

Saint Aidan's Episcopal Church

Annual Report

Presented at the Annual Meeting, January 29, 2023



St. Aidan's Episcopal Church
101 Gold Mine Drive
San Francisco, CA 94131
www.staidansf.org (415) 285-9540

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Minutes of the 2022 Annual Meeting

**St. Aidan's Episcopal Church
San Francisco, CA**

**Parish Annual Meeting Minutes
February 6, 2022**

The Parish Annual Meeting was called to order via Zoom at 12:06 p.m. by the Rector, Cameron Partridge, after an earlier combined Sunday morning hybrid Eucharist at 9:00 a.m.

1. Leader Acknowledgements and Thanks.

Cameron thanked the outgoing vestry members, including Co-Wardens David Mealy and Will Crockett, and said they have been wonderful to work with. The other outgoing member is Dave Frangquist who has been filling an unexpired term as well as being Clerk and Treasurer. Tokens of the parish's esteem will be coming. The Rector observed that the past year has been an especially challenging time of uncertainty, but he feels we have been building for new possibilities in the coming years.

2. Election of Delegates to Diocesan Convention and Vestry Members.

The nominating committee, consisting of the outgoing members of the vestry, proposed the following slates of nominees:

- For Delegates to Diocesan Convention: David Frangquist and Peter Fairfield; and for Alternate Delegates: Charlie Mader and David Mealy.
- For Vestry Class of 2025: Anne Benninger, Kate Fritz and Elaina LeGault.

There being no nominees from the floor, both slates were elected by unanimous consent.

Following the elections, the Rector announced that he has asked Elena Wong to serve as Senior Warden. Elena said she joined St. Aidan's in 1984 (which reveals her age), she grew up at St. Aidan's, and she is delighted to be able to serve as Senior Warden.

3. Treasurer's Report

The Treasurer, Dave Frangquist, donned his customary magician's top hat for his report, noting that due to the continuing pandemic, some of his slides could be copied from last year. In 2021, income was only \$1,816 below budget due to a highly successful online fundraiser "A New Day" and strong pledge payments. Fundraising cleared \$15,192 against a budget of \$7,500, and pledge payments came in only \$43 under budget. Expenses were \$11,856 below budget, resulting in a budget surplus of \$10,662. Investments increased in value by \$51,124, so total net income was \$61,786.

Looking ahead to 2022, the budget is based on the assumption that: (1) the first half of the year will look like 2021, and (2) the second half will return to normal budgeting. However, income is expected to be down \$35,375, while expenses will be up by \$6,688. Pledges are down by \$11,000, and there is no PPP loan, which was worth \$24,496 last year. If investments generate the same rate of return as in previous years, the overall deficit may be only about \$10,000. Even if investments don't appreciate in 2022, there would still be a surplus of about \$20,000 over the two years 2021-2022.

In response to a question about the Rector's sabbatical, the Treasurer stated that the sabbatical line in the budget is the amount we set aside each year to pay for a supply priest during the sabbatical and not the full cost of the sabbatical. The Rector is entitled to take up to five months sabbatical in 2022. There was a question about what has been done with the Norman Williams bequest, and the Treasurer responded that Vestry has allocated portions to the endowment, capital fund, an education fund, and a fund for possible housing; and over \$180,000 remains unallocated. Asked about the Rector's salary, the Treasurer said that we pay the rate set by the diocese for a priest with Cameron's experience and a parish of our size, and that the Vestry had also granted Cameron a bonus of \$5,000 in 2021. The diocesan convention adjusts clergy salaries each year based on changes in the Bay Area cost of living.

4. Deacon's Report.

Our deacon, Margaret Dyer-Chamberlain has kept busy with the Good News Garden, collecting many books from parishioners for women in prison, and a sewing circle which is not actually a St. Aidan's activity but has been attracting some members of St. Aidan's. While sewing circle members don't actually meet to sew together, they do share their work via emails. The New Jim Crow book group continues, although there have been troubles finding dates that work. She looks forward to getting the Little Free Library installed, after having had to find out where all the underground pipes and wires are. Asked to speak about the tree, she said that we have planted a Meyer Lemon near the front door, as planned by the ELM (End-of-Life Ministry) committee. The next step is to install the plaque ordered by ELM; she and Mileva Saulo Lewis will be searching for a suitable rock to place next to the tree to hold the plaque.

5. Senior Wardens' Report.

David Mealy, Co-Warden, reported that it has been rewarding working with Cameron and he always looked forward to their meetings together. But after three years, he is ready to move on. He revealed the old Warden's Wand which he recently found in a closet, and will be passing it on to Elena. (There was a tradition in the 80's and 90's of each warden presenting a wand to the incoming warden, to be wielded while presiding over Vestry meetings.)

6. Rector's Report.

The Rector began by saying that he looks forward to 2022 being the year we return more fully. As we do, we need to ask ourselves, "How is God calling us to God's mission in our neighborhood?" We have been in a place of pivot this past year. We started hybrid worship in the summer, and the Regathering Committee was crucial to making that happen. We stayed connected and we welcomed new members. We had a baptism and confirmations. Our average Sunday attendance (including online) was about three higher than the previous year.

In the coming year, we will connect more to our church space—being together is important. We have also learned that digital access opens our life to some, and we need to learn how to further develop that. Some activities, such as Wrestling with the Scriptures and Vestry meetings, may stay online. But that doesn't displace the primacy of being together in person. The Regathering Committee is conducting a survey during the coming week about our experiences of Sunday worship, both online and in person, and we hope everyone will respond. This is part of our discernment together.

In our feeding ministries, the Food Pantry shifted back to farmer's market style, but Diamond Diners remains take-out. We look forward to resuming table fellowship. We'll be looking at how we might reconfigure the kitchen in the Eastburn Building to support the feeding ministries.

We had a dream of building housing on our property, but that takes a lot more money than we have. We started a pilgrimage to other churches that have built housing to learn from them, but that got delayed by the pandemic. Resuming that work is one of our goals this year.

Our dreams will be undergirded by "Vital and Thriving," a congregational development process led by Scot Sherman, who worked with us as he was preparing to become a priest. (Scot may also be our supply priest while Cameron takes his sabbatical, planned for August to November.) "Vital and Thriving" is based in Bible stories and uses cottage meetings to develop and support ideas that are already present in our community. It asks, "How is God calling us afresh?"

During comments and questions, Dave Frangquist noted that as part of our mission in the neighborhood, the Vestry has created a Community Emergency and Investment Fund, seeded with \$5,000 from the tithe set aside from the Norman Williams Bequest. It is to be administered by the Rector and an advisory committee drawn from the neighborhood and will focus on the needs of the neighborhood.

Dave also called attention to our next fundraiser, "Raise and Shine," set for March 19. It is still in the planning stage, but will likely be online and will definitely include an online auction. Members should be thinking about what they can offer for online and live auctions.

The Rector announced that he has hired a new parish administrator, Cary McCullough, a parishioner at Holy Innocents, who began work this past week.

Finally, the Rector closed with a "goofy" video of various bloopers recorded from parish worship and other events.

7. Adjournment.

The meeting adjourned at 1:20 with an extemporaneous prayer offered by the Rector to "send us forth in the humor of your Holy Spirit."

David A. Frangquist
Clerk of the Vestry

Leadership Reports

Rector's Report

submitted by the Rev. Dr. Cameron Partridge

When I think back over 2022, there are two phrases that come to mind: ever-moving rest and presence.

Ever-moving rest is a concept from the early Christian theologian Maximus the Confessor that I drew upon particularly during Eastertide. The phrase named the paradox of ultimate rest in God that is not static but full of living growth into God, never satiated and thus by definition always moving. In the context of St. Aidan's in 2022 the phrase named a need for restoration and a call to Sabbath that we all have in an intensified way as the pandemic has continued to evolve. "Ever-moving" can also speak to activity—of which St. Aidan's has a notable amount – and invite us to engage that activity with spiritual grounding. I confess I also developed a joke version of the phrase that spoke to how much I needed the sabbatical I was so fortunate to receive later in the year.

