

ANNUAL & REPORT &

St. Timothy's Episcopal Church

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2020 ANNUAL MEETING MINUTES



St. Timothy's Episcopal Church

11:15 AM - 1:00 PM Sunday, 26th January 2020

Edwards Hall, St Timothy's Episcopal Church

- Clergy and Vestry members in attendance: Reverend Lisa McIndoo (Rector), Susan Slakey (Senior Warden), Will Watkins (Junior Warden), Jim Hutchinson (Treasurer), Lew Yobs (Assistant Treasurer), Kandice Cherry (Vestry Clerk), Steve Peters, Ed Stedman, Melissa Malley, Mary Anne Plano and Darlene Frick
- There were 76 (voting) members in attendance.

Welcoming and Opening Prayer

Rev. Lisa welcomed everybody to the Annual Meeting.

Rev. Lisa said a blessing to open the 2020 Annual Meeting.

Call to Order and Approval of 2019 Minutes

- Senior Warden Susan Slakey called the meeting to order at 11:27 am. She then called for a member of the Parish to nominate the acceptance of the minutes for the 2019 Annual Meeting.
- Item of business # 1: Motion to approve the 2019 Annual Meeting minutes.
- Motion made by Amy Witzke and seconded by Tom Slakey that the 2019 Annual Meeting minutes be approved. The motion was approved.

Announcements

- New Logo
- Bishop Visit
- Lots of Love
- New Logo

Rev. Lisa advised that after many years, the St Timothy's logo was given a fresh new face lift. The new logo has incorporated the dots and circle from the former logo. Lisa tabled the new logos. The new logos were well received.

- Bishop's Visit

Our Bishop, Lucinda Ashby, will be visiting St Timothy's on Sunday, 27 September

2020.

- Lots of Love

Lots of Love has been temporarily suspended at St Timothy's. The Program has been suspended until Move Mountain View has their own Case Manager to support this Program. When the new Case Manager has been appointed, St Timothy's will resume the Program. The new Case Manager will support our parking lot and nearby parking lots.

Nominations and Voting

- The Vestry is the governing body within an Episcopal Church. The Vestry consists of 9 people and they work behind the scenes to manage the Parish. A lot goes into keeping our Parish running smoothly. Each Vestry member serves a three year term.
- Susan presented the list of recommended candidates from the Nominating Committee as replacements for retiring Vestry members, Will Watkins, Darlene Frick and Steve Peters. She also presented the candidates for a 1-year term as delegates to the Diocesan Convention.
- The Vestry nominees are Michael Shumway, Chrissy Ulrey and David 'Vance' Wagner.
- The Diocesan Delegation nominees are Darlene Frick, Bill McIndoo, Bill Shreve, Will Watkins and Amy Witzke.
- Susan called for any other Vestry nominations from the floor.
- There being no other nominees from the floor, Susan declared the nominations closed.
- Item of business # 2: Motion to vote for new Vestry members by verbal acclimation
- Motion made by Larry Mandoza and seconded by Holly McCullough that the vote for new Vestry members be made by verbal acclimation, instead of paper ballot. The motion was approved.
- Motion made by Susan Slakey that the slate of new Vestry nominees be accepted. The motion was approved by verbal acclimation of the Parish members present at

the meeting.

- Susan then called for any other Diocesan Delegation candidate nominations from the floor. There being no other nominees from the floor, Susan declared the nominations closed.
- Item of business # 3: Motion to vote for new Diocesan Delegation candidates by verbal acclimation.
- Motion made by Jim Hutchison and seconded by Chris Paul that the vote for new Diocesan Delegation candidates be made by verbal acclimation, instead of paper ballot. The motion was approved.
- Motion made by Susan Slakey that the slate of new Diocesan Delegation candidates be accepted. The motion was approved by verbal acclimation of the parish members present at the meeting.

Rector's Address

Rev. Lisa opened in Prayer. She cited a prayer from the Church of the Apostles in Seattle. Their book, *The Hospitality of God*, was co-authored by our former Bishop Mary Gray-Reeves.

- Rev. Lisa shared a message with us on 'Radical Hospitality'.

Hospitality is not a new concept. It is the way we think of it, and how it is changing everyday. The words 'guest' and 'host' and the meaning that 'hospitality' brings these two groups together. 'Radical' means something drastic from our ordinary practices. These words together, reflect the desire to offer all of ourselves. To extend the gracious invitation of Christ to others. Putting extraordinary effort and measures into ensuring that someone feels genuinely honored and welcomed. The New Year offers an abundance of opportunities to practice hospitality in our congregation.

Ministry Teams and Recognition

- Will Watkins reported on the structure of the new Ministry Teams. They form the framework for the ministering we do at St Timothy's.

- Will drew our attention to page 11 of the Annual Report.
- Will listed each Ministry Team and asked participating members in each of these teams to identify themselves for the Parish. Will discussed each team's achievements and thanked them for their enormous contribution to their team, and St Timothy's as a whole.

Appeal for Service

- Chrissy Ulrey reported on our Church's strength, hospitality.
- Chrissy reflected on her family's history at St Timothy's.
- Their family became more involved at St Timothy's during their early years and began to feel more of a belonging with their church community. Chrissy shared that she would like more of us to feel a 'belonging' at St Timothy's.
- Chrissy encouraged our Parish to be more involved, and invest in our church community. Our loving hospitality will greatly impact our children, teens, families, parishioners and community.

Preschool Report

- Marina Andrijevic, Director of the St Timothy's Preschool, gave her annual update by presentation.
- The Preschool is a child-centered, emergent curriculum program that has supported parents and nurtured children since 1961.
- Marina identified the members in her team.
- The Preschool provides a peaceful, caring and cooperative environment. They have 'guided principles' but they encourage children to choose and explore their indoor and outdoor activities. They are inspired by the constructivist approach to early childhood and education that recognizes children as active participants in their own learning, integrating and assimilating knowledge that is to be explored.
- Rev. Lisa invited the Parish for an 'Open House' at the Preschool following the Annual Meeting.

