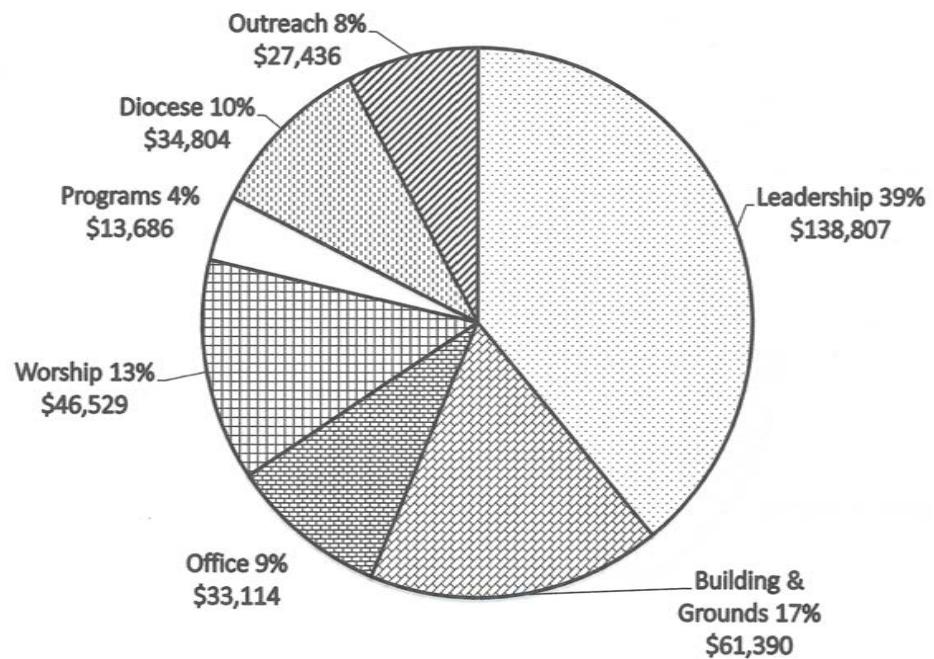
Meeting ended at 12:12 p.m.

Respectfully submitted,
Barbara Stevenson, Clerk

St. Aidan's 2025 Budget Income: \$295,534



St. Aidan's 2025 Budget Expenses: \$355,766



Leadership Reports

Rector's Report

submitted by The Rev. Dr. Cameron Partridge

One of the ways I look back on each year as I prepare my rector's reports is by looking through my photos. There is nothing like seeing the photos taken in among this community to give me perspective on that has happened in the past year, all we have journeyed through and accomplished together. My goodness, this has been a year. Here is what stands out to me as I look:

Marching & Showing Up for Justice

In 2025 we marched. Not every time there was a march, and not always in large numbers. But in various settings, sizes, and configurations, this community showed up. We were in the MLK march and No Kings (twice). We marched and protested for trans justice including: a rally on the steps of SF City Hall after the Skrmeti Supreme Court Decision Rally; a hearing on the current use of the Compton's Cafeteria Riot site; outside Stanford Medical Center, Kaiser on Geary, and Sutter Health protesting the curtailing of access to gender affirming care. We attended the film *Heightened Scrutiny* about Chase Strangio's journey to arguing before the Supreme Court. We marched in Trans Pride and the Big LGBTQIA+ Pride. In October when immigration enforcement intensified here in San Francisco, several of us responded to a call to show up at Open Cathedral's worship at 16th and Mission, as ICE agents watched from across the street. Members of our congregation have shown up by doing accompaniment at a detention hearing or outside immigration court. In 2026 these calls will continue. We will not always be able to show up in these ways, but when we do, it matters.

Formation for Practicing Sanctuary

The Formation report tells some of this story as well, but another theme of 2025 was our call to equip ourselves, to root ourselves spiritually and theologically to remain grounded as we seek to show up in the world in answer to the call to solidarity with marginalized communities. We took up this formation and equipping through Know Your Rights trainings as well as seasonal series.

Sharing Nourishment

Ministries of nourishment and hospitality are a core part of who St. Aidan's is and has long been. In 2025 we attended to that vocation by giving renewed attention to our core food ministries, the Food Pantry and Diamond Diners. We continued the larger neighborhood food-related events that nourish us in neighborly community and give us joy, such as the Pancake Supper, the Thanksgiving Neighborhood Meal, and (organized by Resilient Diamond Heights) the Neighborhood Holiday Party. We also participated in the food ministry of Ecumenical House, led by David Eli Patiño who also came and preached at St. Aidan's in the Spring. We look forward to more work with David Eli in 2026.

A crucial focus for us in 2025 was our Community Kitchen Project. We launched a capital campaign with a dinner in March and reached—in fact exceeded—our pledge goal. Both Sunday morning and neighborhood friends contributed, and they did so in a whole range of amounts. That campaign was one of the most moving parts of 2025. Now we are *very close* to the start of construction. We have received our permits and The MidGlen Studio, who is designing and building the kitchen, is finalizing their budget as we speak to begin construction in the coming days. We look forward to strengthening our food ministries through this kitchen and discovering new ways we can the call to share hospitality. In July David Mealy and Barbara Stevenson hosted a conversation—with food—opening space for further discernment of our call to food ministries, and in recent conversations the Vestry has suggested that the

Vocations Committee might host further such space as we anticipate the new chapter in our food ministries <http://the-kitchen.will.open>.

Vocation & Leadership

That same committee also supported and celebrated several transitions in ministry in our midst this past year. As their report shares, our former seminarian Weston Morris was ordained to the diaconate and priesthood this past year, and began a curacy at Good Shepherd, Berkeley. Elaina LeGault was ordained to the (transitional) diaconate in December and anticipates ordination to the priesthood in June. David Mealy was made a Postulant for Holy Orders and began a field placement at Church of Our Savior in Mill Valley. I serve on the Commission on Ministry, and am in my second and final year as its co-chair. It is an honor to accompany people as they make their way through the ordination process.

It is also an honor to serve as the Regional Dean of San Francisco, a role to which I was appointed in September of 2024 and into which I was installed this past March at the start of the Blessing of the Holy Oils at Grace Cathedral. In that role I seek to support my fellow clergy in San Francisco, work together with the elected leadership of our deanery, and as much as possible to be a connector of and congregations and leaders.

Hannah Cornthwaite, the President of our Deanery and now also the Vicar of Holy Innocents, is one such leader. Our St. Cyprian's friends are others. I am so delighted that they have continued to come to St. Aidan's on a monthly basis.

I am also grateful that Stephen Siptroth has continued to serve with us as an assisting priest this past year when he hasn't been covering sabbaticals, parental leaves, or other congregational needs around the diocese, even as he has continued to serve as a lawyer during the week. We are so fortunate to have him as well as Don Fox as priests in our midst. We were also blessed by the ministry of Gary Ost these last several years—we celebrated him and sent him and Michael forth as they moved to Portugal this past fall. We continue to be beyond fortunate that we have the ministry and presence of deacon Margaret Dyer-Chamberlain among us. We do have to share her now with Grace Cathedral who claimed her as one of their deacons during this past year, but we still get to have her at least once per month. It is always so inspiring to hear deacon Mark Kuga-Henderson proclaim the Gospel or say the Dismissal, and this year we also got to hear a very moving reflection from him in our Blue Christmas service. If you haven't had a chance, it is online among the sermons and reflections on our website.

Music Ministry

Our Music Ministry went through a major transition this past year, as our previous Music Minister Mina Marie Jelinek accepted a position at Washington National Cathedral in the late fall. Her two years with us brought vital new energy to this important facet of our worship and congregational life, and we look forward to its next chapter. We are so fortunate that Charles Rus, who served as our Music Minister in the 2000s during Nedi Rivera's time, has joined us as Interim Music Minister. He has been bringing wonderful new ideas and creativity to the role. I look forward to seeing what unfolds in this ministry in 2026.

I am so grateful for the leadership, resilience, compassion and energy of this congregation. Even as we have reeled from disheartening and downright scary news week by week in 2025, we have come together in authenticity, grief, connection, and joy. It is such a privilege to be your rector.

The Wardens' Report

submitted by Barbara Stevenson, Sr. Warden and Lee Hammack, Jr. Warden

The past year has been a turbulent and troublesome one in this country we call home. At St. Aidan's, we spent the year tending to our congregational life and dreams while discerning and organizing how we can together respond to the present moment in the world around us.

Community Kitchen Project. We made a commitment some years ago to build out a full kitchen to fully support our food/hospitality ministries. The capital campaign to raise money for the project was kicked off with a spirit-filled community party in April and successfully surpassed its goal within months. Lots and lots of planning with a kitchen design & build firm and wrangling with city bureaucracy were rewarded in early December with permit approval. Construction will begin very soon! Many, many thanks to the capital campaign team: Cameron, Dave Frangquist, David Mealy, Kate Fritz, Margaret Dyer-Chamberlain.