As I shared with you all upon my return, presence was the theme of my sabbatical. I focused on slowing down, connecting with my family, and being in the moment. I sought to be less frantically scheduled and thereby more present in the now, not as much anticipating a schedule-oriented future. I also had various research and writing projects, as I've shared since coming back in late November. For years, practicing a "ministry of presence" is something I have sought to do in various ways, and I have tried to bring a renewed emphasis on presence back with me from sabbatical.

I know that while I was away, that theme of presence was with you in various ways, including the Vital + Thriving pilot program of which St. Aidan's is fortunate to be a part. The Rev. Scot Sherman who served here in my absence, emphasized that, and I am grateful to the V+T leadership team and listening team for the work they have been engaging with you. In 2023 that ongoing process will invite us to deepen our presence to one another and to our wider neighborhood community as we discern and strengthen our mission here in Diamond Heights.

The theme of presence also speaks to the pastoral currents of our life in 2022. As the Pastoral Care Committee report shares, we have been present to one another this year in concrete, heart-felt ways, whether in phone calls, grocery trips, card-writing, or end of life support. I have been struck by the significant losses we experienced this year, and the ways we have come together in that process. Some losses have been people we have known from neighborhood activities and events over the years, such as Casey Fernandez and Eleanor Elliot. Others have been people we've known for years in Sunday morning worship and other prayerful, fellowship contexts: Natalie Lloyd, Marj Jones, Christine Ortiz, and most recently Roger Wolcott. We hold all the departed in love and entrust them to God's care, God's rest.

In 2022 St. Aidan's has notably supported the discernment and formation of ordained vocations. Our previous seminarian the Rev. Amy Newell-Large completed her time with us, was ordained to the priesthood, and began her first position at the Cathedral of John in the Wilderness in Denver, Colorado. When I was in Denver for the American Academy of Religion Annual Meeting in November, I got to hear her preach and lead worship at an evening service called the Wilderness. Last winter we welcomed Dr. Lisa da Silva into our midst as part of her ordination process in our diocese. Lisa is a postulant for the priesthood sponsored by St. Columba's, Inverness. Then this fall we welcomed Weston Morris, a second-year student at CDSP who is a postulant from the Diocese of North Carolina. It is a gift to be learning and growing with each of them in their unique vocational journeys. And that spirit of growth and learning is also unfolding in two local discernment committees that our Vocations Committee formed for St. Aidanites who are discerning ordained vocations.

The theme of presence was also afoot in the ways we continued to develop and explore in-person events while also keeping our Zoom ministry very much open. As other reports share, Diamond Diners, our monthly senior luncheon, began to offer an in-person as well as a take-out option, and our Good News Gardening Days also continued to cultivate our active presence in the neighborhood. Our Habitat for Humanity efforts on Amber Drive have been opening up a way for us to contribute to affordable housing efforts here in Diamond Heights, as Deacon Margaret shares. We also anticipate our upcoming March auction having an in-person emphasis while retaining an online modality we learned earlier in the pandemic. Meanwhile, the ministry of presence continues through Sunday Zoom coffee hour, often supported by Weston, and Kaffeeklatsch on Thursday afternoons.

Finally, in 2022 the theme of presence makes me think of several collaborative efforts we have been engaging, being present in a wider communal way. With St. Francis (Episcopal) we did a collaborative Confirmation class last spring, leading to the confirmation of one of our members at Grace Cathedral in May. St. John's in the Mission invited us to join their Indigenous Solidarity Working Group last winter. Through Faith in Action we continue to collaborate with a number of congregations of various faith traditions, focusing particularly on the affordable housing crisis. We take up all of the efforts I've described here in variously combined small groups. These practices of communal presence are surely "ever-moving" aspects of St. Aidan's life.

I am grateful for the opportunity to rest this year, the chance to rediscover the practice of presence. May our communal practices of presence gift us with ever-moving rest in 2023.

The Wardens' Report

submitted by Elena Wong, Sr. Warden and Nicole Miller, Jr. Warden

Auction Highlight:

We thank you for the prayers in support of another joyful and productive pandemic fundraiser. The FUNdraiser theme was 'Raise and Shine' and it was virtual over zoom.

Maintenance and Upkeep:

We cleaned the exterior cross-face of St. Aidan's just before Easter last year. We made our way successfully through a series of toilet repairs, various plumbing adjustments, Cielito Lindo fire alarm malfunctions, lighting changes, more toilet refreshes and general tidying before Cameron's return. The indoor tidying was led by Margaret with help from Betty, and Gilbert as Good News Gardens turned inward to sow their love inside too. We also removed the shed to make more space for Cielito Lindo which allowed them to expand their outdoor play area and correspondingly teach more children. Thanks to all who helped with the shed clean out including Anne Edwards and Dave Frangquist. We also have several folks from the community who help us with maintenance and upkeep as part of their profession or as volunteers and we would like to thank Fernando, our handyman for his help in working on plumbing, installing a new dishwasher and saving the receipt so we could get under-warranty service performed. Thank you to Albert Tam from the Friday Pantry for cleaning out our gutters after all of the wind and rain. Thanks also to Cary for all of his help in coordinating and helping us navigate the maintenance and upkeep of St. Aidan's.

Ministry and More:

We welcomed Scot Sherman as our 'supply priest' and appreciate the time we had with him while Cameron was on his much-deserved sabbatical. Scot was with us from August to the end of November. Scot also happens to be one of the Vital + Thriving leaders: he chaired a Vestry meeting that began with Dwelling in the Word.

We hosted Thanksgiving to go meals again and served 90 people- all the food was distributed. We thank Justin of CurveBall Food Truck once again for making the meals and to Dave Frangquist and Jim Oerther for distributing meals on Thanksgiving along with volunteers from the Pantry and the community. Anne and Nicole decorated and set up bags filled with Weston's Thanksgiving Blessing printed by our Parish administrator, Cary.

Deacon's Report

submitted by the Rev. Margaret Dyer-Chamberlain

Deacon Report 2022

As we've continued to weather COVID and boosters and the worries of the world, it's been a joy to be your deacon and to participate with the St. Aidan's community in your grounded, intentional and dedicated work in building up the beloved community in our city. There are so many ways in which this community is doing God's work. Here are just a few examples that I think about, in 2022:

Good News Gardens

Our Good News Garden group has continued to thrive in our monthly "spruce up" days at the church, with the addition of our wonderful Little Free Library on Diamond Heights Blvd., and with the Little Red Hen and planter box veggies that go to Diamond Diners each month. We also keep up with our median clean-up days on Diamond Heights Blvd. We had a special addition to the church garden this year – threelantana plants and a memorial plaque in memory of Natalie Lloyd. We had a meaningful and special day when we added those (in the rain!) and remembered Natalie. Thank you to all of our parish gardeners – you know who you are!

Habitat for Humanity on Amber Drive

A new ministry for us in 2022 has been volunteering with Habitat for Humanity right in our neighborhood – at a building site on Amber drive that will bring 8 new families into our neighborhood in affordable housing units. We were one of the first groups to volunteer in March 2022, and then groups of St. Aidan's volunteers also worked at the site 4 more times – in May, August, October and December. It's been amazing to see the building progress, and we'll continue to participate in 2023. Thank you to all of the Habitat crews!

New Jim Crow Anti-Racist Book Group

The New Jim Crow Anti-Racist Book Group continues to meet via zoom and to read, with new members joining this year. The past years' titles included:

Her Honor, LaDoris Cordell

Kindred, Octavia Butler

Born in Blackness, Howard French

Barracoon: The Story of the Last "Black Cargo", Zora Neale Hurston

Harlem Shuffle, Colson Whitehead

How the Word is Passed, Clint Smith

Our first book for 2023 is remarkable - Frederick Douglass, Prophet of Freedom by David Blight. All are welcome – please join us!

Blessings in the Upper Douglass Dog Park

We were again back in the Upper Douglass dog park this fall for our St. Francis Day blessings – and this time Mark and Kazu Kuga-Henderson, long-time partners in this ministry, were able to join us. Scot

Sherman, our priest while Cameron was on sabbatical, observed that the blessings in the dog park felt even more sacred than the blessings in our church. We continued our blessings on zoom as well – all sacred moments to honor our animal companions.