Treasurer's Report

- Jim Hutchison reviewed the highlights of the 2019 financials and presented the budget for 2020, as provided in the Annual Report.
- 2019 was a year of stability for St Timothy's. The actuals for 2019 came very close to plan. Great efforts were made to keep to our budget. The current projection for the year end is a deficit of \$46,410. The deficit was primarily driven by the reduction in Preschool class size as the result of a need for a Conditional Use Permit (CUP).
- Jim tabled a financial document that recorded financials from 2014 to 2019. Pledges, revenue, expenses, Preschool income and salaries were tracked in this document. We have an incredibly generous congregation. Our parishioners have steadily pledged year after year.
- For 2020, we are projecting revenues of approximately \$675,000 against expenses of \$713,350 leading to a projected deficit of \$38,350. We have budgeted under the assumption that we will not receive our CUP for the Preschool. As such, the size of our Preschool will not increase and income generated from tuition will remain limited.
- Jim tabled additional financial documents during his presentation. These documents demonstrated that a majority of our budget is spent on staff salaries and the Preschool.

Rector's Recognition of Service

- Rev. Lisa opened discussion by recognizing everybody's contribution at St Timothy's. We have a very strong community of volunteers at St Timothy's.
- The 'Golden Bagel for individual hospitality' was awarded to Myu Cambell.
- The 'Golden Bagel for Youth' was awarded to Annette Trail.
- The 'Golden Bagel for grounds keeping' was awarded to our Lay Weeders, and accepted by Sue-Ellen Johnson, Kandace Klemba and Myu Cambell on behalf of

their team.

- The 'Golden Bagel for VBC' was awarded to Teresa Peters.
- The 'Golden Bagel for hospitality' was awarded to the Hospitality Team, and accepted by Joanna Shreve on behalf of their team.
- Rev. Lisa recognized our three retiring Vestry members, Steve Peters, Darlene Frick and Will Watkins. Rev. Lisa also honored Susan Slakey for her role as Senior Warden for St Timothy's.

Ballot Results and Vestry Recognition

- The Vestry nominees are Michael Shumway, Chrissy Ulrey and David 'Vance' Wagner.
- Item of business # 4: Motion to accept the slate of new Vestry nominees.
- Motion made by Susan Slakey that the slate of new Vestry nominees be accepted. The motion was approved by verbal acclimation of the Parish members present at the meeting.
- The Diocesan Delegation candidates are Darlene Frick, Bill McIndoo, Bill Shreve, Will Watkins and Amy Witzke.
- Item of business # 5: Motion to accept the slate of new Diocesan Delegation candidates.
- Motion made by Susan Slakey that the slate of new Diocesan Delegation candidates be accepted. The motion was approved by verbal acclimation of the Parish members present at the meeting.

Adjourn and Closing Prayer

- The motion was made by Darlene Frick, and seconded by Allan Dutra, that the Annual Meeting be adjourned. The motion was approved.
- There being no further business, Rev. Lisa said a closing prayer at 12:53 pm.

Motions Register

Item of business #1

APPROVED

Motion and Vote to approve the 2019 Annual Meeting minutes.

Item of business # 2:

APPROVED

Motion to vote for new Vestry members by verbal acclimation.

Item of business # 3:

APPROVED

Motion to vote for new Diocesan Delegation candidates by verbal acclimation.

Item of business # 4:

APPROVED

Motion that the slate of new Vestry Nominees be accepted.

Item of business # 5:

APPROVED

Motion that the slate of new Diocesan Delegation candidates be accepted.

Item of business # 6:

APPROVED

Motion that the Annual Meeting be adjourned.

RECTOR'S REPORT



St. Timothy's Episcopal Church

2020 was a year of the most profound that many of us have ever lived through. I am grateful that we did live through the year as so many of our fellow humans did not due to the deadly coronavirus pandemic. I am grateful that I have a job, a place to live, the ability to work at home, a partner with a job, and as-healthy-as-can-be-expected friends and family. But I am sad, too, at the losses we've experienced. I am sad for those who do not have stable income, housing, food, and security. I am sad for the division in our country and the despair that it causes. I am sad that we have had to change the way we live, learn, work, and worship. And yet, I am so incredibly joyful that we still have a faith community. Even when the winds of disaster have blown—loss of a preschool director, a deadly pandemic, toxic smoke from wildfires, school closures, political unrest, financial uncertainty, physical separation—we are still standing. We are still a family. We are still CHURCH.

We may have lost many things, but we have found a new language formed around Zoom. We have found that our roots have deepened and we have stretched out farther than we thought we ever could to find each other. We have found new ways to be healthy, we have found new ways to be friends, family, and new ways to worship. We have tapped into skills of video and music production and have put them to use to invite the Holy Spirit into our internet gatherings. We have found a new preschool director right in the midst of our treasured staff, and we have forged a new way of creating a healthy environment for our preschool kids and teachers. We have found that church is not a building or a song or a person but is love—in, through, and with Christ. We have found that through faith, we stand by each other even if we are not in the same room (or city!). We may get knocked down, but we will get right back up.

I am profoundly grateful for Peter Sammel for keeping us singing in 2020, to Tracy Gordon for keeping the church operations buzzing, to Stacey Sullivan for almost

single-handedly creating a new preschool from the Covid ashes, and to Teachers Amy and Kalpana for being brave enough to be part of preschool in uncertain times. I am grateful for the Vestry and all the Ministry Teams that have helped keep us together and for each and every member of this church. I am grateful to Jim Hutchinson, our Treasurer for all the extra time he has put into guiding us through this uncertain time and to Susan Slakey for all the time spent helping me breathe!

I am praying for the day I can give you all a big ol' hug. And I am hopeful it will this year. But until then, I want you all to know how important you are to this community. Together, we are CHURCH. And through the grace of Jesus Christ, we are still standing.