Saints and Sinners Fundraiser. Or was it Sinners and Saints? The annual fundraiser was moved this year to November 1, to leave room for the campaign party in April. It was a smashing success—a magical evening of dancing and camaraderie with parishioners, neighbors, and friends. This was the third fundraiser chaired by Sarah Glover, with major support from her able lieutenants Dave Frangquist and Nicole Miller as well as a small army of other volunteers.

Sanctuary Conversation. In the light of the ongoing persecution of immigrants and trans folk by the current administration, the vestry hosted a parish conversation at the April parish meeting about what sanctuary means in 2025. In that meeting, we identified the difference between physical sanctuary (for which we are not equipped) and sanctuary practices. We discussed what effective sanctuary practices might look like now. In subsequent vestry conversations about sanctuary, we recognized the overlap between our Vital & Thriving work and this sanctuary conversation. Roya Rettberg of the vestry has actively pursued connections with trans-focused organizations that we might partner with in the future. Engaging in the sanctuary practice of solidarity, groups of St. Aidanites attended rallies to protest restrictions on trans-affirming medical care.

Buildings and Grounds. Major projects for this year have been: 1) Planning and advance preparation for the kitchen project, including work with kitchen design & build firm Midglen to develop drawings, a budget, and secure permits. 2) Removal of three aged trees, which necessitated evaluation by an arborist, months of wrangling with the planning department to secure permits and contracting with a tree removal service. *Note from Barbara:* We all owe huge thanks to Lee, who has served for three years as Junior Warden. Lee has attentively cared for our buildings and property—identifying repairs needed for plumbing, locks, gutters, and roofs; carrying out repairs himself when possible, sourcing and overseeing the services of tradespeople when necessary. There is a never-ending stream of largely thankless tasks that Lee has tended to with humor and grace.

WORK THAT WILL CONTINUE NEXT YEAR

Revisioning FKA Community Ministries Board or CMB. In 2024, a working group of St. Aidanites presented a set of recommendations to the vestry for values to guide the distribution of the parish “tithe” every year. An ad hoc committee of the vestry recommended gifts in line with those values for our 2025 giving. Next year, the committee will expand to include members of the congregation to work together

on developing guidelines, based on those values, for the future. Would you like to be part of that conversation? Contact Margaret Tait, chair.

Post-pandemic reflection. Major changes in congregational life occurred during our collective experience of COVID. The vestry reflected together on these changes. In 2026 it will launch a working group that will focus on hybrid worship, digital ministries, and the culture of volunteering. We have made a permanent commitment to both hybrid worship and digital ministries: six years later, how could we improve? Habits of church attendance and participation in ministries have been drastically altered, across denominations in all kinds of places. How do we respond to this new reality? Be on the lookout for an invitation to join in this work.

Deacon's Report

submitted by the Rev. Margaret Dyer-Chamberlain

This year was a transition for me, because starting in September I begin serving mostly at Grace Cathedral. I am able to continue to serve at St. Aidan's at least one Sunday per month, which I'm very happy about. Continuing to be part of the many ministries that St. Aidan's so faithfully nurtures is both inspiring and life-giving.

Here are some of my memories from 2025.

Good News Gardens

Our Good News Garden group has continued to come together in our monthly gardening days at the church and at the Little Red Hen garden. We have weeded, planted bulbs, harvested veggies for Diamond Diners, and spread lots of mulch! Our Little Free Library continues to be miraculously ever full of books – and we participate when we can with median clean-up days on Diamond Heights Blvd. Thank you to all of our parish gardeners, and watch for the bulbs that again will be blooming soon!

New Jim Crow Anti-Racist Book Group

The New Jim Crow Anti-Racist Book Group continues to meet via zoom and to read. Our titles this year included:

Just Us by Claudine Rankine

Black in Blues by Imani Perry

Chain Gang All Stars by Nana Kwame Adjei-Brenyah

Wiskey Tender by Deborah Jackson Taffa

Night Watch by Jayne Ann Phillips

Horse by Geraldine Brooks

Native Nations by Kathleen Duval

All are welcome – please join us.

Blessings in the Upper Douglass Dog Park and at St. Aidan's

We were again back in the Upper Douglass dog park this fall for our St. Francis Day blessings – and Mark and Kazu Kuga-Henderson, long-time partners in this ministry, joined us with blessings at our church services as well. We continued our blessings on zoom also – all of these are sacred moments to

honor our animal companions. And our Animal Companion Memorial Service happened this year – such a beautiful moment and ministry.

Donations: Holiday Gifts, Books to Prisons, Sewing Circle

We again organized an amazing array of donations this year. Christmas brought St. Aidans' typical outpouring of holiday gifts for Safe House, Urban Angels and Episcopal Community Services. Thank you, everyone. Our parish's contribution of books to prisons and jails continued as well – by my count, well over 1,000 books went to San Quentin prison this year. Mileva and Shelley in our community are part of a sewing group I've led at Stanford for years – we donated 365 baby blankets to San Francisco General Hospital last year – one for each day!

I'm so grateful to be a part of Saint Aidans and to participate in this community's work in the world. What we are doing truly matters.

In peace,
Deacon Margaret

Associate Clergy Reports

submitted by The Rev. Donald Fox

As a retired Assisting Priest during the past year (2025), I occasionally assisted, co-presided, and presided at worship services, spoke at the annual Animal Companion Memorial Service, continued to serve on the End of Life Ministry team, and did some pastoral counseling.

For the first time in my 54 years as a priest I was asked (by non-Christians) to officiate at a special service for a couple who were engaged to be married. Considering that no such official engagement service exists in our Book of Common Prayer, nor in our Anglican tradition, I composed and officiated at a service I titled "Celebration and Blessing of a Marriage Engagement."

In response to our national descent toward a fascist dictatorship, I wrote the Presiding Bishop of the Episcopal Church, thanking him for taking a stand against the cruel anti-democratic damaging policies and actions of our current U.S. President and his colleagues. I urged him to consider resisting even more strongly — in coordination with other religious leaders — so that we Christians and people of other religions not repeat the 1930s failure of the Churches in Germany to effectively resist Hitler and the Nazis. Along with other St. Aidan's members, I represented our congregation — and the Diocese of California and our national Episcopal Church — at two "No Kings" protest rallies at San Francisco's Civic Center.

Don Fox

submitted by The Rev. Gary Ost

After six years of discerning whether we were called to relocate to Portugal, my husband Michael and I made the decision last January to begin the process. Our financial advisers were the last to encourage us, saying, "You two just light up when you talk about Portugal. Go! But remember...the devil is in the details!" On October 15, 2025 we finally departed from SFO to move into the apartment we rented last July in Estoril, a seaside suburb of Greater Lisbon on the Atlantic coast.

It was largely because of all the work, and all the waiting, and all the uncertainty of undertaking this move that Cameron gave me a large pass on my assisting much at St. Aidan's. I did continue being part

of “the St. Aidan’s presence” (along with Margie Wolcott) at St. Francis House, the sisters on Cesar Chavez Street, where for 15 years I have loved presiding at the Tuesday Eucharist. But at St. Aidan’s itself, I only presided and preached at the 7:30 a.m. Ash Wednesday service and both services on April 27, and then, on October 12 at our last service before departing, gave the Final Blessing—in Portuguese!—at the Eucharist where you all wished us godspeed. I did also take communion to Judy Bley a few times during the year and also Doris Feyling after her surgery.

Now we are somewhat representing the Episcopal Church in our weekly attendance at St. Paul’s Anglican Church, Estoril, where their progressive ministry would remind you of yourselves. Their newsletter’s moniker is the familiar quote from Micah, “What does the Lord require of you, but to do justice, love kindly and walk humbly with your God!” And the phrase we Episcopalians use often, “Committed to social justice and international peace,” seems like the vision statement of the Anglican Chaplaincy of Lisbon, which comprises two altars: St. Paul’s and St. George’s, downtown.

Michael and I don’t know how long we will be away. We have rented our condo to friends and we promised each other we would pose the question yearly, “‘Mais um ano?’ (‘one more year?’) It’s not primarily because of the assault on democracy in the US that we’re here. Nevertheless, one morning this month during my two hours of study and meditation, I recognized yet again the feeling, “I was drawn here by the Lord.” The lectionary from “A Great Cloud of Witnesses” used the remembrance of the Desert Mothers in the 4th century, and I had the insight, “When Constantine made the Church legal, he also consigned it to embroilment in state politics, and some sensitive mothers and fathers of the Faith needed to go out and reflect on the question, ‘What should be done now?’” I see parallels to what is happening in our world today. And I for one needed to go to a desert retreat to reflect...well...an Atlantic-resort-town “get-away”!

We are praying for you all; please pray for us—

Gary Ost, Estoril, PT

submitted by The Rev. Stephen Siptroth

I continue to be amazed by the warmth and resilience I find in the St. Aidan's community. I am excited for the groundbreaking of your community kitchen project, and for all of your ongoing ministries. I am grateful for the time I am able to spend with you during periods when I am not providing short or longer-term supply coverage in other congregations, or assisting at Grace, in Martinez. Know that I bring a St. Aidan's voice to my other service in our Diocese, whether as a member of Standing Committee or as a new Board Member of the School for Deacons. I am also a part of a small and fledgling group, Sacred Resistance Bay Area, that is just beginning to coordinate our shared response to federal immigration authorities' targeting of our vulnerable, immigrant siblings. There will be more to share about these efforts in the months ahead, and there will be more work for all of us to be invited into.