Donations: Holiday Gifts, Books to Prisons, Diamond Diapers

We organized an amazing array of donations this year. At Thanksgiving, we donated socks, jackets and blankets for St. Martin dePorres House of Hospitality (in place of our former “Turkey Trot” ministry.) Christmas brought St. Aidan’s typical outpouring of holiday gifts for Safe House and Urban Angels. Thank you, everyone, for all that you do to make these ministries so vibrant and to make the holidays special for people in need in our city. Our parish’s contribution of books to prisons and jails continued as well – with donations going to San Quentin Prison and to the Women’s Reformatory in Marysville, Ohio. And, when we found that fewer and fewer people were coming to the Church for our diaper pantry (perhaps because San Francisco now has a fully operating free diaper program), we donated our diaper supply to the Family Connection Center on Mission Street, learning in the process about their impressive programs for our neighbors.

I feel more blessed each year that I am a part of St. Aidan’s. There are so many reminders of the presence of God that I feel from all of you. Oh - and one more thing –I also so appreciated seeing our community come together before Cameron’s return from sabbatical to do some “spring cleaning in November!” What a moment of love and care for our building, as well as a bit of a surprise for our rector as we rejoiced at his return.

In peace,

Deacon Margaret

Associate Clergy Reports

submitted by the Rev. Donald Fox

My involvement as a retired volunteer Assisting Priest during the past ongoing pandemic year has continued to be quite limited. Besides some communicating through Zoom, telephone, and emails, I did a little in-person ministry:

1. Led or assisted in worship a few times.
2. Continued serving on the parish’s End of Life Ministry Committee.
3. For both members of the parish and non-members, I made a few hospital, nursing home, and retirement home pastoral visits. Several times I transported disabled persons to doctor and dental appointments.
4. I helped prepare for and officiated at two funerals and burials, and assisted at a third celebration of life.
5. Representing our Church, I attended the annual outdoor commemorative service by City Hall for the homeless dead: the many who’ve died on our city’s streets this past year.

I expended a great amount of time and energy, on behalf of others as well as myself, in a thus-far unsuccessful effort to try to get the San Francisco Night Ministry to restore its core purpose and compassionate culture. Both have been largely eviscerated under its current leadership. For St. Aidan’s Church, the damage done to the Night Ministry internally, and the decline in quality of its service to those in need in the middle of the night, is especially disconcerting because St. Aidan’s has long been one of the Night Ministry’s strongest supporters, providing it with both volunteers and money.

I remain grateful that the people of St. Aidan’s, under the competent leadership of our rector Cameron, and our dedicated vestry, continue to be a faithful-to-the-Gospel beacon of hope, giving Christ-like service

to needy and disenfranchised persons, with loving compassion in an increasingly secularized polarized society.

Don Fox

submitted by the Rev. Gary Ost

I am proud to be a part of the ministry of St. Aidan's Church, a parish whose members and leadership perceive clearly the inclusive message of Jesus' Good News. Although I haven't been much involved in hands-on or in-church ministry this year, due to exercising caution in protecting my husband Michael and me from COVID, I have fulfilled a few meaningful roles.

The chief way I fulfill my priestly vocation these days is by presiding once a week at the 7:45 a.m. Eucharist at St. Francis House on Cesar Chavez St. Because I am a member of the Third Order of the Society of St. Francis, while the Sisters are members of the First Order of the same Society, presiding in this chapel is close to my heart. It is an additional joy that several St. Aidanites show up from time to time. In fact, one of them is Bishop Nedi Rivera, who travels a couple times a year from Cincinnati as Bishop Protector of the Sisters.

But a couple other St. Aidan's regulars there have been Roger and Margery Wolcott. I have always enjoyed connecting with Roger during our open-conversation homilies, then continuing to talk about theological and social justice issues during the Sisters' breakfast. So, it was somehow a Spirit-filled moment when we had one of our most vital theological exchanges during breakfast on December 3rd, three days before Roger's catastrophic bicycle accident.

Just before parting, Roger threw out, "You know, I've never gotten why God had to kill his son to redeem the world from sin!" This topic is, of course, one of the Big Ones, so all I chose to say at that moment was, "Well, you know, that's not the only explanation for why Jesus died on the Cross!" And that became the last of the many insightful conversations I have enjoyed with Roger over the years. Thereafter, I became one of the priests who ministered to him in Neuro ICU up to his death on early Christmas Eve morning. And I will be one of the many St. Aidanites who will be giving Margie all our love and support in the days and years ahead.

Because serving Christ at St. Aidan's is full of amazing grace and all-embracing love, and I am grateful to have been called to be a part of this ministry.

Peace and All Good (how Francis greeted everyone he met)-

Gary Ost

Postulant's Report

submitted by Dr. Lisa da Silva

In February 2023, I will have been serving as Postulant at St. Aidan's for a year. What a joy it has been getting to know our diverse, wise and compassionate San Francisco community! I feel blessed to be here, especially since St. Aidan's was the local church I attended in England, as a child.

As well as serving at our Sunday morning liturgies, where it has been my privilege to preach, I have also enjoyed working at our Food Pantry on Fridays and participating in the care of our Good News Garden. My membership on our Formation and Worship Committees has also been a great experience, as was the creation of the Ecology Adult Ed. series I helped to co-lead, last year.

In 2023, I hope to be more involved with eco-initiatives at St. Aidan's, which live at the heart of my ministry. As some of you know, it was my ecological ministry that led me to my Clinical Pastoral Education site at San

Francisco's Suicide Prevention, where I have just completed my 300+ hours as a Counselor on the Suicide, HIV and Addiction Hotlines. It was a challenging experience to be sure, but it was also deeply rewarding, and has equipped me with skills I will take forward in ordained life.

Thank you, St. Aidan's, for welcoming me in, and for allowing me to serve you. I look forward to deepening that service in 2023.

Seminarian Report

submitted by Weston Morris

It was an odd time for a seminarian to join the parish. Weston's first Sunday was just after Cameron retreated for his sabbatical. Weston worked together with Scot, Lisa, Deacon Margaret to participate in and lead weekly Eucharist services. One of the highlights of Weston's first semester as seminarian was in the weekly Wednesday evening prayer with a small group of St. Aidanites. He also found delight in fellowship with the zoomers after Sunday services. He is looking forward to continuing to hone the art of preaching over the next few months. Weston appreciates the kindness and integrity that has been shown to him as he established a new relationship with St. Aidan's and looks forward to more growth in the future!

Thanks,

Weston

Music Ministry Report

submitted by the Rev. Dr. Cameron Partridge

Early in 2022 our Music Minister Barry Koron had to step back from his ministry with us for medical reasons. We have stayed connected with Barry during his journey, and we continue to hold him in prayer and love. We are very grateful to David Austin who stepped in to support our music ministry during this time of transition, and as our rector went on sabbatical. Working with David, the choir has anchored and led the music of St. Aidan's 10 AM service. Thank you to all who have helped us make music together during this time. In 2023 a committee appointed by the vestry will prepare a job description for the Music Minister position and invite applications.

Financial Reports

Treasurer's Report

submitted by Dave Frangquist

All good things must come to an end eventually.

For most of the last several years, we have been adopting deficit budgets. But in the end, increases in the value of our investments have covered the deficits, leading to an ever-increasing net worth. From 2019 through 2021, our portfolio appreciated in value by \$167,187 (not including the endowment). After allowing for deficits, the increase in net worth for those three years was \$160,682. Meanwhile, the endowment added another \$112,484 to our balance sheet.

That all came crashing down in 2022. The bull market came to an end and we entered a bear market, which means that average investment values declined by more than 20%. Most analysts attribute the drop to (1) continuing supply chain problems from the pandemic, (2) worries about rising inflation, and (3) the war in Ukraine.

For St. Aidan's, the value of our investments declined in 2022 by \$97,701 (not including the endowment). When the budget deficit is included, we lost a total of \$120,956. Losses in the endowment fund added another \$52,246.

The good news is that the losses in 2022 are still less the gains from the previous three years. The other good news is that most of these losses are just on paper. They don't become real losses until we need to sell investments at below cost. As long as members keep paying pledges promptly, we may be able to pay bills out of current income and avoid having to sell investments, giving them a chance to recover. Of course, there is no predicting the future and the issues the markets faced in 2022 may persist into 2023.