Rev. Lisa+

SENIOR WARDEN'S REPORT



St. Timothy's Episcopal Church

2020 was far from a normal year, but it started off normal enough. The vestry year began at the Vallombrosa Retreat Center in Menlo Park, a beautiful facility where we got to know new members Ed Stedman, Mellissa Malley, and Kandice Cherry, and begin our work as a team. These three new members were great additions and blended well with our continuing members to form a very strong vestry. Throughout the craziness that seemed to define 2020, I was grateful for this stalwart team, whose commitment to St. Tim's was so evident.

Your 2020 Vestry members:

Kandice Cherry	Melissa Malley
Mary Anne Plano	Michael Shumway
Susan Slakey, Sr Warden	Ed Stedman, Co-Clerk
Chrissy Ulrey, Jr Warden	Vance Wagner, Co-Clerk
Lew Yobs	

The role of the vestry is to oversee the business matters of the parish, and in conjunction with the rector, discern and support the vision for our parish. As 2020 unfolded, it became apparent the focus of the vestry would be largely on the financial challenges and the overall fallout from the pandemic.

St. Tim's has always relied heavily on the revenue from our preschool, and the significant loss of preschool tuition, due to the pandemic, has been a challenge for us. The vestry launched the Revenue Generation Team to explore alternative revenue streams. One product from the Rev Gen Team is TIMTalks. For a nominal fee per household, people can attend a live online presentation and discussion, on a variety of interesting topics. If you missed the most recent one on the global fight against climate change, you missed a lot.

In an effort to improve communication, the vestry launched a new Vestry in Action newsletter in 2020. This is written, designed, and edited by Ed Stedman each month, and there is always a link to the latest issue in the Wednesday weekly email. If you haven't seen it, you may want to check it out. Ed does an excellent job and always includes lots of interesting information.

Innovation and technology have always been important at St. Tim's, and in 2020, our rector, music director, and the many people on their support teams, kept us going with their innovative use of technology. While many parishes floundered, St. Tim's quickly made the adjustment to quality online worship services. This required an incredible amount of coordination and work behind the scenes, in order to provide our parish community with meaningful worship experiences. We owe a huge debt of gratitude to the many people who made it possible, but especially Rev. Lisa, Peter Sammel, Will Watkins, and Bill McIndoo. We have all been richly blessed by their care for us.

As we look around, it's clear all that defined 2020 is still not behind us. Despite the challenges we still face, I am pleased to report our beloved St. Tim's is in good hands, and we will continue to navigate whatever 2021 brings with the same faith and grace that got us through this past year.

Susan Slakey

Sr. Warden

PRESCHOOL REPORT



At the end of February 2020 our preschool director, Marina Andrijevic, resigned. In the first weeks of March of 2020 St. Timothy's preschool was forced to close due to the pandemic. Quickly, teachers Amy, Kalpana, Rima, myself and music instructor Peter Sammel came up with an age appropriate plan for doing online Zoom classes with the children. The goal was to maintain the child and family connection to St. Tim's preschool community and serve as emotional support during this difficult transition into home quarantine. In addition to the Zoom classes we created a library of small films for the children that had teachers reading stories, doing yoga, singing songs and more.

On June 1, 2020 I was hired as Interim Director of the preschool. For our nine students who would have been graduating on June 19th, we organized an online graduation via Zoom, as we wanted to make sure everyone left the school on a high note, despite the difficult times.

As information and regulations were continually changing and there was a lot of work to do to prepare the school for reopening, we were closed for the remainder of the summer with a plan to reopen on Sept.1, 2020. To reopen, St. Tim's preschool reduced its enrollment capacity to comply with State, County and Licensing safety standards related to Covid.

In preparation for reopening we accomplished the following:

- Updated the Parent Handbook with Covid-related changes and collaborated with Rev. Lisa to create a Preschool Community Agreement (related to Covid safety) and Reopening Plan informational document for families.
- Ordered required cleaning, disinfecting, PPE and other supplies (such as individual containers to keep children's belongings separate).

- The teachers and myself completed a variety of certificate renewals and online training to prepare for the new health and safety procedures.
- Dave Wilde and I were able to devise a plan and install shade structures for the play yard. This was extremely important for our reopening plan as the goal was to have the children outside, in fresh air, as much as possible.
- Completed school repairs & updates, repainting and reorganizing of classroom and storage areas.
- During August we had a Parish Work Day organized by Dave Wilde (plus several other smaller group work days). Dave, Cindy Jarvis, Allan Grimes, Bill Rankin, Ed Stedman, Bob and Chrissy Ulrey, Rev. Lisa, Bill McIndoo and their son Sasha (hope I'm not forgetting anyone) all volunteered and worked, in some cases in the hot sun, to help prepare the school for reopening.
- Created a downloadable "Back to School" photo book for families to help them prepare their children for starting school. This highlighted the new safety routines and changes in a positive, inviting and developmentally appropriate way.

We have had a very successful school year thus far. The children adjusted quickly to the changes and were, clearly, thrilled to be back among their classmates and teachers and are enjoying all we have to offer at the preschool. The families have repeatedly been expressing their appreciation around having the school open and all the work our staff has done to make it a safe and welcoming place for the children. The teachers have expressed appreciation that everything was so well thought out in our reopening plan and that they felt safe returning to work and confident of our ability to keep the children safe.

We currently have 12 children enrolled (4 from families new to the preschool) and two fully qualified teachers (Kalpana and Amy), plus myself, working in the classroom. The

school is, currently, open from 9am-1pm and everyone is enrolled for those hours from M-F. We will look into expanding our hours in the future, which would require hiring another teacher.