Interim Music Minister's Report

submitted Charles Rus

It's been an honor and a pleasure to be interim director of music at Saint Aidans from November 23 until the present. Reconnecting with old friends here, and getting to know some new ones... I remember why I loved this church so much since I was music director here in the year 2000!

Since I came on board, the choir has been quite small, probably because of the holidays. But despite our numbers at the moment we are managing to make some really nice music. The spirit is definitely among us. Cameron and Cary have been a pleasure to work with, always both in a lighthearted and supportive manner.

I have been introducing some new music that I feel has been appropriate for Saint Aidans, and I believe it has gone over well. Of course we are also doing some of the old favorites. In particular it's been a pleasure to play with Nancy at the marimba. Not many music directors in Episcopal churches say they get to play with a marimba!

Financial Reports

Treasurer's Report

submitted by Dave Frangquist

The Past Year:

As we have often done in recent years, St. Aidan's adopted a Faith Budget for 2025. We budgeted the expenses we needed to do ministry, and we hoped that our resources would cover expenses.

The 2025 budget had a projected deficit of over \$60,000, a 17% increase in the size of the deficit over 2024. Assuming reasonable growth in our investments, the projected deficit could drop to about \$30,000. At the end of the year, the actual budget deficit was \$34,539. The value of our investments (not counting the endowment) grew by over \$60,000. After adding investment growth, there was a net surplus of \$25,765. Once again, our faith was rewarded.

We had more income than was budgeted in several areas: Parish Giving (+\$7,720), Fundraising (+\$3,780), and Interest & Dividends (+\$4,171). Overall, expenses were \$19,254 under budget.

Capital Campaign:

The most exciting financial development in 2025 was a highly successful capital campaign to raise money for a new Community Kitchen in the Eastburn building, replacing the existing small galley, bathroom, and the small office known as the Lindisfarne Room. Estimates from the contractor, Midglen Studio Associates, plus permits and contingencies, meant raising \$300,000.

After the vestry gave its approval to proceed with the campaign, a steering committee consisting of Margaret Dyer-Chamberlain, Kate Fritz, David Mealy, Cameron Partridge, and Dave Frangquist prepared a campaign brochure and began the quiet phase of the campaign, privately soliciting major donors and vestry members. A kick-off dinner was held April 5 to announce the results of the quiet phase and open the campaign to other donors. The dinner turned into a major celebration. We were able to announce that \$174,310 was already pledged by 17 donors, including all members of the vestry. Adding the \$115,520 that was already in the Capital Fund at the start of the year, plus \$2,330 in other gifts, the campaign had already reached a total of \$292,160.

By the end of April, the campaign had \$260,610 in pledges, including a major donation from the estate of Barbara Purcell, reaching a campaign total of \$384,015. At the end of the year, it had \$268,410 in pledges from 29 donors and a campaign total of \$395,335, including \$11,405 in non-pledge gifts. This will allow us to plan for additional kitchen features and the inevitable cost overruns. Construction is scheduled to start early in 2026.

Looking Ahead:

For 2026, budgeted expenses will increase by only about \$1,000. Budgeted income is expected to increase by nearly \$20,000. The projected budget deficit will therefore decrease by nearly \$19,000 to about \$41,600. Uncertainty in investment markets, along with persistent warnings of a coming recession, mean that we cannot be sure that investment growth will help cover the deficit. To reduce our exposure, and to be ready to finance the Community Kitchen, we have been moving some investments from stocks into certificates of deposit. Whatever happens in the markets, we have over \$164,000 in operating reserves to cover the deficit and any likely economic downturn. 2026 may be a bumpy ride, but we are well positioned to ride it out.

Dave Frangquist, Treasurer

Saint Aidan's 2026 Operating and Mission Budget

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Line	Budget Category	2025 Budget	2025 Actuals	2026 Budget
	INCOME			
	Parish Giving			
A-1	Current Pledges	181,832	183,166	187,900
A-2	Prepaid Pledges	8,168	8,168	8,100
A-3	Prior Year Catch-Up	40	205	395
A-4	Givers of Record	3,000	8,730	5,870
A-5	Plate General	2,000	2,521	2,400
A-6	Plate Holiday	4,140	2,877	3,510
A-7	Unrestricted Gifts	5,280	6,513	5,900
A	Total Parish Giving	204,460	212,180	214,075
	Building Use			
B-8	Space Use Fees	4,100	2,750	4,620
B-10	Weddings & Funerals	100	0	100
B-11	Recurring Groups	1,600	1,700	2,400
B-12	School	27,996	27,996	34,236
B	Total Building Use	33,796	32,446	41,356
C	Fundraising	10,000	13,780	12,000
D	Interest & Dividends	13,710	17,881	17,880
E	Miscellaneous	100	29	100
	Transfers			
G-15	Designated Funds	13,808	5,987	8,210
G-16	From Endowment	15,800	15,800	18,000
G	Total Transfers	29,608	21,787	26,210
	Total Operating Income	291,674	298,103	311,621

Saint Aidan's 2026 Operating and Mission Budget
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Line	Budget Category	2025 Budget	2025 Actuals	2026 Budget
	EXPENSES			
	Mission			
J-20	Diocesan Assessment	34,804	34,804	38,634
J-21	Community Ministries	8,705	8,705	6,087
J-22	Seminaries & Deanery	3,092	3,092	3,198
J-23	International Mission	1,921	1,921	1,970
J	Total Mission	48,522	48,522	49,889
	Program:			
	Evangelism			
K-25	Advertising	1,899	1,472	1,910
K-27	Evangelism Activities	1,000	987	1,000
K	Total Evangelism	2,899	2,459	2,910
	Worship			
L-30	Minister of Music (Salary + SS)	32,295	30,390	31,000
L-31	Substitute Accompanist	1,000	800	1,000
L-32	Music Supplies & Expenses	9,289	1,695	3,600
L-33	Worship Committee	250	154	250
L-34	Supply Clergy	1,875	2,250	1,900
L-35	Altar Guild	1,820	1,588	1,764
L	Total Worship	46,529	36,876	39,514
	Education			
M-40	Christian Formation	600	593	600
M-41	Clergy Continuing Education	800	533	800
M-42	Forward Day By Day	145	145	145
M-43	Stewardship Committee	300	213	300
M-49	Child Care (Wages + SS)	2,285	1,972	2,319
M	Total Education	4,130	3,454	4,164
	Community Building			
N-50	Welcome Café	350	165	350
N-51	Parish Nurse Supplies	420	0	0
N-52	Vestry Retreat	4,708	4,708	4,422
N-53	Fun Activities	500	95	500
N-54	Deacon	504	454	354
N-57	Companion Animals	175	175	175
N	Total Community Building	6,657	5,597	5,801
K-N	Total Program	60,215	48,387	52,389

Saint Aidan's 2026 Operating and Mission Budget
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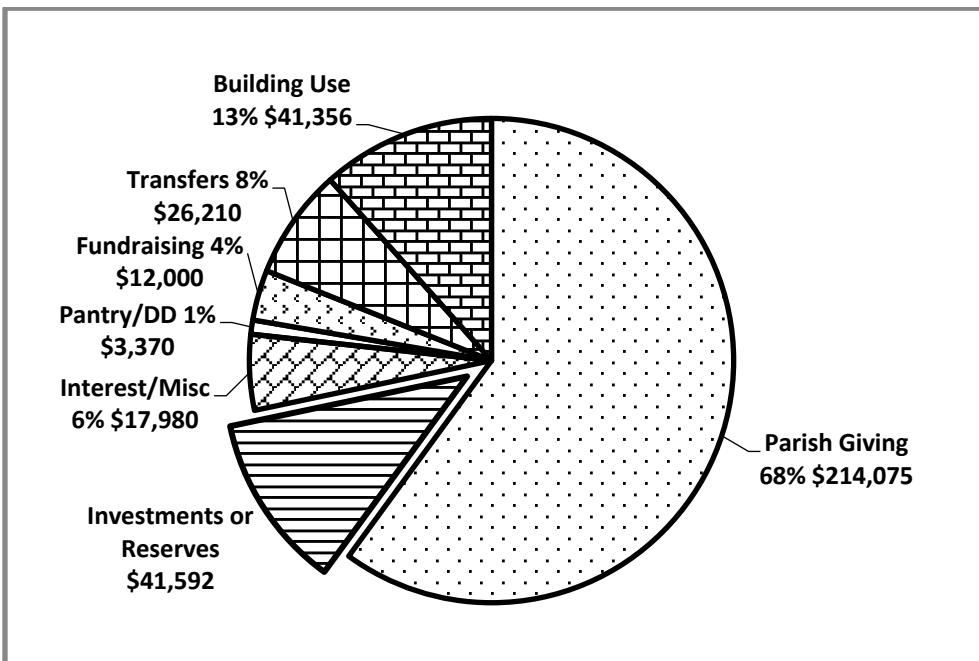
Line	Budget Category	2025	2025	2026	
		Budget	Actuals	Budget	
EXPENSES					
Stewardship:					
Leadership					
P-60	Rector Salary	110,121	109,979	111,773	
P-61	Rector Benefits	1,464	1,464	1,476	
P-62	Rector Pension	19,822	19,822	20,119	
P-63	Rector Expenses	3,000	1,497	3,000	
P-64	Sabbatical Fund	4,400	4,400	4,100	
P	Total Leadership	138,807	137,162	140,468	
Building & Grounds					
Q-70	Utilities	20,260	19,172	19,940	
Q-71	Maintenance	7,350	5,262	7,350	
Q-72	Garden	500	271	500	
Q-73	Janitor Service	15,540	15,540	15,540	
Q-74	Taxes & Insurance	17,740	17,362	19,160	
Q	Total Building & Grounds	61,390	57,606	62,490	
Office					
R-80	Communications	3,050	3,838	5,040	
R-81	Postage	270	237	270	
R-82	Office Supplies	940	952	1,000	
R-83	Office Machines	3,140	2,680	3,140	
R-84	Administrator (Wages + SS + Benefits)	22,642	22,455	22,791	
R-85	Office Software	1,060	1,282	1,400	
R-86	Audit & Payroll Administration	2,012	891	1,924	
R	Total Office	33,114	32,335	35,565	
P-R	Total Stewardship	233,311	227,103	238,523	
U-90	Outreach portion of Stewardship	(10,888)	(10,578)	(11,149)	
Total Operating Expenses		331,160	313,434	329,652	
Operating Surplus (Deficit)		(39,486)	(15,331)	(18,031)	

