



# 2025 Annual Report



St. Timothy's  
Episcopal Church

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# Annual Meeting Minutes - January 26, 2025

In-person Conference

**Number of Attendees: 60**

**Notetaker:** Todd Hausman

Agenda Item	Minutes
<b>2024 Annual Meeting</b>	<p>1125AM Greetings &amp; Call to Order by Rev. Nikky</p> <p>1126AM Opening Prayer by Will Watkins</p>
<b>Call to Order &amp; Required Voting</b>	<p>11:27AM  A motion to approve the 2024 Annual Meeting Minutes was put forward by Thom Hool Second by Steve Peters Vote: All in favor 60 No 0 Absence 0</p> <p>11:40AM Nominees for the incoming 2025 Vestry were presented by Clerk Todd Hausman. Nominees: Bob Ulrey, Bill Shreve, Dave Ellis, Jen Shumway Motion put forward by Todd Hausman Second by Larry Vote: All in favor 60 No 0 Absence 0</p> <p>Candidates for the 2023 Diocesan Delegation were presented by Clerk Todd Hausman. Nominees: Fern Fayer, Bill Shreve Jamie Gainer, Marguerite Williams, Jim O'Shea Motion put forward by Grace Schmidt Second by Holly Vote: All in favor 59 No 0 Absence 1</p>
<b>Warden's Report</b>	<p>11:27AM Review of the Wardens Senior Will Watkins and Junior Warden Angela Landrigan. Will calls out the big event of the year was the installation of Nikky Wood as our Rector. Reminder the Vestry sends out monthly reviews in our Weekly email following the meeting each month.</p> <p>Vestry goals focus Communication, Service (a focus on strategic engagement with other nonprofits organizations to serve those in need, and Campus (extensions of how we engage those that live and work in the area).</p> <p>Vestry Service has also been a focus. We wanted to make it more organic so that the nomination committee doesn't have to rush for nominations at the tailend of the year. Please consider your own service on vestry especially if you skills the parish and vestry would benefit. Correct an apprehension about serving. We keep meetings to the allotted time. They are once a month</p>

	<p>and last a maximum of 90 minutes. Many people attend the meetings remotely over Zoom so you call in from home. It is a lightweight and an important commitment. Thanks to Angela for her wisdom and example of what a junior warden can be.</p> <p>11:35AM Highlights from Vestry Minutes from 1973.</p> <p>11:45AM Nikky recognizes the members rolling on the vestry including Angela Landrigan, Peter Halpin, and Will Watkins.</p> <p>11:48AM Highlights from Vestry Minutes in 2004.</p>
<p><b>Treasurer's Report</b></p>	<p>11:52AM</p> <p><u>2024 in Review</u></p> <p>Vance Wagner reminds the parish that the church finances are strong and stable. They are also balanced for the year. We faced a hiccup in the plan because of a larger increase in the size of the preschool. We've actually seen under Sue's leadership a faster increase in student enrollment. Going forward we are counting on growth in the preschool. Our pledge revenue greatly exceeded our expectations which is how we landed on a balance budget especially those that gave special gifts. The parish staff is under budget this is due to inconsistent billing in healthcare costs and some increased retirement expenses in 2023. We carry only one debt on the mortgage on the rectory. One note, all of revenue is pledge and preschool tuition. It is why our pledging campaign is so big and so important to crafting our budget. Spending is most of it is on staff split between the parish and the preschool.</p> <p>Historically going back to 2020, you can see our budget has been balanced for the last five years. We are emerging from the COVID slowdown with growth largely thanks to Nikky's leadership. We designed the budget based on the pledge commitments. We did see \$60k higher than expected and we'd love to see that predicted in the pledging.</p> <p>Finally, we welcome pledges at any time. The preschool is expanding and we encourage you to share that with those who might be interested. We also rent space but only to non-profits. The finance committee is looking for an assistant treasurer if you're interested in the work.</p> <p>Q: Did our fair share change this year? Directed to Joanna Shreve, Treasurer from the Diocese.</p> <p>A: Fair Share is a fund we send a portion of revenue towards to fund ministries and missions sponsored at the diocesan level. The sale of the parish of St. Marks granted the Diocese an endowment of \$12M so the Diocese asked each contributing parish percentage to be reduced.</p>