Best,

Stacey Sullivan

Preschool Director

MUSIC MINISTRY & ALTAR GUILD REPORT



Music and Technical Arts Ministry

2020 was a year of rising to the challenge of creating worship music in the time of Covid. The music team learned how to record and videotape from home, and Music Director Peter Sammel learned how to fit all the music together to create pieces for our online worship. Bill McIndoo provided the perfect visual accompaniment with his artful video editing, illustrating the hymns and songs with beautiful imagery and special effects.

We celebrated most of the year from the safety of our homes, but were able to come together for worship several times towards the end of the year. With social distancing protocols implemented, we celebrated All-Saints with a Baptism, and then Christmas Eve featured a special drive-in service, with a large projected video feed and a sound system set up in the circular drive. The highlights of the season of Christmas included a beautiful video of our pageant, with singing and acting by our young ones.

This, our most challenging year ever, taught us that we can still find the Spirit of God in worship, even if it is through the internet. The music team came to know each other better through the miracle of modern technology. We give thanks for the faithful and abundant gifts given to God and to this Church by all musicians, techs and creative artists of the worship teams. We anticipate the good things God has in store for this wonderful community in the coming year.

In Christ Jesus,

Peter Sammel, Music and Technical Director

Altar Guild Annual Report

Altar Guild: Marguerite Williams, Helene Maloof, Melissa Malley, Nan Zender, Darlene Frick, Donna Yobs, Camille Michaud, Althea Parks, Lisa McIndoo, Cindy Jarvis
Flower Guild: Katia Randleman, Tracy Gordon, Nyna Dolby, Julie Hansen
Pole Cats: Peter Sammel, Bill McIndoo, Allan Grimes, Will Watkins

While COVID-19 provided some real hurdles for Altar Guild activities in 2020, we responded by inventing some new practices to support live-streamed Sunday services, a masked and socially-distanced Bishop's visit, a Baptism on All Saints, and a drive-in Christmas Eve celebration! Here are a few of our highlights:

- Ash Wednesday this year was again two events – “Ashes to Go” at noon in the circle drive, and the traditional service was held that evening in the Sanctuary ... little did we know what was coming next
- In March, as we looked for safer ways to celebrate Eucharist prior to the shelter-in-place order, we switched to using wafers instead of flatbread, and glass pipettes for “contact-free” wine delivery
- During our filmed and live-streamed services since mid-March, we continue to use the seasonal colors of vestments and banners, wherever appropriate and practical.
- Special permission was given on September 26th to hold a small, outside service under our beloved oak tree when the Bishop came to receive two people into the Episcopal church. New St. Tim's logo banners were installed on either side of the Sanctuary front doors, a portable altar was setup, the piano and other musical / sound equipment was rolled outside, as were the urns which we filled with white and red flowers. It was a joy to be able to see each other again, even though we were masked, and six feet apart, at all times!
- A week later much of the same setup was repeated for the annual Diocese blessing of the Oils.
- On All Saints (November 1st) we celebrated a masked and socially-distanced

Baptism in the St. Tim's courtyard, with an outdoor altar, white banners hung in the breezeway, Eucharist wafers delivered in small compostable cups, and Nyna had arranged an urn full of beautiful white flowers – all this occurred while Edwards Hall was being used as a voting center too!

- And the grand finale of the year was the drive-in Christmas Eve service, held under the oak tree and in the circle drive, using a similar setup as the Bishop's visit – an uplifting and meaningful event!

While we didn't get to serve together many Sundays this year, I deeply appreciate the Altar / Flower Guild members and the "Pole Cats" listed below, for all their outstanding help, talent, cheerful camaraderie, and continual generosity – I hope to see everyone in person soon again!

Everyone please be safe and healthy – blessings and peace to you all.

Sincerely,

Cindy Jarvis

Director, St. Tim's Altar / Flower Guild

MINISTRY TEAM REPORTS



St. Timothy's Episcopal Church

MISSION TEAM REPORT



St. Timothy's Episcopal Church

Teresa and Steve Peters, Melissa Malley, Mary Anne Plano, Joanna Shreve, Bill Shreve, Annett Trail, Chrissy Ulrey, Anne Wilde, Sue-Ellen Johnson, Allan Grimes, Chris Paul, Todd Hausman, Lisa McIndoo, Cindy Jarvis

Compassion Week 2020

This past year, St. Tim's joined "Compassion Week 2020," a huge event led by the Los Altos United Methodist Church that offered over 100 philanthropy projects addressing poverty, hunger, homelessness, education, environment, veterans, senior welfare, housing, and social justice. St. Tim's was invited to be an official partner in this event and the Mission Team participated in months of planning. Through this partnership, St. Tim's was able to extend its work as the hands and feet of Christ. Compassion Week 2020 was held on October 5-11 and our congregation focused its efforts on four major projects (though parishioners participated in many others!):

1. African Book Project: We collected hundreds of children's books that were mailed to communities throughout Africa.
2. Environmental Justice: During this very popular online event, attendees were invited to discuss "Environmental Justice and Environment Racism on the global, national, state and local levels." This enlightening discussion, led by Pastor John Current of Hope United Methodist Church in South San Francisco, CA, addressed what is occurring in our own community and how we can help.
3. Creation Care Education for children aged 9-12: 20 science kits were built and distributed to interested families so children could conduct their own climate change science projects at home. Kits included complete instructions, most of the necessary supplies, and links to online information for four science projects.
4. Building Hygiene Kits for Our Community: On October 10 St. Tim's volunteers assembled 250 hygiene kits that were distributed to Project WeHOPE in East Palo Alto, Sacred Heart Community Service in San Jose, and the St. Tim's office in Mountain View. The kits contained soaps, first aid supplies, hand sanitizer, toothbrushes, toothpaste, and other personal supplies.

St. Tim's Little Free Pantry

Thanks to the hard work of St. Tim's Eagle Scout Sean Ellis and the foresight of Reverend Lisa, the St. Tim's community has established its own Little Free Pantry (LFP)! The LFP is intended to provide a supply of food for those who are unable to meet everyday food and personal hygiene needs. Our LFP may be small in size, but we are hoping it makes a big impact within our community. The LFP is a grassroots effort. Anyone can donate items, and anyone can take items. The LFP is already remarkably busy providing supplies to the broader community and receiving donations from parishioners and neighbors.