One significant expense in 2022 does not show up in the budget totals. That is the cost of our sabbatical priest, Scot Sherman. We set aside money from the budget each year in a sabbatical fund that we draw on during a sabbatical so as not to impact the current budget. Total expenses for Scot were \$15,960. This was less than expected because Cameron took a shorter sabbatical than he was entitled to. At the end of 2022, the sabbatical fund held \$11,723 which can be applied to the next sabbatical, due in 2027.

For 2023, budgeted expenses will increase by about \$12,000, largely due to a 6.8% cost-of-living adjustment for our staff. Income is expected to remain flat. The projected budget deficit is over \$52,000. If investments recover as hoped, there is still likely to be an overall deficit of nearly \$24,000. We have a little over \$35,000 left in operating reserves to cover the deficit.

Dave Frangquist
Treasurer

Saint Aidan's 2023 Operating and Mission Budget

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Line	Budget Category	2022 Budget	2022 Actuals	2023 Budget
	INCOME			
	Parish Giving			
A-1	Current Pledges	168,991	171,030	172,698
A-2	Prepaid Pledges	9,009	9,010	5,302
A-3	Prior Year Pledges	500	552	0
A-4	Givers of Record	1,000	1,240	1,240
A-5	Plate General	1,000	427	800
A-6	Plate Holiday	3,030	4,855	4,860
A-7	Unrestricted Gifts	5,330	4,876	5,100
A	Total Parish Giving	188,860	191,990	190,000
	Building Use			
B-8	Space Use Fees	3,100	4,525	4,530
B-10	Weddings & Funerals	100	382	100
B-11	Recurring Groups	1,200	1,100	800
B-12	School	26,532	26,532	27,326
B	Total Building Use	30,932	32,539	32,756
C	Fundraising	12,000	12,633	10,000
D	Interest & Dividends	5,890	7,721	7,720
E	Miscellaneous	100	3,616	100
	Transfers			
G-15	Designated Funds	5,653	3,993	4,210
G-16	From Endowment	14,000	14,000	14,000
G	Total Transfers	19,653	17,993	18,210
	Total Operating Income	257,435	266,491	258,786

SAINT AIDAN'S 2023 OPERATING AND MISSION BUDGET

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Line	Budget Category	2022 Budget	2022 Actuals	2023 Budget
	EXPENSES			
	Mission			
J-20	Diocesan Assessment	33,691	33,691	33,551
J-21	Community Ministries	7,944	7,944	7,859
J-22	Seminaries & Deanery	2,846	2,846	2,820
J-23	International Mission	1,756	1,756	1,738
J	Total Mission	46,237	46,237	45,968
	Program:			
	Evangelism			
K-25	Advertising	3,363	1,743	1,743
K-27	Evangelism Activities	1,000	905	1,000
K	Total Evangelism	4,363	2,648	2,743
	Worship			
L-30	Minister of Music (Salary + FICA)	19,300	14,059	20,612
L-31	Substitute Accompanist	700	3,675	700
L-32	Music Supplies & Expenses	1,060	651	900
L-33	Worship Committee	250	176	250
L-34	Supply Clergy	1,276	638	1,364
L-35	Altar Guild	900	982	1,000
L	Total Worship	23,486	20,181	24,826
	Education			
M-40	Christian Formation	600	54	600
M-41	Clergy Continuing Education	800	800	800
M-42	Forward Day By Day	154	154	154
M-43	Stewardship Committee	300	190	300
M-49	Nanny	2,015	1,511	2,152
M	Total Education	3,869	2,710	4,006
	Community Building			
N-50	Welcome Café	350	109	350
N-51	Parish Nurse Supplies	420	0	420
N-52	Vestry Retreat	4,290	4,290	5,550
N-53	Fun Committee	1,500	0	1,500
N-54	Deacon	354	354	354
N-57	Companion Animals	175	0	175
N	Total Community Building	7,089	4,753	8,349
K-N	Total Program	38,807	30,292	39,924

SAINT AIDAN'S 2023 OPERATING AND MISSION BUDGET

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Line	Budget Category	2022 Budget	2022 Actuals	2023 Budget
	EXPENSES			
	Stewardship:			
	Leadership			
P-60	Rector Salary	97,096	96,971	103,699
P-61	Rector Benefits	1,437	1,437	1,438
P-62	Rector Pension	18,377	18,377	18,666
P-63	Rector Expenses	3,000	904	3,000
P-64	Sabbatical Fund	4,800	4,800	4,000
P	Total Leadership	124,710	122,489	130,803
	Building & Grounds			
Q-70	Utilities	14,240	17,688	18,570
Q-71	Maintenance	4,340	5,511	5,510
Q-72	Garden	1,500	216	500
Q-73	Janitor Service	15,540	15,540	15,540
Q-74	Taxes & Insurance	14,080	13,413	14,000
Q	Total Building & Grounds	49,700	52,368	54,120
	Office			
R-80	Communications	3,960	3,967	2,800
R-81	Postage	410	272	280
R-82	Office Supplies	2,000	1,265	2,000
R-83	Office Machines	3,470	4,125	3,800
R-84	Administrator (Wages + FICA + Benefits)	20,168	18,929	21,322
R-86	Audit & Payroll Administration	1,388	595	2,188
R	Total Office	31,396	29,153	32,390
P-R	Total Stewardship	205,806	204,010	217,313
U-90	Outreach portion of Stewardship	(9,513)	(9,423)	(10,088)
	Total Operating Expenses	281,337	271,116	293,117
	Operating Surplus (Deficit)	(23,902)	(4,624)	(34,331)

SAINT AIDAN'S 2023 OPERATING AND MISSION BUDGET

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		2022	2022	2023
Line	Budget Category	Budget	Actuals	Budget
	COMMUNITY OUTREACH			
	Outreach Income			
F-13	Contribution from Budget	17,539	18,519	18,505
F-14	Gifts & Grants	4,520	3,450	4,000
F	Total Outreach Income	22,059	21,969	22,505
	Outreach Expenses			
U-90	% of Stewardship Costs	9,513	9,423	10,088
U-91	Food Pantry	3,108	4,775	2,979
U-92	Janitor Service	3,888	3,888	3,888
U-93	Supplies	500	583	500
U-94	Diamond Diners	1,800	751	1,800
U-95	Thanksgiving Dinner	2,500	1,800	2,500
U-96	Resilient Diamond Heights	750	750	750
U	Total Outreach Expenses	22,059	21,969	22,505
	BUDGET RECAP			
	Operating Income	257,435	266,491	258,786
	Operating Expenses	281,337	271,116	293,117
	Contribution to Community Ministries	17,539	18,519	18,505
	Total Budget Surplus (Deficit)	(41,441)	(23,144)	(52,836)
	Estimated Investment Gain		(97,812)	29,000
	Overall Surplus (Deficit)		(120,956)	(23,836)

Balance Sheet

December 31, 2022

ASSETS	2022	2021	Change
Current Assets			
Bank Accounts			
1100 B of A Checking	20,467	20,766	-299
1200 Schwab Money Market	<u>4,437</u>	<u>24,034</u>	<u>-19,597</u>
Total Bank Accounts	24,904	44,800	-19,896
Other Current Assets			
1400 Schwab Investment Account	237,678	303,041	-65,363
1510 State Street Global Advisors	273,452	326,618	-53,166
1520 NYLife Securities Investment	241,117	293,811	-52,694
1600 Prepaid Expenses	1,110	860	250
1700 Undeposited Funds	<u>11,794</u>	<u>1,025</u>	<u>10,769</u>
Total Other Current Assets	765,151	925,355	-160,204
Total Current Assets	790,055	970,155	-180,100
Other Assets			
1800 New York Life Insurance Policy	<u>15,617</u>	<u>15,298</u>	<u>319</u>
Total Other Assets	15,617	15,298	319
TOTAL ASSETS	805,672	985,453	-179,781
LIABILITIES AND NET ASSETS			
Liabilities			
Current Liabilities			
2200 Building Use Deposits	4,250	4,050	200
2400 Accrued Expenses	0	4,196	-4,196
2700 Lay Pension	0	19	-19
2800 Prepaid Pledges	<u>5,302</u>	<u>9,010</u>	<u>-3,708</u>
Total Current Liabilities	9,552	17,275	-7,723
Total Liabilities	9,552	17,275	-7,723
Net Assets			
3100 Unrestricted Funds	223,626	349,065	-125,439
3200 Restricted Funds (by policy)	562,574	608,796	-46,222
3300 Custodial Funds	<u>9,920</u>	<u>10,318</u>	<u>-397</u>
Total Net Assets	796,120	968,179	-172,058
TOTAL LIABILITIES AND NET ASSETS	805,672	985,453	-179,781

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

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. In 2022, the vestry applied this policy to part of the rent from Cielito Lindó Montessori School, resulting in a contribution of \$13,080 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 normal practice for many non-profit endowment funds. For 2023, in view of the large projected deficit, the finance committee and vestry decided to withdraw \$14,000, which is 4.7%.