Saint Aidan's 2024 Operating and Mission Budget

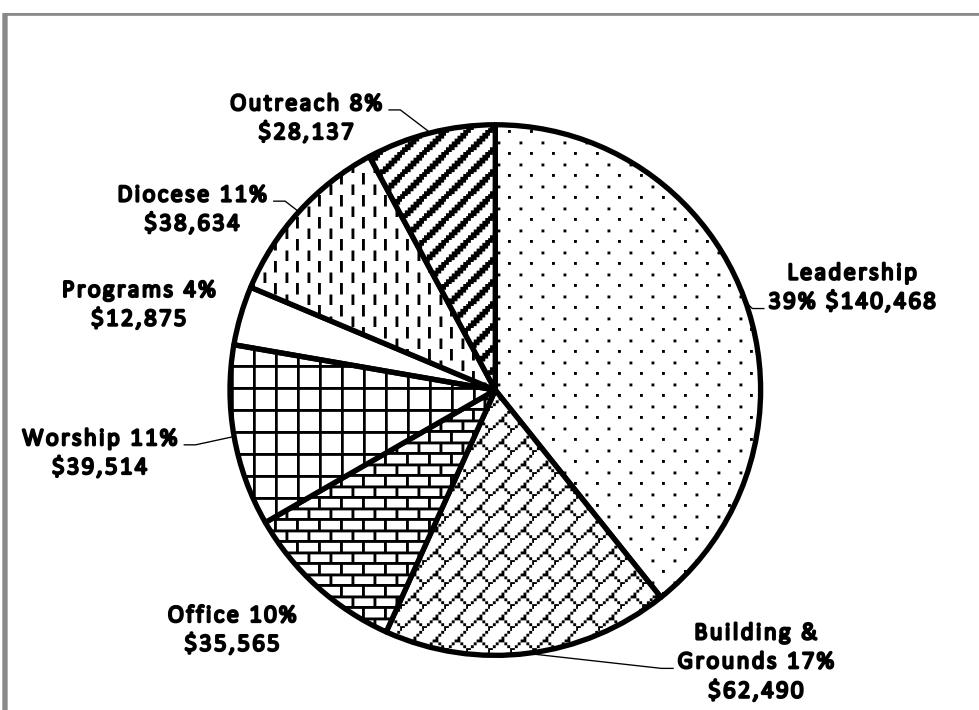
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Line	Budget Category	2025	2025	2026	
		Budget	Actuals	Budget	
COMMUNITY OUTREACH					
Outreach Income					
F-13	Contribution from Budget	20,746	19,218	23,561	
F-14	Gifts & Grants	3,860	5,078	4,470	
F	Total Outreach Income	24,606	24,296	28,031	
Outreach Expenses					
U-90	% of Stewardship Costs	10,888	10,578	11,149	
U-91	Food Pantry	4,280	5,152	6,594	
U-92	Janitor Service	3,888	3,888	3,888	
U-93	Supplies	500	614	600	
U-94	Diamond Diners	1,800	985	1,800	
U-95	Thanksgiving Dinner	2,500	2,330	2,500	
U-96	Resilient Diamond Heights	750	750	1,500	
U	Total Outreach Expenses	24,606	24,296	28,031	
BUDGET RECAP					
	Operating Income	291,674	298,103	311,621	
	Operating Expenses	331,160	313,262	329,652	
	Contribution to Community Outreach	20,746	19,218	23,561	
	Total Budget Surplus (Deficit)	(60,232)	(34,377)	(41,592)	
	Estimated Investment Gain	30,000	60,314	18,000	
	Overall Surplus (Deficit)	(30,232)	25,937	(23,592)	

St. Aidan's 2026 Budget Income: \$295,534



St. Aidan's 2026 Budget Expenses: \$357,683



St. Aidan's Episcopal Church
Balance Sheet
As of December 31, 2025

ASSETS	2025	2024	Change
Current Assets			
Bank Accounts			
1100 B of A Checking	48,050	21,993	26,057
1200 Schwab One Cash	99,212	11,410	87,801
Total Bank Accounts	147,262	33,404	113,858
Other Current Assets			
1300 Receivables	148,036	0	148,036
1400 Schwab Investment Account	348,970	390,089	-41,119
1510 State Street Global Advisors	422,154	362,746	59,409
1520 NYLife Securities Investment	318,111	278,467	39,645
1600 Prepaid Expenses	0	942	-942
1700 Undeposited Funds	10,432	5,903	4,529
Total Other Current Assets	1,247,704	1,038,147	209,557
Total Current Assets	1,394,966	1,071,550	323,416
Other Assets			
1800 New York Life Insurance Policy	16,948	16,453	496
Total Other Assets	16,948	16,453	496
TOTAL ASSETS	1,411,914	1,088,003	323,911

LIABILITIES AND NET ASSETS

Liabilities			
Current Liabilities			
2200 Building Use Deposits	4,450	4,700	-250
2400 Accrued Expenses	1,045	0	1,045
2600 Pass-thru	376	0	376
2800 Prepaid Pledges	8,100	8,168	-68
Total Current Liabilities	13,971	12,868	1,102
Total Liabilities	13,971	12,868	1,102
Net Assets			
3100 Unrestricted Funds	439,639	417,123	22,516
3200 Restricted Funds (by policy)	532,657	291,215	241,442
3300 Custodial Funds	3,493	4,051	-558
3400 Endowment	422,154	362,746	59,409
Total Net Assets	1,397,944	1,075,135	322,809
TOTAL LIABILITIES AND NET ASSETS	1,411,914	1,088,003	323,911

Notes: (1) The Balance Sheet does not include real property, which is owned by the Bishop of California. (2) Totals may vary due to rounding.

Endowment Fund

submitted by Dave Frangquist, Treasurer

St. Aidan's Endowment Fund was started in 2000, largely through the efforts of Harlean Donaldson, then co-chair of the Capital Campaign. She persuaded the parish to allocate ten percent of the Capital Campaign receipts to the creation of an endowment fund. By the end of that campaign, over \$58,000 had been transferred to the new fund.

In 2007, the vestry adopted a policy that one-third of any undesignated bequest or major gift would be placed in the endowment. In 2015, that policy was revised to allocate 10% for outreach ministries, 30% for capital improvements, 30% for current ministry initiatives, and 30% for endowment. The vestry applied this policy to part of the 2025 rent from Cielito Lindó Montessori School, resulting in a contribution of \$14,400 to the endowment.

During the endowment's first ten years, the emphasis was on growing the fund, and minimal withdrawals were made. In 2010, the vestry adopted a policy of making an annual withdrawal of up to five percent of the average value of the fund over the previous three years, provided that the original principal (the corpus) is not invaded. This is a common practice for many non-profit endowment funds. For 2026, the finance committee and vestry decided to withdraw \$18,000, which is 4.9%.

The original purpose of the endowment was to generate income for the support of facilities maintenance and ministries to children and youth, and contributions to it were made with that understanding. Since 2014, there have been no individual donations to the endowment and all additions have been at the direction of the vestry, coming either from bequests or rent. In 2019, the vestry decided that the original restriction on the use of the fund would be applied only to principal contributed through 2014, and future additions would be unrestricted, except as may be specified by a donor. At the end of 2025, 66% of the funds were unrestricted.