Lots of Love

We had one to two guests for the first half of 2020.. Lots of Love provided a case worker and a lot monitor. In July it was decided to suspend Lots of Love due to COVID -19 conditions and extra space required for re-opening the preschool.

Hope's Corner

On September 16th, a group of St. Tim's members joined other volunteers of multiple faiths, and the staff at Hope's Corner, to prepare and serve nutritious food to needy members of the community. Grocery bags of fresh and prepackaged vegetables, fruits, milk, juice, and proteins were prepared for pickup at Hope's Corner, along with a hot lunch and coffee. Hope's Corner serves both the unhoused, and the employed who are struggling to cover both housing and food costs. In 2020 this organization provided food for an average of 700 people per week, through its twice-weekly (Saturday and Wednesday) sessions.

Creation Care Ministry at St. Timothy's

In many ways 2020 has been a really challenging year, but for our Creation Care team it has been a wonderful year. Back in 2019 some of us attended meetings in June (at

CDSP) and in September (in Salinas at a diocesan workshop) and learned that climate change was accelerating and our efforts to reduce the impact of our way of living on the climate were totally inadequate. Many of us wanted to do more, but we did not know where to start. We needed to learn more.

We approached Reverend Lisa who approved our launching a Creation Care Task Force at St. Timothy's. In January 2020 we launched an Epiphany study of Jim Antal's book *Climate Church, Climate World — How People of Faith Must Work for Change*. This book makes the case that the climate crisis is not a technological problem or a political problem, it is a moral problem. As such, the church (and all faith groups) are the appropriate leaders for the movement to address the crisis. Studies by the scientific community clearly show the problem is real and immediate action is needed to stop contaminating our atmosphere. This will require significant changes in many areas, but these same studies show we have all the technologies we need, we just lack the political will to get the job done.

Jim Antal urges churches to do two things first, get people talking about climate change and creation care and give people hope that we can fix this problem for future generations. He also pointed out that affluent people have the resources to adapt to climate change, but poor people do not. Climate change is called a "threat multiplier" for all the social justice issues that church is working on.

When we finished the book, most people wanted to do more, so we did a second study for Lent using the Episcopal Church's Creation Care Pledge as the core of the work. There are many materials on the Episcopal Church website, <https://episcopalchurch.org/creation-care>. We planned to have those who wanted to commit take the creation-care pledge at an Easter Vigil service. Individual pledges would get us started on real actions.

COVID 19 intervened. We did the Lenten series virtually, but the Easter Vigil service was canceled. We continued to meet and planned many things that never came to fruition like getting every family to submit a picture of a favorite natural place and posting them on the wall of the parish along with a scroll where anyone could write what they were doing to care for creation. We also wanted to have a series of in-person meetings to discuss what individuals could do to make a difference. Our frustration with the continuing pandemic led to a virtual discussion series that we started on July 29. Going to virtual meetings on Zoom was a blessing. We were able to join with other churches in our area for this discussion series.

The goals of this series are to get more people talking about Climate Change, to communicate the urgency of the crisis, to frame the crisis as a moral challenge to which churches are called to respond, to give people hope that it is not too late to save the earth, and to move them to action, first as individuals on their homes and then to actions as a community. In the 2020 meeting, we talked about what individuals and families can do to reduce their climate footprint. Over the series we have had about 80 different people attend. All the meetings are recorded and available on YouTube. See www.sttiims.org/creationcare for the links.

Many thanks go to the Creation Care Task Force that has made this ministry successful: Allan Grimes, Annett Trail, Cindy Jarvis, Dave Wilde, Jennifer Shannon, Joanna Shreve, Jonathan Trail, Myu Campbell, Steve Peters, Teresa Peters and Bill Shreve. Please join us by coming to our meetings.

Respectfully submitted,
Bill Shreve

HOSPITALITY TEAM REPORT



St. Timothy's Episcopal Church

Bill McIndoo, Mary Anne Plano, Joanna Shreve, Todd Hausman, Chris Paul

Prior to in-person worship shutting down in March the hospitality team supported coffee and bagels at weekly worship. Also, at the January Annual Meeting a big breakfast was created and served - led by Bill McIndoo. Mardi Gras was celebrated with Chicken and Waffles. We are looking forward to the return to live events at St. Timothy's when we can serve food again and are excited about using the new sink and garbage disposal.

LITURGY & WORSHIP TEAM REPORT



St. Timothy's Episcopal Church

Will Watkins, Cindy Howard, Peter Sammel, Steve Peters, Holly Hem

The Liturgy and Worship team had a quite eventful year with the unexpected need to completely revamp the way in which the parish conducts its worship in the face of the pandemic, and to adapt continually through the changing liturgical seasons and social distancing guidelines. Through frequent Zoom conversations, sometimes at very short notice, we enjoyed the opportunities for innovation and experimentation that came our way and we hope that the output served well to keep as many people as possible engaged and supported both spiritually and mentally. Thanks to all who have contributed in so many and varied ways throughout 2020, and for the extraordinary faithfulness that has been so obvious from all. We look forward to continuing to identify forms of worship that will serve those who are engaging remotely and from afar as well as those of us who will be able to meet again in person in 2021.

We continue to monitor Diocesan and County guidelines around in-person worship and look forward to opportunities to gather outside in safe ways in the spring.

PERSONNEL TEAM REPORT



St. Timothy's Episcopal Church

Susan Slakey, Mary Anne Plano and Lisa McIndoo

The Personnel Ministry Team provides support to the rector on staff related matters. In 2020, we had a Preschool Director resign and the Personnel Ministry Team supported the formation of a search committee for reviewing applicants, and ultimately hiring our new Preschool Director.