In 2015, St. Aidan's received an unrestricted bequest of over \$562,000 from the estate of Norm Williams, a former senior warden. Rather than apply the allocation policy mentioned above, the vestry decided to consider alternatives that a gift of that size would make possible. However, the vestry did allocate \$60,000 to the endowment, increasing its value at that time by nearly 50%.

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 from either the Norm Williams bequest 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 2022, 57% of the funds were unrestricted.

The table on the following page shows how the Endowment Fund has grown (or not) over the years. In 2022 the fund lost \$52,246 due to a drop in market value and ended the year worth \$273,452. The rightmost column of the table shows the amount available for withdrawal the following year according to 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.

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.

Dave Frangquist
Treasurer

Endowment Fund History
Thru December 31, 2022

Year	Additions	Corpus	Gain (Loss)	Draw	Balance	3 Yr Avg	5%
2000 to 2006	58,738	58,738	4,685		63,422	61,314	3,066
2007	5,000	63,738	2,307	1,390	69,340	64,671	3,234
2008	3,533	67,271	(14,613)		58,260	63,674	0 *
2009	10,000	77,271	14,506		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	10,920	206,124	41,783	10,000	253,687	231,115	11,556
2020	7,680	213,804	34,283	10,000	285,650	250,107	12,505
2021	14,400	228,204	36,568	10,000	326,618	288,652	14,433
2022	13,080	241,284	(52,246)	14,000	273,452	295,240	14,762
Totals	241,284		132,258	100,090			

*Capped at value above corpus.

Reports from Ministries

Adult Formation

submitted by Barbara Stevenson

Adult formation programs at St. Aidan's are designed to help us all both discern the call of God in our lives and better equip us to answer it.

Lent: Our Wednesday evening series for Lent, held on Zoom, entitled "Bless the Middle Space," focused on enriching our experience of Lent as a time of in-between. Exploring with art, poetry and literature, we experimented with new ways of attuning ourselves to the work of God in the world and in our lives.

Creation Season: We held two sessions--one in-person Sunday forum and one Wednesday evening Zoom session--to dig into the House of Bishops' climate statement. Each was a rich conversation around the question of how, as people of faith, we respond to the climate crisis.

Advent: Our Wednesday evening Zoom series looked at several Advent scripture readings—including the Magnificat, the dream of Joseph, the story of Ruth and Naomi, and Isaiah 11:1-10—in fresh ways. We discovered new connections among the texts and new ways of seeing the birth of Jesus, enriching our experience of the season.

Cameron Partridge, Susan Spencer, Barbara Stevenson, Amy Newell-Large, Elaina Le Gault, Margaret Dyer-Chamberlain, Lisa da Silva, Weston Morris

Altar Guild

submitted by Jackie Buckley

The Altar Guild is a ministry which cares for the Altar, necessary vessels, and Altar linens. The group prepares the sanctuary for services, including setting up Zoom for the hybrid worship services. The Guild cleans up and puts away items used after each service.

During 2022 there were eight members: Jackie Buckley, Kit Cameron, Patricia Busk, Doris Weyl-Feyling, Kate Fritz, Janice Tickner Leonard, Christine Powell and Barbara Stevenson.

Judy Bley, a previous Altar Guild member and Chair, has also been active with the Guild, attending planning meetings, Spit and Shine events and assisting in purchasing church decorations. Thank you all for your dedication to this important ministry.

This past year some of the responsibilities of the Altar Guild were divided up among several members. Kit Cameron and Jackie Buckley have split up administrative duties. Kit Cameron does the Rota, plans Spit and Shines, and coordinates Church decorations. Jackie Buckley is responsible for writing the Annual Report, preparing the budget and ordering supplies. Doris Weyl-Feyling continues to do the linens. In her absence, Jackie Buckley and Kate Fritz are back-ups. Patricia Busk represents the Altar Guild at Worship Committee meetings.

We need more members. It does not require a huge time commitment. In addition to setting up the Altar, those serving at the 8 o'clock service set up the Zoom hybrid service. Training is provided for new members. There is an Altar Guild guide book and step-by-step instructions for setting up the Zoom hybrid worship service. If you're interested in joining the Altar Guild, please contact Jackie Buckley at 650 871-7539 or contact any Altar Guild member.

Jackie Buckley Co-Chair Altar Guild

Anti-Racism Committee

submitted by Susan Spencer

The Anti-Racism Committee has been fortunate to have Elena Wong, Nicole Miller, and Cameron Partridge provide anti-racism articles and publicized events to the congregation during this time of COVID. Anyone in the congregation who comes across information about racism that they feel will benefit all of us is encouraged to have links or websites put in the Flame, Spark, or bulletin or on St. Aidan's website. We all benefit from this information.

Communications Committee

The role of communications in 2022 fell under the aegis of the Regathering Committee—please see that report.

Community Ministries Board

In 2022 the CMB did not meet and the vestry disbursed funds to the 2021 grantees. At its upcoming retreat the vestry plans to begin a process of revisioning the CMB.

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 our animals who have died, as well as celebrate and bless, beloved living animal companions.

Unfortunately, because of COVID, this past year for the third year in a row we weren't able to have our annual Companion Animal Memorial Service. However, we did have a Blessing of the Animals in our church service on St. Francis Sunday. Parishioners were invited to place on a specially created altar the photos of their companion animals who had died. Additionally, there was a blessing of animals very much still with us. Weston, our seminarian, participated in these blessings and blessed his and Rosemary's dog, Dom. Worshippers on Zoom also brought their animals for blessings, both those alive and those who had died. After church Scott, Margaret, and Mark went to the Upper Douglass Dog Park and blessed numerous companion animals, a ministry appreciated by those whose animals were blessed. One gentleman shared a photo, story and tears about his dog that had died, and Scott, Margaret and Mark offered a special blessing for him and his dog.

We are hoping we can have a Companion Animal Memorial Service this year.

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 is desired for a companion animal, we are open to offering 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 St. Aidan's support 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 Diapers (see Deacon's Report)

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 Saint Aidan's. In October we were able to move back into the building, set up tables, meet as a group. This has produced lively conversation, card playing, and extended stays. Albert from the food pantry comes laden with coffee and goodies for all. The brownies he makes are outstanding. Thanks to Judy Bley, Patricia Brown, Kit Cameron, Tim Fabatz, Nicole Miller, Doug Barnett, Leonor Barnett, Kathy O'Loughlin, Marilyn Whitcher, Cameron Partridge, and Susan Spencer who have worked to make Diamond Diners a success this year and a special thanks for Susie who makes 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

Due to COVID-19, a Dymphna Production in St. Aidan's Sanctuary was not possible in 2022. Dymphna was not forgotten. The Vestry requested a video of scenes from past productions to show at the St. Aidan's Raise and Shine Fundraiser on March 19.

Cameron Partridge digitalized past Dymphna productions. Betsy Eddy selected scenes and John Wilk created a 14-minute Dymphna Sampler. The link is <https://vimeo.com/706345613>

Rousing numbers included a risqué dance number lip synced by Dave Frangquist, Anne Benninger and Robert Geesey singing I Got You Babe, Barbara Stevenson and Janet Lohr singing Tea for Two, Matt Gray impersonating Elvis in Jail House Rock, Nancy Sabin singing Mambo Italiano, Christine Powell as a nun upstaged by an animated singing goat, Debbie Nocero singing the Menopause Song to the tune of My Favorite Things, Sarah Glover singing So Sad in Hell, Ray Wong as Lou Seal and Anne Benninger and Pam Wong performing a tap dance to Let's Do the Time Warp Again with the cast as back up. A highlight was a burlesque dance choreographed by Jim Oerther featuring the Dymnamerrific Church Ladies: Betty Carmack, Helen Crowell, Mileva Lewis, Natalie Lloyd, Barbara Purcell, Lois Roach and

Edith Wells. The musical numbers brought back fun and memorable scenes showing the talent of our Dymphna actors and directors.