In 2025, the Endowment Fund gained \$60,809 in value and ended the year worth \$422,154. The table on the following page shows how the fund has grown (or not) over the years. The rightmost column of the table shows the amount available for withdrawal the following year according the current policy.

The Endowment Fund is invested with State Street Global Advisors in Boston, a professional fund manager selected by the Episcopal Church Foundation. 70% of the Endowment Fund is invested in a growth fund (stocks) and 30% in an income fund (bonds).

You can make a gift or bequest directly to the Endowment Fund. Because the principal is never spent, your donation to the Endowment Fund guarantees that you will be supporting the ministry of St. Aidan's for the indefinite future.

ENDOWMENT FUND

December 31, 2025

Year	Additions	Corpus	Gain (Loss)	Draw	Balance	3 Yr Avg	5% *
2000 to 2009	77,271	77,271	6,885	1,390	82,766	70,122	3,506
2010	11,667	88,938	11,271	3,500	102,203	81,076	4,054
2011	1,833	90,770	(2,361)	4,000	97,674	94,214	4,711
2012	8,351	99,121	10,642	4,500	112,167	104,015	5,201
2013	3,333	102,454	19,086	5,000	129,587	113,143	5,657
2014	1,100	103,554	5,196	5,500	130,383	124,046	6,202
2015	63,600	167,154	(1,543)	6,000	186,440	148,803	7,440
2016	9,900	177,054	12,046	7,400	200,987	172,603	8,630
2017	9,000	186,054	27,287	8,600	228,674	205,367	10,268
2018	9,150	195,204	(16,640)	10,200	210,984	213,548	10,677
2019	11,070	206,274	41,633	10,000	253,687	231,115	11,556
2020	7,680	213,954	34,283	10,000	285,650	250,107	12,505
2021	14,400	228,354	36,568	10,000	326,618	288,652	14,433
2022	13,080	241,434	(52,246)	14,000	273,452	295,240	14,762
2023	21,900	263,334	35,390	14,000	316,742	305,604	15,280
2024	30,337	293,671	30,667	15,000	362,746	317,647	15,882
2025	14,400	308,071	60,809	15,800	422,154	367,214	18,361
Totals	308,071		258,974	144,890			

*Capped at value above corpus.

Reports from Ministries

Adult Formation

submitted by Cameron Partridge

Adult formation programs at St. Aidan's are designed to help us all discern the call of God in our lives and better equip us to answer it. The adult formation team in 2025 included Barbara Stevenson, Susan Spencer, Margaret Dyer-Chamberlain, and Cameron Partridge.

Speakers, Films, Workshops

In April we welcomed Kaya Oakes for a forum in which she talked with us about her recently published book *Not So Sorry*. We had a lively back and forth with her, and appreciated the opportunity to talk about a topic we've explored in two Lent series over the last several years.

In July the Reverend Mike Kinman led two Sunday forums on "Space as Sacrament." We looked at both the sacred space of St. Aidan's and the sacred spaces of our homes, asking what makes them sacred and exploring how these spaces could be yet more dynamic, visible signs of God's grace.

This year we had two "Know Your Rights" trainings. The first, in August, was by the Gubbio Project's Carly Ball who heightened our awareness of intensified immigration enforcement under this presidential administration, and how to be in better solidarity with immigrants among us. In October Amy Whelan, a lawyer with the National Center for LGBTQ Rights, led a training focused on the targeting of LGBTQ, and particularly trans and nonbinary people, under the current presidential administration.

Seasonal Series - Lent and Advent

Our Lent series, "Forgiveness, Revisited," returned to a theme we explored in 2018. This year we read Kaya Oakes' book *Not So Sorry: Abusers, False Apologies, and the Limits of Forgiveness*, exploring it in depth and comparing her perspective with some of those we learned about in 2018. We loved our in-person conversation with her.

Our Advent series, "People of Peace: Spiritualities and Theologies of Nonviolence" brought us into conversation with theologians, practitioners, and activists who root their work in spiritualities of nonviolence. We explored biblical passages, prayers, and excerpts from the writings of Martin Luther King Jr., Howard Thurman, Thich Nat Hahn, Abraham Joshua Heschel, and Katherine Jefferts Schori. Our purpose was to place the nonviolent practices of these leaders in the deeper context of their spiritual and theological grounding.

Wrestling with Scripture Monthly Bible Study

Our Wrestling with Scripture group continues to meet on the fourth Tuesday of the month at 10:30 a.m. via Zoom. The group rotates leadership; each month's facilitator may bring various translations and commentaries to stimulate conversation. We each benefit from hearing the questions and perspectives of one another. Not every question is ultimately resolved, but everyone's understanding is enriched.

Altar Guild

submitted by Jackie Buckley, Altar Guild Chair

The Altar Guild is a ministry which prepares the Altar for services, using necessary vessels, plates and linens. The members clean up and put away items after services. Twice a year during Lent and Advent,

the Group cleans and polishes various items. The Guild is also responsible for decorating the Sanctuary at Christmas. As of January 1st, the Altar Guild no longer sets up Zoom for the services.

The Altar Guild has a great team of workers. During 2025 there were eight members, Jackie Buckley (chair), Kit Cameron, Patricia Busk, Doris Weyl-Feyling, Kate Fritz, Janice Tickner, Barbara Stevenson and Margie Wolcott. Kit Cameron has stepped back from the Altar Guild rotation, but still assists at services and with Christmas decorations. Doris Weyl-Feyling and Margie Wolcott take of the linens. Patricia Busk represents the Altar Guild at Worship Committee meetings. Both Kate Fritz and Barbara Stevenson are bread bakers for services.

The Altar Chair is responsible for preparing the annual budget request, completing a Rota on a Quarterly basis, scheduling Spit and Shines, ordering supplies and coordinating Church Christmas decorations.

The Altar Guild service does not require a huge time commitment. Training is provided for new members. There is an Altar Guide book in the Sacristy.

If you are interested in joining the Altar Guild, please contact Jackie Buckley @ (650) 534-7875 or jacqueline_buckley@hotmail.com.

Community Ministries Funding

submitted by Dave Frangquist

For many years, St. Aidan's has provided financial support for ministries in our community as part of the 10% "tithe" of our income. That was traditionally overseen by the Community Ministries Board. The CMB is no longer active, and the vestry is in the process of envisioning a new process. In the interim, the vestry has assumed responsibility for allocation of community ministry funds. In 2025, grants were made to St. Dorothy's Hospital Camps, the *Trans Spiritual Care Initiative* sponsored by Sojourn Chaplaincy at San Francisco General Hospital, Ecumenical House at San Francisco State University (San Francisco Campus Christian Centers, Inc.), and Faith In Action's *Sanctuary Legal Defense Fund*.

The "tithe" also provides grants to Episcopal seminaries, the Deanery of San Francisco, and Cristosal, as well as funding for our parish-based ministries: Food Pantry, Diamond Diners, the Thanksgiving community dinner, and Resilient Diamond Heights.

Companion Animal Ministry

submitted by Betty Carmack

We are reminded in numerous ways of the importance of this ministry by how people continue to express their appreciation for St. Aidan's as a place to grieve, honor and remember animals who have died, as well as celebrate and bless beloved living animal companions.

Our Companion Animal Ministry focused on activities this year—the blessing of companion animals at both our Sunday morning services, after church in Upper Douglass Dog Park and our Companion Animal Memorial Service that afternoon.

Our Animal Companion Memorial Service was held later that afternoon. It was attended by both members of St. Aidan's as well as others in the community. Cameron, Mark, Don, Margaret, Tim, Mina Marie, Janet, Nicol and Betty and participated in different parts of the service. Kazu designed our flyer for both the

Blessing of the Animals and the Companion Animal Memorial Service. Cary was a huge help in getting the programs created and assembled. Many people participated and it was all our efforts, care and loving presence that enabled our service to go well.

Our Companion Animal Ministry is also a component part of the ELM (End of Life Ministry), a part of the Pastoral Care Committee here at St. Aidan's. If the Companion Animal Ministry can be present for a parishioner who wants support going through the death of a loved animal companion, we are open to the sacredness and meaning of that time. Similarly, if a blessing and/or prayer is desired for a companion animal, we will offer that. It's our goal to be a place of solace and comfort in our Diocese, as well as in our community and beyond. We very much appreciate the support of St. Aidan's in this ministry.

Contemplative Prayer Group

submitted by Susan Spencer

We continue to have Contemplative Prayer Tuesday, Thursday, and Saturday from 9:00-10:00AM on zoom. People are welcome to come for part of the time or for the whole hour. It is a silent contemplative prayer group designed for people to come or go as fits their time commitments. All are welcome. The pass code is 130476. If you lose the pass code you can get it from Susan Spencer at 363spencer@gmail.com or from Cameron at rector@staidansf.org.