	<p>Q: Clarification, what is the reduction 7% or 8%?  A: The number shown on the slide from the treasurer 7% is appropriate.</p> <p>Q: Could we open our campus as a co-work space for non-profit workers?  A: Nikky recognizes that as a great idea. That would be something to take to the vestry working sub-group. It will help remote workers especially if they have kids in the preschool.</p> <p>Q: The vestry has discussed a focus on outreach? What are some of those areas of focus?  A: There was some outreach money in our budget. We don't have that in the 2024 budget and we do want to reestablish a community need fund in 2025, \$2500, goes toward Compassion Week. Other funds have gone to the Little Free Pantry. We did save some of that fund to address the projected short-fall. In 2025, we did increase that amount to \$5000. Move Mountain and the Safe Parking program - was just welcomed back to campus. It is largely invisible to us day to day but people do use it overnight, every night. This is a way we are in fact reaching out. Another key event was the marking of the Little Free Pantry on Google Maps, we see an increase in people both taking what they need and also people donating.</p>
<b>Preschool Report</b>	<p>11:43AM</p> <p>Preschool director is unavailable for the meeting so please review the report in the Annual Report.</p> <ul style="list-style-type: none"> <li>• Extended Hours: Preschool hours have been extended to 5:30 PM to better accommodate families with two working parents.</li> <li>• Flexible Pickups: 1:00 PM and 3:00 PM pickup options remain available.</li> <li>• New Classroom: A new 2-year-old classroom will open on February 3, 2025, ahead of the originally planned fall opening, with 4 of 6 spots already filled.</li> <li>• New Teacher: Paula, a highly recommended teacher, has been hired for the 2-year-old class.</li> <li>• Current Enrollment: The preschool classroom currently has 11 children, with 2 more enrolled and 14 anticipated by March.</li> <li>• Support &amp; Capacity Goal: Support from Reverend Nikky and the Vestry is instrumental in reaching the preschool's capacity goal of 22 students.</li> <li>• Revised Tuition: Tuition rates have been adjusted to more competitive levels based on local research, aiming to attract more families.</li> <li>• Literacy Activities: Children are engaging in literacy-building activities, including letter scavenger hunts, learning through songs, and presenting print through art.</li> <li>• Optimistic Outlook: Excitement for growth and success</li> </ul>

	<p>in 2025, with gratitude for community support</p>
<b>Rector's Report</b>	<p>12:11 PM</p> <p>Nikky reviews the life in the parish and highlights the high point of being commissioned to our parish.</p> <p>Leadership Transition: Rev. was officially installed as Rector in April, celebrated with a joyful, community-filled liturgy. Deep gratitude expressed for volunteers and guilds who contributed to the event.</p> <p>Community Growth: Welcomed nine new members, including baptisms (one infant, two children) and confirmations during Bishop Lucinda Ashby's visit. Renewed partnership with Move Mountain View to provide a Safe Parking Site for individuals/couples sleeping in their cars, supported by parish volunteers and enhanced funding.</p> <p>Youth Formation: Implemented Godly Play orientation with broad participation. Introduced "Disciples and Dragons," an Episcopal role-playing game for youth. Discussions on shaping faith formation from birth to high school to identify and address gaps.</p> <p>Summer Camp: Shifted to a local, community-focused curriculum with the theme "Nourishing Love." Engaged children in projects like Communion Bread baking and welcome bag assembly for Safe Parking guests.</p> <p>Women's Retreat: Hosted an on-campus retreat for connection and spiritual deepening.</p> <p>Environmental Stewardship: Held a plant exchange for Creationtide. Improved campus grounds, including a new lawn area for events, led by volunteers.</p> <p>Facilities and Maintenance: Addressed a lead issue in the kitchen faucet with extensive repairs and upgrades, including a new water heater. Continued efforts to maintain and improve campus infrastructure.</p> <p>Preschool Enhancements: Transitioned to a new Director, Sue Scribner, who</p>

	<p>implemented extended hours and expanded programs to include two-year-olds.</p> <p>Strengthened the preschool's role in serving the wider community.</p> <p>Volunteer Contributions:</p> <p>Recognized numerous volunteers for their dedication to worship, community life, and campus projects.</p> <p>Special thanks to wardens for their leadership and guidance.</p>
<b>Closing</b>	<p>12:13PM</p> <p>12:17 Closing Prayer</p> <p>A motion to adjourn the 2023 Annual Meeting was presented by Will Watkins</p> <p>Annual Meeting concluded.</p>