17 years of Dymphna history can be found on the St. Aidan's website, www.staidansf.org. Select Groups and then Dymphna Productions. For more information, please contact Betsy Eddy at betsy.eddy@gmail.com.

Betsy Eddy, Producer

Food Pantry

submitted by Judy Bley & Nicole Miller

In 2022, the regular Pantry volunteers, including the over 65 volunteers, hosted the St. Aidan's Friday Food Pantry. Volunteers serve in two groups: the morning and the afternoon groups. The morning group receives the delivery and sets up around 8am. The afternoon group receives the shoppers and new registrations and hosts the Pantry from 1-2pm. They also host an afternoon volunteer pre-meeting before the Pantry opens each week.

Food distribution continued in 2022 with farmer's market shopping style. Most of our food comes from the San Francisco-Marín Food Bank, to which our parish makes financial contributions. Each Thursday evening volunteers go to Arizmendi Bakery on 9th Avenue and receive leftover items from that day's sales, which are a real treat for the shoppers.

Those served ranged in age from infants to over 102 years old. Most of our shoppers are single, elderly and/or disabled. Although we serve almost exclusively those living in our 94131-zip code, all demographic groups are represented. We had losses this year of regular Pantry members: Eleanor Elliot, Jonnie Burns, and Peter O'Sullivan each passed away. Eleanor and Peter were both volunteers.

The Pantry's volunteer team includes church members, Patricia Brown in the morning, Janice Leonard, Judy Bley and parish nurse, Susan Spencer in the afternoon. Nicole Miller records and submits the weekly data. The Pantry also includes many community volunteers: Albert Tam, Jessica Stevenson, Marilyn Frei from the afternoon and Kazyu Kato and Ken Ele from the morning among many other volunteers not listed. Albert Tam has taken a well-received leadership role in the afternoon group. The afternoon volunteers have been enjoying games and snacks.

There are currently 160 households registered to shop at the Pantry representing at least 268 people who could be served each week. Last year there were 165 households registered, representing 302 people. In addition, over 50 non-registered households attended our Pantry this year. We have been unable to register all new households and therefore do not know the exact number of people we were able to feed in 2022, as was also the case for 2023.

In 2022, we averaged around 100 households coming each week, representing around 215 people served each week not including an average of 2-4 unregistered shoppers each week. Registered seniors over 65 have been returning although a few do continue to receive home delivery. A significant number of our registered shoppers are disabled and cannot attend in person due to their health. In the first quarter of the year, around 93 households shopped per week representing an average of 164 people served per week followed by around 102 households per week in the second and third quarters representing around 227 people served per week. In the fourth quarter, 101 households shopped per week on average representing 240 people served per week on average.

Fun Committee

Due to COVID restrictions, there were no parish-wide fun gatherings in 2022.

Fundraiser: “Raise and Shine”

submitted by Elena Wong and Nicole Miller

Held Saturday, March 19th 2022, The Spring FUNdraiser auction “Raise and Shine” managed to raise our spirits as well as funds for St. Aidan's ministries. This was our second online auction. We were able to hand out fun treat bags before the auction thanks to the Wong and Jennings families' donations. Thank you all, and to those you invited, for the generous donations and bids!

Our auction committee led by Elena Wong included our rector Cameron, plus Dave Frangquist, Jim Oerther and Nicole Miller. We set a goal to raise \$10,000 in the online format and ended up raising more than \$12,500! Elena Wong prepared gift baskets of sparkling juice or wine plus treats and passed those out the day of the auction to those who could come by St. Aidan's. Ray Wong graciously served as our entertaining auctioneer. Dave Frangquist served as Master of Ceremonies and led the evening auction online activities along with Cameron. We saw a medley of videos: blasts from the past from Dymphna (assembled by Cameron) as well as shorts from Sadie. We also enjoyed pre-recorded music from Janet Lohr and Elaine Jennings.

We are grateful to the many donors to the auction, the volunteers, performers, bidders and attendees. Thirty-two donors donated items to the auction. We received 101 wonderful donations including: Artwork, Fashion, For the Home, Edibles and Delectables, Wine, Arts & Crafts, Kitchen/Dining, Experiences, Toys and more. About 50 items remained unsold. We received 7 donations offered in the Live Auction: We had beer tasting donated by Amy, Homemade ice cream from Kateri, 49ers tickets from Grace, Warden dinner from the Wardens, Picnic lunch from Deacon Margaret, Hike on San Bruno Mountain from Cameron and Kateri and our biggest donation from Mistral Restaurant and Tim. We sold 65 tickets (sliding scale admission from \$15- \$25 per person) to the auction, raising over \$1625 in ticket sales and \$475 in online purchases. We had 114 registered bidders and over 30 bid winners. We brought in donations of just over \$2530 for items won from the online catalog plus \$2100 in online donations. Our 7 live items sold and with our reverse auction we once again demonstrated we come together well to FUNdraise.

Good News Garden (see Deacon's Report)

St. Aidan's Gourmet Book Group

submitted by Elaine Mannon

The St. Aidan's Gourmet Book Group issues an open invitation to all interested people to join our gatherings which, until Shelter in Place restrictions were established due to Covid 19, were held in-home where we shared savory and sweet finger food. We now meet usually on the fourth Monday of the month from 7:00-9:00 p.m. for lively discussions via Zoom. Contact elaine@mannon.com<mailto:elaine@mannon.com> if you would like to be added to our mailing list. Our 2022 reading list included:

The Education of an Idealist - by Samantha Power

An intimate, powerful, and galvanizing memoir by Pulitzer Prize winner, human rights advocate, and former US Ambassador to the UN that provides insight into the changing perceptions and thinking of a person entering

government and facing the realities of power.

The Storied Life of AJ Fikry - by Gabrielle Zevin <<https://www.penguinrandomhouse.ca/books/417455/the-storied-life-of-a-j-fikry-by-gabrielle-zevin/9780143191278>>

An irresistible novel about second chances and finding room for all the books-and all the love-that transforms our lives.

Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings by Plants - by Robin Wall Kimmerer

An intertwining of science, spirit, and story.

The Long Petal of the Sea - by Isabel Allende

Follows two refugees from the Spanish Civil War who start a new life in Chile - an intimate journey in the midst of clashing worlds.

Say Nothing by Patrick Keefe - A true story of murder and memory during the Northern Ireland Conflict

The Transit of Venus by Shirley Hazzard - with a sharp ear for conversation and an eye for the defining political moment in a social interaction, Hazzard tells a story not merely about love but more deeply and subtly about power.

Thinking in Pictures: My Life with Autism by Temple Grandin - The journey of an isolated child struggling with a disorder that was fairly unknown at the time that provides insight into how she understands words - both written and oral - in visual pictures.

The Book Woman of Troublesome Creek by Kim Michele Richardson

A powerful historical fiction novel about the power of literacy over bigotry, hatred, and fear that follows the life of Cussy Mary Carter and her quest to bring books to the high hills of Kentucky.

American Harvest: God, Country, and Farming in the Heartland by Marie Mutsukki Mockett (408 pages)

With lyricism and humanity, Mockett attempts to reconcile competing ideas about our national story.

Disorientation by Elaine Hsieh Chou

A quirky satire with laser-sharp observations about cultural identity and the ugly truth of tokenism and racism in the world of academia.

Fierce Attachments - Vivian Gormick

An unsparing, deeply courageous memoir about the author's lifelong battle with her widowed mother for independence.

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, those who were able to greet in person and those who have greeted on Zoom.

We are able to be back in person for worship now that COVID restrictions have been lifted. We welcome Greeters who want to be an important part of the spirit of welcoming at St. Aidan's. 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. I'll 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 and I would appreciate knowing that, too.

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

Healing Ministry

Healing with laying on of hands remained suspended during the pandemic. The presider has traditionally solicited prayers for healing during the 8:00 a.m. Sunday service, and this was added to the 10:00 a.m. service late in 2021.