Diamond Diners

submitted by Susan Spencer

Diamond Diners has continued to provide a delicious meal once a month to the seniors in our neighborhood. The meals are prepared at home, put into individual containers and taken to St. Aidan's. We have enjoyed being the sanctuary this year. It adds to the feeling of communion with the group. Thanks to Judy Bley, Patricia Brown, Kit Cameron, Tim Fabatz, Nicole Miller, Doug Barnett, Leonor Barnett, Joellen Brothers, Marilyn Whitcher, Cameron Partridge, and Susan Spencer who have worked to make Diamond Diners a success this year, and a special thanks for Susie and Marilyn Fries, who make the most delicious cookies and cupcakes. If I have forgotten to mention someone I apologize and thank you all for your hard work.

Dymphna Productions

submitted by Betsy Eddy, Producer

Dymphna Will Return!

St. Aidan's has created 18 original musical comedies written, directed and performed by parishioners and friends. Our musical creations are fondly named after St. Dymphna. The plays focus on the misadventures of the staff at the fictitious St. Dymphna's Church. The shows help raise funds to support St. Aidan's community programs and serve as fun community building events.

Dymphna Productions took the year off to accommodate the fabulous Halloween Bash fundraiser on November 1st.

John Wilk has already written a draft for his new play *Sunday School* that is planned for the fall of 2026. We will schedule a reading of the draft in the spring. The play always changes considerably after a review by past Dymphna actors.

We hope that many past and new performers will join the cast.

Here is the link to our Dymphna History: <https://www.staidansf.org/dymphna>

We have videos of past musicals. Email Betsy Eddy at betsy.eddy@gmail.com for more information and links to videos.

Food Pantry

submitted by Barbara Stevenson, Pantry Coordinator

The food pantry experienced a big increase in weekly attendance in 2024 and this level of participation continued throughout 2025.

Our total number of registered households increased by approximately 10%, to 220. The number of weekly shoppers is usually in the range between 125 and 150. Many of our shoppers have families, so the number of people the food pantry feeds every week is most often well over 500. On a recent Friday, one of the volunteers went to Safeway and calculated what it would have cost to buy the food that a pantry shopper received that day. She came up with \$103.

We have a crew of 20+ community volunteers who make the food pantry run smoothly every week. Currently, four church members are also regular volunteers at the pantry on Friday.

Other church members volunteer to support the pantry in other ways. You could, too!

- Volunteers take turns making a run to Arizmendi Bakery, which donates its Thursday leftovers to us each week for distribution on Friday.
- You can volunteer to work at the pantry itself only occasionally or on a regular schedule that is less frequent than weekly. We can always use extra hands with check-in, carrying bags for frail elderly folks to their cars, and breaking down boxes for recycling.
- In 2026, we want to re-instate two beloved hospitality practices that fell by the wayside in recent years. One is offering a small piece of banana or other sweet bread to people as they wait in line for the pantry. We will put out a call for people who are willing to bake breads and it would be great to have enough volunteers that no one would have to do it too often.
- The second is giving each shopper a bag of home-baked holiday cookies at the last pantry of the year. We will put out a call in early December for volunteers.

Fundraiser: “Saint’s & Sinners”
submitted by Dave Frangquist and Sarah Glover

Saint Aidan's Community Ministries Fundraiser

Saints & Sinners

Halloween Costume Bash

Saturday, November 1st, Doors Open at 6pm
Dinner and Dancing, Music by DJ Gregory Talbot Live
Auction and Silent Online Auction
In Person Tickets: \$45, Students: \$15, Table for Four: \$150, Table for Six: \$225, Online Bidding Only: \$25
Tickets, Registration and Online Bidding at auctria.events/StAidanSFAuction
Questions? Phone: 415-285-9540, Email: office@staidansf.org



In 2025, we moved the “spring” fundraiser to the fall to make room for the Capital Campaign kick-off dinner in April. We gathered in person for an evening of fun and fundraising. Since we were holding the event on All Saints Day, the day after Halloween, our theme was “Saints & Sinners.” Many guests got into the spirit by dressing as their favorite saints, or in some cases, sinners. They enjoyed entertainment provided by DJ Gregory Talbot. Dinner was provided by La Corneta Taqueria in Glen Park, arranged by Jim Oerther, assisted by CoCo Lin and Janice Tickner. Ray Wong was our Auctioneer Extraordinaire for the live auction, and Marilyn St. Germain-Hall ran another successful Reverse Auction. Dave Frangquist acted as MC.

Many members of St. Aidan’s pitched in to help with all the things needed to make it a fun and successful event: **Flyers** for publicity: Alison Wood; **Auctria** (registration and the online auction): Nicole Miller; **Setup & Decorations**: Nicole, Sarah Glover, Kit Cameron, Susan Spencer, Betty Carmack, Shelley Johnson; **Front Door/Check In**: Kateri Paul; **Hosts at Front Door**: Margie Wolcott & Margaret Dyer-Chamberlin; **Raffle Tickets**: Betty; **Bartenders**: Matt & Peter Glover (Kate Fritz filled in for breaks); **Coffee/Tea setup**: JoEllen Brothers & Lee Hammack; **Buy It Now Table**: Paul Nocero, Shelley, Janet Lohr; **Live Auction Spotters**: Sarah & Kateri; **Check Out**: Patti Fong & Micah Wong; **Clean Up**: Kate, Nancy Sabin, Gilbert Chavez, Anne Edwards. We are especially indebted to Sarah for coordinating the planning and to the other members of the steering committee: Nicole and Dave.

Our fundraising target for the event was \$10,000. We raised \$13,780 after expenses!

Good News Garden (see Deacon’s Report)

St. Aidan's Gourmet Book Group

submitted by Elaine Mannon

The St. Aidan's Gourmet Book Group invites all interested people to join our lively discussions which are held on the fourth Monday of the month from 7:00-9:00 p.m. on Zoom. Contact Elaine Mannon (elaine@mannon.com) if you would like to be added to our mailing list. Our 2025 reading list included:

The Soul of the Octopus: A Surprising Exploration Into the Wonder of Consciousness by Sy Montgomery – A journey into the emotional, intellectual, and physical world of the octopus and its remarkable connections with humans.

The Great Gatsby by F. Scott Fitzgerald: Set in prosperous Long Island in 1922, Fitzgerald's novel provides a critical social history of Prohibition during the Jazz Age, which the author depicts as a morally permissive era when Americans became disillusioned with social norms and were obsessed with seeking pleasure.

West with Giraffes—by Lydia Rutledge: Part adventure, part historical saga, and part coming-of-age love story, *West with Giraffes* explores what it means to be changed by the grace of animals, the kindness of strangers, and the passing of time.

Funny in Farsi: a Memoir of Growing Up Iranian in America - by Firoozeh Dumas . A humorous memoir recounting stories about her childhood in Iran and her adolescent and adult life in her adopted country.

Horse – by Geraldine Brooks – A story about humanity in all its ugliness and beauty as it depicts our unfinished reckoning with racism. Based on the true story of a record-breaking thoroughbred, Lexington.

The Light Eaters: How the Unseen World of Plant Intelligence Offers New Understanding of Life on Earth - by Zoe Schlanger

The Honey Bus: A Memoir of Loss, Courage, and a Girl Saved by Bees- by Meridith May

The Sense of an Ending – by Julian Barnes – A novel that explores themes of memory, regret, and the selective edits of one's personal history

Spying on the South: An Odyssey Across The American Divide - by Tony Horwitz - The author follows the trail of landscape architect, Frederick Olmstead, who was an undercover correspondent for the New York Times before the outbreak of the Civil War. Amidst the discord and polarization of our own time, Horwitz searches for an answer to the question “Is America still one country?”

Greeters

submitted by Betty Carmack

The Ministry of Being a Greeter: Often the first experience of St. Aidan's is to be welcomed at the front door or on a Zoom call on a Sunday morning with a friendly and warm greeting. St. Aidan's has a long-held ministry of greeting. Thanks to all our greeters this past year, both those who were able to greet in person and those who have greeted on Zoom.

We welcome Greeters who want to be an important part of the spirit of welcoming at St. Aidan's, and we appreciate those who have stepped into this ministry in new ways this year. Oftentimes this ministry is a newcomer's first experience with our church. It is also a welcoming and warm greeting to those of us who aren't newcomers. This is a way to welcome all those—newcomers or not—who come to St. Aidan's. Thanks to all who participate in this ministry, for it truly is a ministry.

For those who would like to serve in this ministry, please let me and Cary know. Cameron, together with others who have served in this ministry, will give you an orientation to what's involved so you feel comfortable. Also, if you're willing to be called on short notice should someone not be able to be present on a scheduled Sunday, Cary would appreciate knowing that, too.

As always, I'm open to your ideas and feedback. Thank you again to all for our shared ministry of greeting.

Kaffeeklatsch

submitted by Peter Fairfield

The weekly Kaffeeklatsch Zoom meeting was created as a way for members of the St. Aidan's community to visit, in a socially distant manner, during the pandemic. It allowed for social interaction and care during times when we could no longer be together physically. Although the circumstances that generated this ministry have changed, we find that there is still a need. About a half dozen folks check in every Thursday afternoon at 3 p.m. for an hour of conversation. Topics range from the state of our health, physically and mentally, to politics, culture and personal memories. Although this has turned into a small group of regular attendees, everyone is welcome to join in the fun! We look to continue this ministry into the future as a way for us to enjoy each other's company and we recommend to other parishes that they do the same.