### **Motions & Voting**

- 1. A motion to approve the 2022 Annual Meeting Minutes was put forward by**
- 2. Nominees for the incoming 2023 Vestry were presented. Nominees: No nominations from the floor were offered. All presented Nominees were approved.**
- 3. Candidates for the 2023 Diocesan Delegation were presented. Nominees: No nominations from the floor were offered. All presented nominees were approved.**
- 4. A motion to adjourn the 2023 Annual Meeting was presented by Will Watkins.**

## Rector's Report

Dear People of God at St. Tim's,

What a joy it is to look back over the year and see all the ways this congregation is growing and thriving!

**We are growing in our connection with the wider community.** 2025 brought the City of Mountain View's first ever Pride festival. While St. Tim's has had a presence in the Silicon Valley parade held in San Jose, being able to join our own neighborhood with a booth at this event helped us connect more deeply: to learn, for instance, how many people (the majority we spoke with, actually) did not know there are open, affirming, accepting Christians. It expanded our understanding of the need, longing, and hurt many of those around us experience. And, it opened some doors for conversation and grace. Because of this event, we now have St. Tim's stickers, which I hear are popular to leave in unexpected places.

Returning to a practice of greeting visitors more intentionally, we include those stickers and a St. Tim's mug, alongside information about how we worship, grow, and feast together here, in a welcome bag. (Many parishioners also received a mug and paid it forward to help fund purchasing mugs for future visitors. Those mugs are also now used for coffee hour, reducing waste!)

In support of the newly-opened Mountain View Magical Bridge Playground, we made a donation to help this non-profit organization build an inclusive play space. Look closely and you will find two small plaques: "God delights in you! – St. Timothy's Episcopal Church" and "Let's all play together! – St. Timothy's Preschool." Our Vestry felt it was important to sponsor a place that fosters connection and belonging in our city.

**We are growing in our life of worship together.** Fun annual events, such as Pentecost (with cookout and bounce house), the Feast of the Ascension (with hike and picnic Eucharist), and Compassion Week continue to be vibrant celebrations. This year, we expanded the Blessing of the Bicycles to include a group ride through the neighborhood to Bubb Park. With great delight, we had the honor of blessing the marriage of two of our young adults, Taylor Bos and Jay Lin. This was a highlight of the year for many people! We also added midweek Lenten Eucharists, Eucharist at a youth lock-in, and several memorials.

Over the summer, our 9am courtyard service experimented with Living Stories in place of a homily, a style of telling the Gospel (similar to Godly Play, with tangible, moving pieces laid out visually) and inviting wondering through a series of thoughtful questions. People of all ages heard and noticed things that they hadn't before, as we engaged and opened up scripture in new ways.

**We are growing in capacity.** Our Average Sunday Attendance (a measure of how many people are in worship each week) grew over 2024, from 76 to 83. The number of pledging households also grew, from 50 in 2024 to 56 in 2025. Each shows an increase of about 10%, indicating that we are connecting with more people and meeting a need in folks' lives. In a time when many are feeling lonely, isolated, and disconnected, St. Tim's is growing as a place of love, belonging, and hope. With God's help, people are finding a spiritual home among this community.

In discerning how best to steward our resources to foster this growth and support our common life, the vestry has passed a budget that includes funding for a Part-Time Children and Youth Minister. Having a staff member in this position will mean a more regular presence for children's programming, a more comprehensive plan for youth gatherings, and overall more energy and attention given to the formation of

the young people of our parish. This, in turn, means supporting parents and other adults in raising children in our current, extremely challenging, context. We are already a warm, loving place for youth to explore, ask questions, participate in liturgy, build relationships, and grow in their faith. Funding this position will help us do this intentionally.