Kaffeeklatsch

submitted by Peter Fairfield

The weekly Kaffeeklatsch Zoom meeting was created as a way for members of the Saint Aidan's community to visit in a socially distant manner during the pandemic. It allows for social interaction and care, at a time when we can no longer be together physically. It has worked out very well, with about a half dozen folks checking in every Thursday afternoon at 3 p.m. Conversation topics have ranged 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, beyond the pandemic, as way for us to enjoy each other's company.

Men's Group

submitted by Dave Frangquist

Due to the pandemic, we continued to meet via Zoom on the first Saturday of each month. For part of 2022, we switched to second Saturdays, but plan to return to first Saturdays in the new year. The group is small but faithful. We expect to remain on Zoom for most of our gatherings since it allows participation by those who have moved out of the area or for whom coming to the church early on Saturday is not feasible.

Every meeting includes prayer and check-in. 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.

All men at St. Aidan's are welcome at Men's Group. We heartily encourage you to come and try us out.

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.

There is a pass code is 130476. If you loose 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

In the 2022 context of COVID's evolving presence, ministries of pastoral care have continued in both in person and remote modes.

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

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

1. Spiritual Care

The ministries of this area, Eucharistic Visiting and Eucharistic Ministering, began to come back in 2022, with several home and hospital bedside eucharists. Phone calls and video meetings have continued as major modes of spiritual care this year. In December a large group of St. Aidanites and others gathered around Roger and Margie Wolcott after Roger's bicycle accident, offering an extraordinary collective form of pastoral presence. We look forward to more in-person, phone, and online spiritual care in 2023.

2. Support and Sustenance

This group focuses on concrete ways to help people in our community who are ill or homebound. In 2022, both small groups and individuals assisted St. Aidanites in a range of ways, including phone calls, soup or other meal making and delivery, grocery delivery, and card writing.

In 2022 the Support & Sustenance Committee has included Barbara Stevenson, Mileva Saulo Lewis, Betty Carmack, Sue MacDonald, Jim Oerther, Margaret Dyer-Chamberlain, Susan Spencer, and Cameron Partridge.

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

A group of committed and faithful parishioners began meeting in April, 2019, to explore what an end of life ministry (ELM) at St. Aidan's might be. As a result of our exploration, our ELM ministry was designed around three phases:

- a) Before in our efforts before a death by providing information and resources, teaching and assisting parishioners in honoring end of life preferences.

b) During/Surrounding/at time of death in the provision of information about whom to call and decisions about what one wants to do with the body. If these decisions haven't been made prior to the actual death, information needs to be provided. Another way in which we might help during this time is to assist in creating a Sacred Dying Environment.

c) After in our attention to grief and bereavement dimensions and providing referrals for grief resources. Support can also be provided related to questions having to do with mortuary services and options for the body.

We see ourselves as providing resources and information in all three areas.

At the November 2021 Interfaith Covid service in which we acknowledged the lives lost and changed because of COVID we dedicated the bronze plaque that says: "The leaves of the tree are for the healing of the nations. Lives lost, lives changed by COVID. Rev. 22:2" This past Spring we planted a Meyer Lemon tree at St. Aidan's and installed the plaque. Margaret Dyer-Chamberlain purchased the tree which she and Cameron planted, and Paul Nocero affixed the plaque to the wooden stake which we installed.

This past year three of us were able to be present with a parishioner at the time of death companionship her at that time with prayers, scripture and music. Being there and sharing that experience was indeed a sacred moment for each of us.

As a reminder, a major contribution to providing resources was the creation of a Resource Binder a few years ago under the capable leadership of Allison Wood. This binder holds an extraordinary collection of resources which we will willingly share with other parishes, seminaries, etc. There are sections on Hospice and Palliative Care Practice and Concerns; Organizing Legal Documents for Health Care and Financial Planning; Legal, Financial, Health and Home Care Providers; Funeral and Burial Service Options and Resources.

A future goal is to upload the section, "Personal Values, End of Life Care Planning, Dying Process and Care Resources" onto our St. Aidan's website. One can access the binder through Cameron. A copy will be in our End of Life Library at St. Aidan's.

This library also holds a wealth of books addressing different aspects of end of life – care, decisions, support for caregivers, spiritual dimensions, for example. We hope these books will be another helpful resource for support and information.

We think one of our roles can be to assist when someone is working with a mortuary and having to make decisions about options for a body. Even making a decision as to which mortuary to use can be a time when support and assistance is needed. Rev. Don Fox has offered to help parishioners at this challenging time.

We also developed a questionnaire available to parishioners for their use in researching, interviewing, and deciding about which mortuary to use. Our ELM committee recommends that this exploration be done prior to when decisions need to be made because of the necessity of having to act quickly after a death has occurred. We are planning a future workshop, led by Don, which will guide us through knowing our options and making necessary decisions. We are at the stage of determining a time and format for this workshop.

We also see our ministry as overlapping with the Companion Animal Ministry by encompassing end of life and grief support for those with companion animals.

The committee members are all actively engaged, each contributing in significant ways to the work of our committee. We continue our commitment to this ministry and are grateful for this opportunity to serve.

Don Fox, Mileva Saulo Lewis, Elaine Mannon, Betty Carmack

Performance Showcase

www.performanceshowcase.com

Performance Showcase remains on pause during the pandemic. We have received performance submissions and proposed video projects over this last year, 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 Lois Roach

The St. Aidan's Prayer Chain is the spiritual alarm system which takes prayerful action upon the needs of the congregation. It is currently a network of eight people who are committed to prayer and take action on behalf of the congregation by lifting up specific requests, concerns and emergency situations. All prayer requests and information are kept strictly confidential. If interested in being a member of the St. Aidan's Prayer Chain, please contact Lois Roach or the Rev. Cameron Partridge.

Send all prayer requests to Lois Roach at lbr21@sbcglobal.net. All requested messages to the Chain are begun by Lois Roach. To place a request on our the Prayer Chain, 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 Lois Roach to share with the Chain. This then makes the Prayer Chain aware that their prayers truly make a contribution.

Regathering Committee

Submitted by Dave Frangquist

We started the year assuming that hybrid worship was a transitional phase as we moved toward resumption of full in-person worship. But new variants of the COVID omicron virus have played havoc with our assumptions. It became evident that we were going to need to continue providing Zoom access to worship for some time, both for those who are uncomfortable with meeting in person and for those who have found a home in online worship due to mobility issues. As we moved toward Cameron's sabbatical, regular participants in the Sunday 8 o'clock Eucharist became aware of their dependence on him for Zoom setup. The 8 o'clock altar guild team agreed to take charge of setup and received appropriate training.

Meanwhile, the regathering committee continued to monitor diocesan and city public health guidelines and look for ways to enhance the in-person experience. We conducted a survey to determine how people felt about both Zoom and in-person worship, and had a good level of response. During the sabbatical, the committee recommended three new steps, with encouragement from Scot: (1) resuming Welcome Café (coffee hour) approximately once a month, outdoors when weather permits, or in the narthex with the doors open; (2) making masks optional while emphasizing that those who are more comfortable

staying masked are encouraged to do so; (3) resuming distribution of wine during communion, using individual disposable cups. Janet Lohr made a beautiful new chalice with a pouring spout for the wine.

In addition to thinking about worship, the regathering committee revised the written guidelines for outside groups using our space to align them with current practices for performance venues. Concerts and recitals began to return to using our space and we want them to feel both welcome and safe.

Regathering is still a work in progress. We welcome your ideas and feedback.

Barbara Stevenson, Elena Wong, Jim Oerther, Dave Frangquist, Cameron Partridge (Scot Sherman during the sabbatical)

Relational Organizing

submitted by Barbara Stevenson

St. Aidan's is a member of Faith in Action Bay Area (FiABA), which is the local federation for San Francisco and San Mateo Counties in PICO California, multi-racial faith-based community organizing network throughout the state.