COMMUNICATIONS TEAM REPORT



St. Timothy's Episcopal Church

Ed Stedman, Lisa McIndoo

Worship has seen a big shift in the way the St. Tim's family connects with each other. We now rely more on the website, Zoom, Realm and the Wednesday Weekly for information. The website received many great updates including a new look to the homepage, an enhanced services page and a wonderful new logo. In April we launched a Vestry Newsletter to help keep the parish informed of the work the Vestry is doing. By far, the most impressive work being done is the creation of the weekly video services. The magic that Bill McIndoo, Peter Sammel, Rev. Lisa and all the technicians, singers, speakers and crew create is truly amazing. They are an integral part of keeping the St. Tim's family together.

FACILITIES TEAM REPORT



St. Timothy's Episcopal Church

Tracy Gordon, Ross Johnson, Sue Ellen Johnson, Bill Rankin, Wyn Schuh, David Wilde, Lew Yobs

Although there was only limited use of our church facility allowed due to COVID-19 concerns/restrictions, there was still quite a lot of activity related to facilities maintenance and improvements. Some of this activity helped prepare for events such as the re-opening of the Preschool and the Bishop's visit in September.

Facilities highlights for 2020 include:

- Held two formal Parish work days and a number of informal work days in addition to the ongoing gardening work of our Lay Weeders.
- Removed dead tree outside Edwards Hall.
- Installed sound attenuation panels (9) in Edwards Hall.
- Replaced the kitchen sink (and added a garbage disposal).
- Supported Sean Ellis' efforts to obtain a community service merit badge and complete an Eagle Scout project.
- Repaired the main electrical panel at Rectory.
- Replaced/repairs large portion of the sprinkler system in Memorial Garden and restored the water fountain to full operation.
- Preschool improvements: increased height of garden fence, replaced playground drinking fountain, removed wallpaper from restrooms, painted playground fence and small barn, covered sandbox with wood deck, and installed three large shades for playground.
- Installed new paper towel dispensers and automatic soap dispensers in restrooms.
- Replaced exit sign/emergency light units (9) in the Sanctuary and Edwards Hall, and replaced smoke detectors and carbon monoxide detectors as needed.
- Preschool Conditional Use Permit (CUP) Application
- Continued to work with the City of Mountain View to submit a Conditional Use

Permit application in support of a planned expansion of the Preschool into Classrooms 6 and 7.

- The City finally considered our application to be “complete”, and a public hearing for our project was held on September 23rd. No comments to oppose the project were offered, and the Planning Division approved the project to move forward.
- Our architect submitted drawings to the Building Department for construction of the trash enclosure and the back-flow preventer, and the City’s plan check is scheduled for January 22nd. Once approved, we will be given a construction permit. Bids for this work are being gathered.
- Possibly by late spring/early summer, after the trash enclosure is built, back-flow preventer is installed, fire alarm system drawings are updated, and a few other minor requirements are completed, the Preschool can obtain licensing approval to use the additional classrooms.

Maintaining our buildings and grounds is only possible through the hard work of many people. We’re grateful for all who have participated in this work in 2020.

PASTORAL CARE TEAM REPORT



St. Timothy's Episcopal Church

Several inreach efforts were initiated during shelter-in-place to meet the evolving spiritual and practical needs of our parishioners during this unique time.

Coffee Break With Friends

Over the spring and summer the Pastoral Care Team hosted 30-minute weekly Zoom sessions for parishioners to connect. (Anne Wilde)

Parishioner Well-Being

A system was set up for parishioners to serve other parishioners in need of help with groceries, visits, and other practical needs during shelter in place. Connections were made with congregants to assess their needs and then others followed up with them as needed. (Chrissy Ulrey)

Masks

In early April, a sew-your-own mask tutorial was held over Zoom by Sandy Watkins. In addition, Sandy Watkins and Annett Trail sewed and provided many masks for parishioners in need of them. (Sandy Watkins, Annett Trail)

Virtual Game Nights

Two virtual game nights were held over Zoom for fellowship, fun, and connection. (Chrissy Ulrey)

Women of St. Tim's Virtual Gatherings

Weekly virtual meetings for the women of St. Tim's were held for casual fellowship, connection, and prayer. (Lana Foladare)

Compline

A weekly virtual compline service was held throughout the spring. Parishioners

enjoyed these short, simple meditative services. (Cindy Howard)

Other Ways We Connected During Shelter In Place

- SIP Updates webpage
- Lay Weeders - maintaining landscaping, memorial garden emphasis in fall, late summer. (Sue-Ellen, Wynn)
- Small group renewal (mens, womens, mixed) plus addition of family small group- (Anne Wilde)
- Compassion Week (Melissa Malley)
- Friday Noon Day Prayer, Compline, advent services
- Christian Formation - family look book took (Anne Wilde), godly play (Holly McCullough), receptions, EFM

Vestry Subcommittee: Revenue Generation

Melissa Malley, Susan Slakey, Chrissy Ulrey, Vance Wagner

The RevGen subcommittee has been considering new sources of revenue for the church. In the fall of 2020, the team produced official "St. Timothy's Episcopal Church" face masks that sold out quickly. Due to high demand, there are more on sale for 2021. The team has also helped streamline the process of giving on the website. The RevGen subcommittee has been hard at work organizing TIM Talks, engaging evening seminars that are presented by our very own parishioners! Serving as fundraisers for St. Tim's ministries and activities, TIMTalks are live workshops where experts share stories and expertise during a fun and interactive online 90-minute forum. Attendees are asked to donate \$20 per household. Scholarships are available. St. Tim's first seminar, "The Science of Personality," was a great success. It was presented by our own Dr. Heather Meyer, a renowned psychologist and learning

expert who is the Chief Psychology Officer at Traitify, an online personality assessment platform. She provided insight into the different models of personality and introduced the concept of the most comprehensive model, the Big Five or Five Factor Model. Attendees learned why there are so many models of personality—and which one they should believe!