**We are growing in our identity and vision.** Many hours were spent this year in filling out and then evaluating and understanding the Congregation Assessment Tool (CAT survey), which we undertook as a way to “take the temperature” of this parish. Administered by an outside consultant, this survey gave us insights and clarity into who we are now, what helps us feel satisfied, and where are our growing edges. With 91 responses (more than our ASA), we had high confidence in the results. Overall, people are extremely satisfied with how things are going and feel participation in church activities is very meaningful. We might not have been surprised to find that we are, as a community, flexible and theologically progressive, but having been benchmarked against other churches, the degree of our openness to change and our particular lens on scripture, tradition, and history was remarkably high. The survey also indicated that parishioners here are concerned with the rational integrity of faith, analytical, value open discourse and curiosity; are focused on the just application of our faith to life and the world around us; and are very comfortable with individual paths or journeys to understanding.

At our best, we are very inclusive, we’re a powerful ally for those with minority status, we embrace meaningful change; and we develop a clear and compelling vision for the future, generating enthusiasm that will lead to action. Energy is generated when people discern their gifts and are prepared for various types of ministry in the church and the world. People feel a sense of peace or wholeness when conflict is well managed, when worship services are exceptional, when clergy are present to crises, and when they have a sense of meaning from their participation in the life of St. Tim’s.

Priorities identified among parishioners were to implement a comprehensive strategy to reach new people and incorporate them; to build more opportunities for meaningful relationships; to offer more educational and spiritual formation across age groups; to stay open to changes that will connect with families with children and youth; to strengthen processes to call and equip people for leadership; and to renew our wider community through partnerships beyond the church.

According to our consultant, this community is in the “transformational quadrant” – a place of possibility and potential. We are healthy and vibrant, and have the dual tasks of reaching deeper within (deepening our own spiritual practices and daily connection to God for sustenance and meaning, while also documenting and operationalizing how things are done and mentoring the next generation of leaders) and reaching further out (seeing where we might join God’s work in the wider world and inviting others to share in the incredible gift of this place). What a wonderful place to be, and what a beautiful, holy invitation!

It is a blessing to be growing with all of you, more and more fully into what the Holy Spirit is calling us to be in this corner of Mountain View. I look forward to the year ahead!

Christ’s peace,  
Nikky+

## Wardens' Report

Following the strong foundation established in 2024 with **Rev. Nikky**'s installation as Rector and **Sue Scribner**'s leadership of the Preschool, 2025 has been a year of intentional growth and deepening community engagement. At the Vestry retreat at St. Jude's, the Vestry discerned three primary areas of focus using the Benedictine Life Cycle model: structured planning (intentional approaches and programs), streamlined campus (ensuring spaces feel purposeful and welcoming), and congregational growth (enhancing communication both within and beyond our parish community).

### Structured Planning

The Vestry moved decisively toward more intentional, year-round planning this year. To support forward-thinking coordination, Bob Ulrey developed a comprehensive master calendar, allowing for better synchronization of church dates and events. Additionally, the completion of a long-overdue diocesan audit and **Congregational Financial Review** has brought our financial planning and oversight into much clearer focus.

Regarding church staffing, the Vestry supported a strategic plan to divide the parish administrator role into two specialized positions: **Bookkeeping** and **Administration**. This transition allows for greater efficiency and dedicated expertise in both the financial and operational needs of the parish.

### Streamlined Campus and Purposeful Spaces

Significant progress was made this year in reimagining our physical spaces. Under the oversight of Dave Wilde, the Green Room underwent a complete transformation following an incident with a broken pipe. The former shelves have been relocated to create a new lending library in the church office lobby.

The year 2025 also marked the successful conclusion of a multi-year process to finalize our **Conditional Use Permit (CUP)**. As part of this, we completed a comprehensive series of repairs and upgrades to the preschool facilities, as required by the **City of Mountain View**. In the kitchen, the installation of a new dishwasher has allowed us to return to reusable cups and utensils, including our signature St. Timothy's mugs for coffee hour. Additionally, extensive tree trimming has enhanced both the safety and appearance of the property. While plans for the **Memorial Garden** renovations have been developed, we are continuing to refine the design details and identify funding sources.

We extend our deep gratitude to **Dave Wilde** for his steadfast service as our facilities manager.

### Congregational Growth

Attendance trends moved upward throughout the year—a gratifying sign of vitality. In early fall, we conducted the **Congregation Assessment Tool (CAT)** with an impressive **82% participation rate**. Results indicated that St. Tim's is uniquely positioned to grow outward while deepening internally, providing new opportunities for people to experience God both within and beyond our church walls.