Men's Group

submitted by Dave Frangquist

Since the pandemic, we have found that meeting via Zoom works well for us. Many of our participants either moved out of the area or would find it difficult to get to meetings at the church, especially early on Saturday as had been our custom previously. In 2025, we generally met on Zoom on the first Saturday of each month. The group is small but faithful.

Every meeting includes prayer and a discussion of the scripture of the day. This is followed by a time for us to share what's been going on in our lives. We respect each other's confidentiality, and what is said in Men's Group stays in Men's Group. We seek to create a safe environment in which we can share deeply the things that are on our hearts. Of course, humor is always welcome.

All men at St. Aidan's are welcome at Men's Group. We heartily encourage you to come and try us out. Connection information can be obtained from Dave Frangquist (frangquist@acm.org).

Morning Prayer

submitted by Susan Spencer

Morning Prayer continues to meet Monday and Wednesday at church and on zoom from 7:30-8:00AM and Friday from 7:30-8:00AM on zoom only. We have seasonal programs which includes a scripture reading and discussion. Please feel free to reach out to Cary at office@staidansf.org for the Zoom link. There is a pass code: 130476. If you lose the pass code you can get it from Susan Spencer at 363spencer@gmail.com or from Cameron at rector@staidansf.org. All are welcome.

New Jim Crow Anti-Racist Book Group (see Deacon's Report)

Pastoral Care Committee

submitted by Cameron Partridge & Betty Carmack

As catalyzed by our then Seminarian Susan Stanton in 2019, we re-started a Pastoral Care committee with the following three sub-groups:

- Spiritual Care
- Support and Sustenance
- End of Life Ministries (ELM)

1. Spiritual Care

The ministries of this area, Eucharistic Visiting and Eucharistic Ministering, continued in 2025, with several home and hospital bedside Eucharists taking place over the course of the year.

We look forward to continuing our in-person, phone, and online spiritual care in 2026.

2. Support and Sustenance

This group focuses on concrete ways to help people in our community who are ill or homebound. In 2025, both small groups and individuals assisted St. Aidanites in a range of ways, including phone calls, soup or other meal making and delivery, and assistance with vet appointments.

3. ELM (End of Life Ministry) *submitted by Betty Carmack*

St. Aidan's ELM Committee has been busy. For those who don't know, ELM stands for End of Life Ministry, and we began our work around 2019. Over the years we've brought numerous programs to our St. Aidan's membership. Many of our programs have focused on helping parishioners think about end of life choices such as preferred treatments and after death choices for our bodies. We are focused on empowering parishioners in their choices.

Recently, we've had several meetings, including one work session by two of our members. One of the outcomes of our efforts has been the development and refinement of the Life Crisis/Emergency Form. We envision this as extremely helpful to our clergy and fellow parishioners should one of us have a medical emergency while at church. For example, if one of us has such a medical crisis, clergy and fellow parishioners will want to be able to reach family members/friends as well as know the preferred hospital for treatment. Additionally, having relevant health care information could be vital in influencing the health outcome. Information can be vital in the timely management of a medical situation. We can imagine that someone has a medical event and we know that person has a roommate or partner but we don't have the contact info. How helpless we would feel. This form can provide us with the necessary information. These forms will be kept in a confidential place by clergy.

We will have copies of the forms at St. Aidan's. Please consider completing one and returning it to Cameron or to Cary, our Administrator, who will pass it on to Cameron.

Thank you for your consideration. If you have questions or concerns about this, please feel free to speak to any of us about it.

In service,
St. Aidan's ELM Committee
(Margaret Dyer-Chamberlain, Mileva Saulo, Don Fox, Elaine Mannon, Cameron Partridge, Judy Bley, Betty Carmack)

Performance Showcase

Submitted by Doug Baird

www.performanceshowcase.com

Performance Showcase remains on pause since the pandemic. We continue to receive performance submissions and proposed video projects over this last three years, and continue to seek funding for our future productions. We look forward to these collective projects with Bay Area stage talent in the year ahead.

Prayer Chain

submitted by Jim Oerther

The St. Aidan's Prayer Chain is one of the spiritual practices of St. Aidan's. The Prayer Chain is roughly a network of seven people who are committed to a practice of active prayer on behalf of the congregation. The group lifts-up specific requests, concerns and emergency situations at the asking of the parties directly involved. All prayer requests and information are kept strictly confidential.

Send all prayer requests to Jim Oerther at joerther@mac.com, Copy the Rev. Cameron Partridge at rector@staidansf.org. All requested messages to the Chain are begun by Jim. To make a request, the following information is needed:

- The name of the person requesting the prayer.
- The name of the person needing the prayer.
- The permission of the person being prayed for (or that person's next of kin, if the person is unconscious, dead or otherwise unable to give their consent). The permission of the pet parent, if the prayer is for a companion animal.
- A brief description of the illness, concern or emergency situation.

Prayers are offered for a week unless there are special circumstances. When positive feedback about a healing or an outcome is known, it can be relayed to Jim and Cameron to share with the Chain. This then makes the Prayer Chain aware that their prayers truly help.

I wish to here make a tribute to Lois Roach who shepherded the St. Aidan's Prayer Chain for many years and has kept it going. Her death this past year was a loss to the group and to the whole congregation.

This is an important ministry at St. Aidan's. If interested in being a member of the St. Aidan's Prayer Chain, please contact Jim Oerther or the Rev. Cameron Partridge.

Resilient Diamond Heights

submitted by Betsy Eddy, Resilient Diamond Heights Coordinator

Resilient Diamond Heights hosted by St. Aidan's Church, has met since 2008 to create plans, trainings and resources for neighborhood emergency preparedness. The Steering Committee participants, Jill Borofka, Greg Carey, Sophie Constantinou, Betsy Eddy, Bart Fisher, Daniel Schereck, Ed Sheffner, and Cynthia Woo met every two to three weeks on Zoom.

RDH conducted 4 volunteer trainings

- June 26: STOP the Bleed Training
- July 24: How to Reduce Your Fire Risk
- August 26: Strong Block Kickoff
- October 21: Strong Block Communications Equipment

Diamond Heights Holiday Party December 20: Over 90 people enjoyed a festive holiday event at St. Aidan's Church planned by the Resilient Diamond Heights Steering Committee. State Senator Scott Wiener and Board of Supervisors President Rafael Mandelman gave holiday greetings. Fire Chief Dan Crispin gave comments about his attachments to Diamond Heights, and Manny Yekutiel announced he was running for District 8 Supervisor in November. Charles Rus stepped in at the last minute to be our Santa. We missed our Santa and Mrs. Claus, Peter Fairfield and Linnea Sweet, who were not available. Greg Carey led Disaster Trivia generating important emergency preparedness discussions at each table. Pat Wilder and her Jingle Jangle Band provided fun jazzy entertainment. Curveball Catering provided a delicious meal. Volunteers from St. Aidan's included Anne Benninger, Anthony Brown, Patricia Busk, Betty Carmack, Gilbert Chavez, Margaret Dwyer-Chamberlain, Anne Edwards, Robert Geesey, Cary McCullough, Katerie Paul, Cameron Partrige, Mary Pruyn, and Charles Rus.

Trainings already scheduled for 2026 include six San Francisco Emergency Response Team (NERT) trainings starting January 8th. Trainings this year will focus on creating ten Strong Block programs set up in Diamond Heights. Block Captains will receive a set of supplies and will be trained in how to organize their neighbors to be ready for emergencies.

Our Steering Committee would be strengthened by more participation from St. Aidan's parishioners. For information and the Zoom link for our meetings, please contact Betsy Eddy, betsy.eddy@gmail.com.

Sound Team

submitted by Dave Frangquist

Although most of us have returned to regular in-person worship on Sundays, St. Aidan's remains committed to offering Zoom connections for those who are immune compromised, shut in, or just prefer to be more cautious. We depend on a team of committed sound techs who take turns showing up early for the 10 o'clock service and for special days like Ash Wednesday, Holy Week and Christmas Eve. We set up the sound system, including microphones, the interface to our Zoom computer, iPad minis for cameras, and a projector so all can see who is participating on Zoom. During the service, we monitor

the system to ensure that our remote worshippers can participate in the service doing readings, prayers and announcements. And, of course, we pack it all up when we are done.

The team consisted of Robert Geesey, David Mealy, Paul Nocero, Young Qiu, and Dave Frangquist. In the fall, David began spending Sundays at Church of Our Savior in Mill Valley, his field education site as he prepares to become a deacon. Nicole Miller pitched in to replace David for part of the year. At the end of the year, Young also decided to leave the team due to unpredictable travel schedules. We are grateful to David, Nicole, and Young for their service. We are pleased that Maddy Partridge agreed to join the team in December.