Upcoming in 2021

Save the Date: On January 15 at 7:30 p.m., Vance Wagner will present “The United States, China, & the Global Fight to Solve the Climate Crisis: Stories from the Front Line.” Vance Wagner was the China Counselor to the Special Envoy for Climate Change at the U.S. Department of State from 2014-2017. He will give his audience a rare glimpse “in the room where it happened,” explain what the Paris Agreement is, and detail how a series of secret U.S.-China presidential-level negotiations helped catalyze it. He will then discuss the current status of the global fight against climate change, including the challenges and opportunities facing the incoming Biden-Harris administration.

FINANCE TEAM REPORT



St. Timothy's Episcopal Church

Lew Yobs, Mary Anne Plano, Jim Hutchison

The Finance Team discerns opportunities and avenues to be the best stewards of the finances of St. Timothy's. In 2020, our focus was necessarily on the impacts of COVID-19 to our finances and our response. We had to get creative to adapt to a large reduction in our Preschool revenues in particular, primarily by successfully applying for government PPP funding which blunted the worst of the impacts to our 2020 finances. We were also able to accomplish some longer term goals, like correcting some ongoing issues with our clergy pension setup. In 2021, COVID-19 will continue to impact us, and we'll be focusing on the possibility of another round of PPP funding, as well as projects around streamlining our restricted accounts and properly closing out unused funds.

CHRISTIAN FORMATION TEAM REPORT



St. Timothy's Episcopal Church

Children and Youth

In the spring of 2020, when in-person worship was no longer an option, the Godly Play team switched to meeting over Zoom. This required us to explore a different approach to Godly Play. We created lessons about the lives of saints and modern witnesses like Mother Teresa, Harriet Tubman, Frederick Douglass and Pauli Murray. After taking a break for the summer the Children's Christian Formation Team convened to discuss how to improve online worship; think about what families needed; and what we could offer. We recognized that there was still a need for St. Tim's families to connect with one another. From this the Family Covenant Group was created. The meetings are casual and provide a chance for kids and adults to share. Bible passages and stories are provided to support conversation. The Family Covenant Group meets over Zoom every Tuesday night during dinner at 6:15 PM. All families are welcome to join.

Adults

Covenant Groups - Anne Wilde

Covenant groups – like everything else these days – have gone virtual. There are currently three groups meeting weekly. Men's group meets Tuesday evenings, women's group meets Wednesdays afternoons, and a mixed group meets Tuesday evenings. Our small groups share highs and lows, do a Bible study typically based on the gospel from the previous Sunday, and some form of prayer. All groups are open and eager to welcome new participants. One of the fun things that going virtual has enabled is including friends who no longer live in the area. No Bible knowledge is necessary and no preparation is expected.

A great big thank you goes out to our dedicated Look Book Took Bible study writers who provide weekly inspiration for lively discussion. Thanks to Amy Witzke, Grace Schmidt, Julie Nelson, Anne Wilde and Karin Dutra. If you'd like to receive the Bible studies via email and/or check out one of our groups, please contact Anne Wilde at AnneAerobic@aol.com for information.

Zoom Coffee Hour

After converting to virtual worship in March, Mother Lisa started a Zoom Coffee Hour which featured general social time and many educational opportunities. During the summer there was a focus on Anti-Racism and social justice. A reading list was provided, and excellent discussions were led by Mother Lisa on what we learned from the readings and how to apply them.

Education for Ministry (EfM)

Cindy Howard and Myu Campbell

Education for Ministry (EfM) invites participants into small, mentored groups that provide the framework for understanding life and shaping actions as Christian faith is deepened. EfM seminar groups work through a four-year curriculum that develops a theologically informed, reflective, and articulate laity. At St. Timothy's, Education for Ministry meets weekly on Thursday evenings. We begin with prayer, followed by sharing briefly our responses to the week's readings. We moved to Zoom in March, which allowed a member who had moved to rejoin us. After our summer recess, we continued meeting by Zoom. This year we welcomed three first-year students, who are reading Hebrew Scriptures. Two second-year students share their responses to the New Testament readings and our eight third-year students are reading through two thousand years of Christian history. Our primary focus in each weekly meeting is to share time in theological reflection, a structured approach that integrates our Christian tradition and personal experience into a robust understanding of personal ministry. To learn more about EFM, read the Frequently Asked Questions or visit the University of the South website.

Anti-Racism

In addition to meeting on Sunday mornings, there were also bi-weekly Wednesday night classes held discussing white privilege and racism.