There are two ways the people of St. Aidan's can engage with Faith in Action Bay Area's work:

- 1) You can become one of the core volunteers for Faith in Action's ongoing work. This is an opportunity to do what we hear about in our ongoing learning about racial justice. It is a chance to accept the leadership of people of color and to enter into relationships that are across lines of color, class, and language. It is a profound invitation.
- 2) You can turn out when there is a public action. Faith in Action derives its power to drive change from the number of people who show up to demonstrate support. When we show up, we make a difference!

During 2022, Faith in Action in San Francisco continued to focus on the disastrous shortage of affordable housing in the city. In a major growth step, FiABA joined as one of the lead organizing groups in the successful campaign to pass Prop M, the Empty Homes Tax. St. Aidanites and clients of our food pantry supported the campaign by signing pledge cards to vote yes on M, talking to friends and neighbors about the campaign, and attending rallies to support it.

In 2023, Faith in Action will work with the city to make sure efficient systems are set up to collect the empty homes tax. Faith in Action leaders will also advocate for improved methods of disbursing the funds, particularly in the area of rent subsidies (which were poorly handled in the distribution of rent supports earlier in the pandemic).

PICO California is conducting a statewide housing survey – to help inform decisions about future statewide campaigns. We have an opportunity to use the survey as a way of deepening our connections to our neighbors.

If you are interested in joining St. Aidan's core team for relational organizing—which covers both Faith in Action Bay Area and potential work with our immediate neighbors, contact Barbara Stevenson (barbara.f.stevenson@gmail.com) or Cameron Partridge (rector@staidansf.org).

Resilient Diamond Heights

submitted by Betsy Eddy

Resilient Diamond Heights (RDH), 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, Betsy Eddy, Ed Sheffner, and Cynthia Woo met every two – three weeks to monitor COVID-19 information, to encourage block parties in Diamond Heights and to plan for neighborhood disaster needs.

The Committee tried twice to convene a community meeting at St. Aidan's, but community members were not ready to meet in-person indoors. One successful gathering convened neighborhood residents at Christopher Park. Sample emergency supplies were displayed. Attendees had the opportunity to ask RDH members about programs and services.

The Committee missed an important opportunity to activate St. Aidan's as a heat relief center in September. Though the temperature was over 90 degrees for three days in a row in Diamond Heights, the high temperatures were not forecast. The Committee recommended that a Weather Station be installed at St. Aidan's that would better forecast the temperatures in our neighborhood microclimate that often is not consistent with other San Francisco communities. We are grateful that the Vestry approved a system that will be installed in 2023.

A major portion of our work was determining supply purchases to increase neighborhood preparedness. Supplies are stored at St. Aidan's in a closet in the Parish Hall and stored in a secure room at Diamond Heights Village. Supplies will also be used for the Neighborhood Emergency Response Team (NERT) at its staging area in Christopher Park if needed in an emergency. \$20,000 in funding awarded by Supervisor Rafael Mandelman continued to increase our readiness supplies.

A major project was initiating and supporting four Block Parties in the neighborhood. Parties were held on Arbor St., Turquoise Way, Moreland Street and on Red Rock Way at Diamond Heights Village. The gatherings were starting points for assisting each block to create Strong Block programs in which neighbors would plan for helping each other in an emergency situation.

The RDH Steering Committee is hoping that it will be possible to resume in-person workgroup meetings in 2023. Our Committee would be strengthened by more participation from St. Aidan's participation. For information and to join our committee, please contact Betsy Eddy, betsy.eddy@gmail.com.

*Respectfully submitted by Betsy Eddy
Resilient Diamond Heights Coordinator*

Stewardship Committee

submitted by Dave Frangquist

The theme for the 2022 pledge campaign was "More than Enough." The campaign began with a letter from the committee and a sermon by Scot Sherman on October 8 that focused on stewardship. Stewardship talks were given by Elaina LeGault, Elena Wong and Dave Frangquist. Scot wrote a letter which was sent out with the pledge cards. The pledge card ingathering was held on November 26, which was also Cameron's first Sunday back from sabbatical. By the time this report was prepared, we expected a total of 55 pledges for about \$177,000, including a few likely pledges still outstanding. We had 29 new or increased pledges. Three pledges decreased and five were not renewed.

Nicole Miller, Patrick Hall, Paul Nocero, Dave Frangquist, Scot Sherman

Sunday School

submitted by Dave Frangquist

Before the pandemic St. Aidan's offered Sunday School for young children whose families attended the 10:00 service. We used a curriculum provided by The Episcopal Church that follows the same lectionary lessons their parents hear during the Eucharist. Many Sundays included craft projects that relate to the lessons. Unfortunately, have not found a way to continue offering Sunday School even as we resume in-person worship. Since we have begun meeting for hybrid worship, we have encouraged the few children we have to participate in the worship in the sanctuary. The vestry has identified reimagining Sunday School as a priority for the coming year.

Vocations Committee

submitted by Michael Jennings

The Vocations Committee had an active 2022. After decades of service, David Mealy stepped down from the committee, and we were pleased to welcome Doug Barnett and Kate Fritz as members.

We have two active discernment teams working with two parishioners who are exploring calls to ministry. Additionally, we have a team in place for our seminarian Weston Morris, offering support and sermon feedback.

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

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.

Newcomers:

Unfortunately, because of the evolving COVID pandemic, we still haven't been able to host luncheons and conversations for newcomers. As soon as we are able, we will schedule a luncheon and invite our newcomers to share with us their relationship with St. Aidan's along with their own vision and hopes for the Church.

The mug with St. Aidan's banners was given to newcomers at a Sunday service to reflect both our appreciation of their presence with us and also be a continuation and reflection of St. Aidan's ministry in our world along with a reminder of St. Aidan's.

Parishioners:

Once we are able to do so safely, we look forward to being able to have our Sunday after church St. Aidan's Welcome Café as a continuation of the 10:00 a.m. service and Liturgy by bringing the Welcome Café cart into the sanctuary after the service, integrating the liturgy with the continuation of welcoming. We are ready to do so as soon as health restrictions allow us to do so. In the meantime, we are grateful to Kateri Paul for providing madeleines, pretzels and other packaged snacks for people to take and consume outside.

We are excited about the many possibilities for 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 10:30 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 Mannon at elaine@mannon.com.

Worship Committee

submitted by Cameron Partridge

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 and lift up particular 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 or hymns, and plan our approach to particular services in Holy Week as well as for the Feast of 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 included notable prayers of welcome and farewell. We marked the conclusion of our seminarian Amy Newell-Large's time with us in a liturgical sending forth. We welcomed our sabbatical priest Scot Sherman and then bid him farewell in November, followed shortly by welcoming Cameron back from sabbatical with prayers composed by Deacon Margaret.

In the Easter Season we intentionally brought a spirit of rest into our worship, adding in a brief space of contemplation after the sermon as well as Prayers of the People that invited us into a space of life-giving sabbath. This spirit dovetailed with the work of the Formation Committee that had devoted our annual Lenten series to the theme of "Middle Space," a space of liminality and restoration.

Meanwhile, season by season our Sunday worship has continued to take place in a hybrid modality, forming us in person and across distances for participation in God's dream. At the 8 AM Sunday service, this mode of worship is made possible by at the Altar Guild who set up our system and start the Zoom. At the 10 AM Sunday service, a rota of Sound/Zoom leaders manage the interface between our in-person

speaker system and Zoom. Hybrid worship continues to be an important way to maintain communal connection and participation across distance and contexts of mobility challenge and immune system vulnerability. Yet our system is also not seamless. In 2023 the Worship Committee, along with others, will explore how to better honor the capacious, flexible spirit of St. Aidan's sanctuary space in a Zoom/hybrid environment as we worship God together in this evolving pandemic.

Worship Committee Members in 2022 included: Doug Barnett, Judy Bley, Patricia Busk, Betty Carmack, Lisa da Silva, Margaret Dyer-Chamberlain, Dave Frangquist, Elaina LeGault, Amy Newell-Large, Weston Morris, Cameron Partridge, and Susan Spencer.

Wrestling with the Scriptures

submitted by Susan Spencer

Wrestling with the Scriptures meets via zoom the first Tuesday of the month from 10:30-11:30. Each month someone volunteers to pick a scripture and present it to the group for a lively discussion. You need not worry about participation because it is a group with varied and enthusiastic opinions. There are no wrong or right opinions about the scripture so participants can freely express opinions they might not say somewhere else. All are welcome.