We are indebted to the 8 o'clock Altar Guild members who for most of the year set up the iPad minis and projector used for both services. They are Jackie Buckley, Kit Cameron and Kate Fritz. In November, it was decided that there were too few people joining the 8 o'clock service on Zoom to continue offering that option, so the regular sound team now handles all the setup.

We also thank our Parish Administrator, Cary McCullough, who makes sure that the iPads and Zoom computer are charged and ready each week.

Stewardship Committee

submitted by Dave Frangquist

The theme for the 2025 pledge campaign was "Beacons of Hope." Our logo was a circle of people gathered around a flame, which not only appeared on our stewardship letters but took the form of a sculpture and candle placed on the altar during stewardship season. The campaign began with a letter from the stewardship committee and a stewardship-themed sermon by Cameron on October 12.

Stewardship talks were given by Janet Lohr, Rebecca Gordon, and Dave Frangquist. Cameron wrote a letter which was sent with the pledge cards on November 14. The pledge card ingathering was held on November 30. By the time this report was prepared, we expected a total of 53 pledges for about \$196,000 (a 3.2% increase), including a few likely pledges still outstanding. There were 19 increased or new pledges, and nine pledges decreased or stopped.

Doug Barnett, Patrick Hall, Paul Nocero, Dave Frangquist, Cameron Partridge

Vital + Thriving

Submitted by Barbara Stevenson

In 2025, St. Aidan's finished our three-plus years in the pilot cohort of Diocese of California's Vital + Thriving program. V&T was a design thinking process of listening, reflection, and discernment around the questions of who we are, where we are now, and what is in the environment surrounding us. We emerged from the process having identified two missional challenges that focus the parish's ongoing response to the question of what God is calling us to do in our context at this moment in time.

Challenge #1: To meet spiritual hunger for God and community amid an “epidemic of loneliness”	Challenge #2: To be in solidarity with trans people, as actively affirming Christians, in a time of intensified persecution carried out in the name of Christianity
Target group: “Nones” in 94131	Target group: Trans folk, including adults, youth, and their families

During the past year, we received \$5,000 in seed funding from the diocese to conduct experiments designed to build connections with groups and relationships with individuals in these two target groups. Our experiments included:

- Pizza and poster-making party in advance of the No Kings march and Pride events;
- Two forums on sanctuary practices in the current moment, offered by the Rev. Mike Kinman, offered on July 20 and 27;
- A Know Your Rights training for Trans People and Families led by Ming Wong, Esq, Director of Community Justice and Access of the National Center for Lesbian Rights.

Among other things, the experiments have made apparent the multiple points of overlap among the V+T work, St. Aidan’s reconfirmed commitment to sanctuary practices, and our hospitality ministries.

Now that the formal cohort experience has finished, the V&T team will hand the reins over to the vestry to integrate these learnings into the parish’s strategic vision. We will have an opportunity in 2026 to apply for one additional round of funding for an initiative to advance that vision.

St. Aidan’s V+T Team: Margaret Dyer-Chamberlain, David Mealy, Jim Oerther, Cameron Partridge, Susan Spencer, Barbara Stevenson, Margie Wolcott

Vocations Committee

submitted by Margaret Tait

Weston Morris, who completed his two years as our seminarian in May 2024, and was ordained to the (transitional) diaconate on January 25, 2025 in North Carolina, was ordained to the priesthood at Grace Cathedral on December 6. He is serving a curacy (apprentice priest position) at Good Shepherd in Berkeley, and presided at his first Eucharist on Sunday, December 7.

David Mealy and Elaina LeGault have both proceeded in their ordination processes in 2025. David is now a Postulant for the (vocational) diaconate, and began a field placement at Church of Our Savior in Mill Valley. Elaina was just ordained a (transitional) deacon at the same service with Weston on December 6th. She came to St. Aidan’s the next day to serve for the first time as an ordained deacon. In the 2024-5 academic year Elaina did a field placement at All Saints in San Francisco, and this academic year she is doing a field placement at St. Mary the Virgin in San Francisco. Both Elaina and David did quite a bit of preaching at St. Aidan’s during 2025.

Special thanks to Elaina’s lay committee: Elaine Mannon, Doug Barnett, Paul Nocero, and Roya Rettberg and to David’s team: Shelly Nocero, Mark Henderson, and Margaret Tait.

Michael Jennings (Chair), Dave Frangquist, Betty Carmack, Margaret Tait, Elaine Mannon, Kate Fritz, Doug Barnett, Cameron Partridge

Welcome Café (see Welcome Ministry)

Welcome Ministry

submitted by Betty Carmack and Elena Wong for Cameron Partridge and David Mealy

The Welcome Committee continues to acknowledge St. Aidan's long history of welcoming. We want to further our efforts, especially with newcomers, using different initiatives to welcome them. Through conversations with Cameron, and our reflection and thinking, our overall goal has been to help continue to create a culture of welcome for both guests and parishioners. We're delighted that David Mealy now serves in this ministry.

Newcomers:

We hosted a welcome luncheon at the Wongs' home and invited our newcomers, including the parishioners from St. Cyprians, to share with us their relationship with St. Aidan's along with their own vision and hopes for the Church.

We gave a mug with St. Aidan's banners to reflect both our appreciation of newcomers' presence with us and be a continuation and reflection of St. Aidan's ministry in our world along with a reminder of St. Aidan's.

Parishioners:

We've been able to have our Sunday after church St. Aidan's Welcome Café as a continuation of the 10:00 a.m. service and Liturgy. We bring the Welcome Café cart into the sanctuary after the service, integrating the liturgy with the continuation of welcoming. Parishioners help set up, bring simple foods, and clean up.

We look forward to having a committee meeting in the near future about the possibilities of the Welcome/Hospitality Committee to continue to connect with parishioners and welcome newcomers. We welcome your ideas, thoughts and feedback as we all work together spreading the word of St. Aidan's.

Women's Spirituality Group

submitted by Betty Carmack, Margaret Dyer-Chamberlain and Elaine Mannon

The Women's Spirituality Group holds monthly zoom meetings, usually on the 2nd Saturday of the month at 10:15 a.m. In our gatherings we have time for both checking in and personal sharing as well as time for spiritual growth. We are open to different formats and approaches, such as a reflection on a poem or scripture, a narrative passage or another focus for our growth. We want our group to meet the needs and desires of those who participate. All women are invited to participate. If you wish to be included in our mailing list and receive our zoom link, please contact Elaine elaine@mannon.com.

Worship Committee

submitted by Cameron Partridge on behalf of the committee:

The Worship Committee was started by Cameron shortly after he began as rector in 2016, following upon earlier iterations of this group in years past. Ahead of each season in the liturgical year, the group meets to explore themes we would like to emphasize in our worship during that season. This approach sees in the shifting seasons of the Church year fresh opportunities for our worship to collectively lift up our prayer, to ground and inspire us as followers of Jesus, and to form us as active participants in God's dream in the world. Members of the committee often create the Prayers of the People, suggest Eucharistic Prayers, and plan our approach to particular services in Holy Week as well as for the Feasts of St. Francis and St. Aidan. Working in subcommittees, we have also planned special services, whether for a weekday or for Sunday morning or afternoon.

This year the Worship Committee's work supported

- A special procession for the Feast of the Presentation in our Sunday worship on February 2
- Special blessings: of community members preparing to move abroad; of a newly baptized baby; of someone who had just retired; a house blessing in the East Bay; for community members beginning a new academic program and long-distance commuting / living away
- The Feast of Saint Aidan on the actual day of the feast, August 31
- A memorial service on behalf of our diocese for the Reverend Dr. Vicki Gray, a deacon and longtime colleague of Cameron's in TransEpiscopal
- The Blessing of the Animals during worship on October 5 to honor the Feasts of St. Francis & Clare
- A memorial service for Lois Roach incorporated into our 10 AM worship on October 19
- An Animal Companion Memorial service on October 19, following Upper Douglas Dog Park blessings
- A rite of blessing and farewell for our outgoing Music Minister
- A Blue Christmas service on Sunday afternoon, December 21
- A seven-week observance of Advent, as we have done in years past

As has been the case since 2021, we have continued to worship in a hybrid modality, using Zoom with iPad minis for enhanced accessibility and interaction (as opposed to a livestream approach that limits interaction). In September of 2025 we brought our 8 AM Zoom access to a close. Tremendous thanks to the 8 AM members of the Altar Guild who made this possible for as long as they did, and to Dave Frangquist who organizes the Sound/Zoom rota for the 10 AM.

Music is a hugely important part of our worship at the 10 AM and in combined services. We were very sad to say goodbye to Mina Marie Jelinek in late October as she took a position at Washington National Cathedral, and we are delighted to have Charles Rus who stepped in as Interim Music Minister in November.

Worship Committee Members in 2025 included: Doug Barnett, Patricia Busk, Betty Carmack, Margaret Dyer-Chamberlain, Dave Frangquist, Cameron Partridge, and Susan Spencer.

Wrestling with the Scriptures (see Adult Formation)