TREASURER'S REPORT

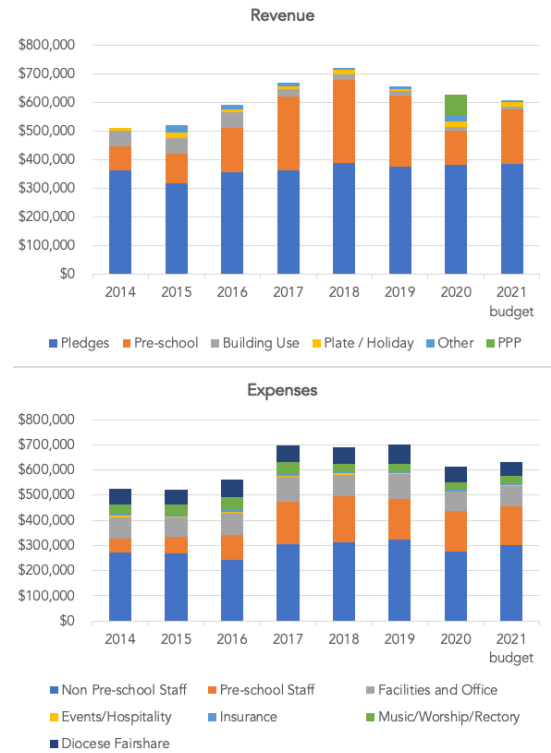


St. Timothy's Episcopal Church

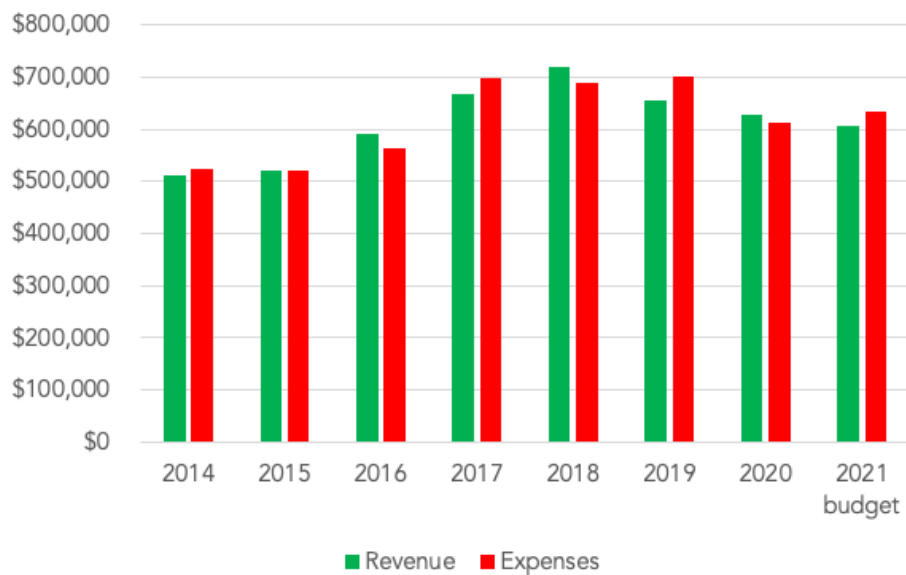


2020—Year in Review

- The closing of the pre-school due to Covid-19 resulted in a significant drop in revenue.
- However, we were able to end the year with a small budget surplus, largely due to our receipt of a forgivable government “PPP” loan.
- Good news: even during a year of tremendous uncertainty, pledges stayed steady, and plate actually grew from giving during online services.



Multi-Year Look Back





2021—A Look Forward

- 2021 pledges are still rolling in. If you haven't yet pledged, you can do so on Realm or by e-mailing Jim (hutchinson.jim@gmail.com) or Tracy (financeatsttimothys@gmail.com).
- The pre-school is open, but operating at limited capacity. Pre-school revenue in 2021 is expected to be higher than 2020, but not yet back up to 2019 levels. The approval of the Conditional Use Permit (CUP) will allow even greater pre-school expansion once Covid is behind us.

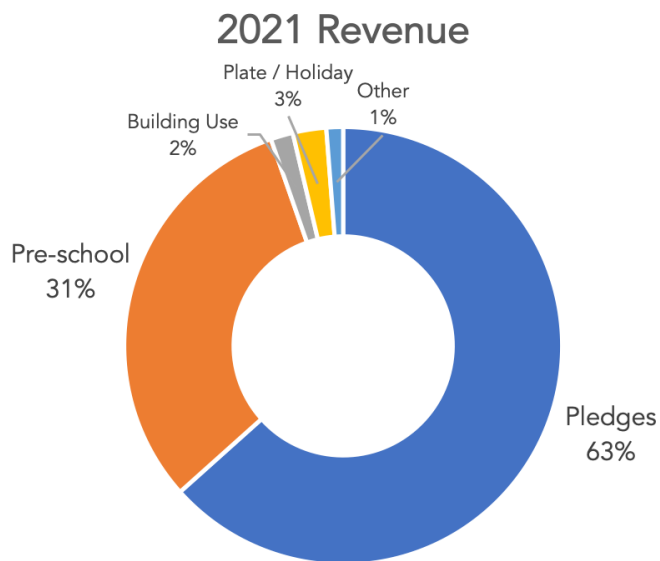


2021—A Look Forward

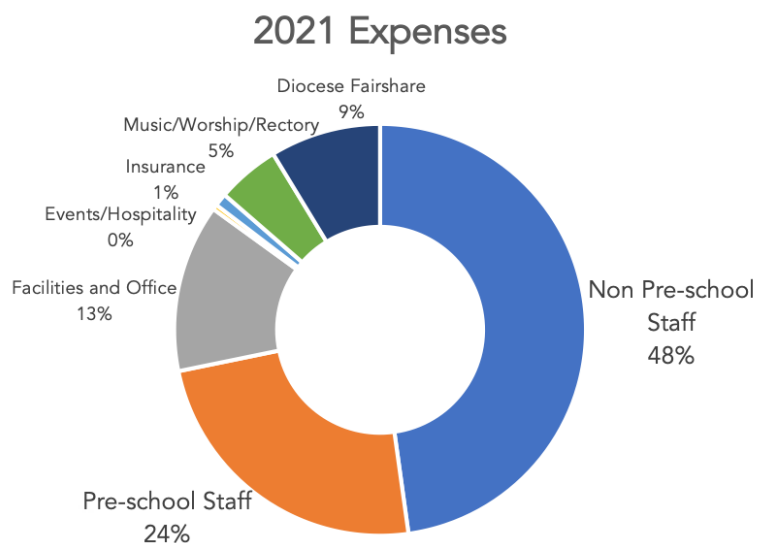
- We plan to run a 4% (\$25k) deficit this year. While not sustainable over the long-term, we believe it's reasonable this year given the ongoing—but temporary—limitations from Covid.
- We are currently applying for a second round forgivable "PPP" loan, which would offset the planned deficit.
- We have space available to rent to non-profit organizations. If you know of any potentially interested organizations, refer them to Melissa Malley (melissamalley@yahoo.com).



2021 Budget—Revenue



2021 Budget—Expenses



ANNUAL & REPORT &

St. Timothy's Episcopal Church

WE
ARE
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