Our commitment to community engagement was on full display through our presence at the **Mountain View Pride Festival** in June and our joyful celebration of **Pentecost**. Furthermore, we reinforced our core values by successfully distributing the **Christian Wong Fund for Families** to the Santa Maria Urban Ministry and the Community Services Agency.

Internal operations also saw significant progress:

- **Communication:** Monthly Vestry updates were integrated into the Wednesday e-newsletter to increase transparency.
- **Growth:** Workshop attendance reflects a strong 83 person week over week average. Strong preschool enrollment, which reached near capacity, has welcomed many new families into our community.
- **Leadership:** A full slate of Vestry candidates for the coming year reflects a healthy culture of engagement and leadership development.

To sustain this momentum, the Vestry has begun exploring programs based on the book *Invite Welcome Connect* to foster further growth within the parish. We offer many thanks to **Jennifer Shumway** and **Bill Shreve** for shepherding this vital effort.

## Leadership and Operations

Special thanks are due to **Joan Lewis** for her service as Clerk and **Jamie Gainer** as Tech Lead. The Finance Committee was strengthened during this transitional period with the confirmation of **Rachel Leeman-Munk, Joanna Shreve, and Larry Mendoza**, bolstering our financial oversight. Furthermore, the formation of the **Preschool Advisory Board**, which meets quarterly and includes two parishioner representatives, has successfully formalized the partnership between the church and the school. Thanks to **Shelly Hausman, Fern Jaspers-Fayer and Angela Landrigan** for their volunteerism.

We are deeply grateful to **Vance Wagner** for his many years of dedicated service as Treasurer as we prepare for a smooth transition of the role to **Larry Mendoza**.

Finally, we extend our heartfelt thanks to **Rev. Nikky Wood, Angela Landrigan, Joan Lewis, Margo Siewert, Jen Shumway, Jamie Gainer, Bill Shreve, and Dave Ellis** for their invaluable contributions to the Vestry this year.

## Spiritual Formation

Throughout the year, **Rev. Nikky** guided the Vestry through spiritual practices that deeply informed our administrative work. We explored the concept of the "wise mind," practicing the balance of reason and emotion in our discernment. Our study of **Benedictine formation** emphasized the importance of listening and responding, specifically through modern adaptations that encourage seeking input from all relevant communities during times of transition.

Each meeting also included reflections on biblical imagery, allowing us to connect our vision for St. Tim's with our theological foundation. Finally, gratitude remained a core discipline at every Vestry meeting, as we paused to acknowledge the many ways love finds expression within our community.

## Summary

As we reflect on 2025, we are grateful for the commitment, creativity, and care demonstrated by our Vestry members, clergy, staff, and the entire St. Timothy's community. The work of building structured planning, creating welcoming spaces, and nurturing congregational growth continues to bear fruit, positioning us well for the journey ahead.

Looking to 2026, we are proud to report that the church is healthy spiritually and fiscally. The CAT survey shows our church is in the 99th percentile for health metrics. St. Timothy's is perfectly positioned for trying new initiatives and growing our congregation, preschool, and outreach.

We have appreciated the opportunity to serve the parish as Wardens this year.

Todd Hausman, Senior Warden

Bob Ulrey, Junior Warden

## Music and Technical Arts Ministry

The music and tech teams had a wonderful year in 2025; participation is expanding, skill levels are developing, and at the root of all our purpose, the Spirit of God and the presence of Jesus fills, sustains, and guides us in all things.

The music team has provided creative and spiritual sustenance to all our worship services including Feast Days, special events, and formation classes. The 2025 Holy Week was a moving journey, with our usual spectrum encompassing the music of traditional hymns, contemporary praise songs, service music, and contemplative prayer music.

Continuing our practice of blending music from multiple genres cultures, we incorporate instrumentation as diverse as our Schoenstein organ, Tibetan singing bowls, drums, guitars, and synthesizers. One of the uplifting challenges in all this lovely diversity is being able to make choices from multiple genres. We have a congregation which appreciates and supports the inclusive spectrum of style which we pursue – we have evolved into a culture of letting the spirit guide our worship, setting aside personal preference in order to embrace inclusion and fulfillment.

We continued the practice of moving the 9AM service out to the courtyard for the warmer months of the year. Our beautiful courtyard provides the joy of singing and worshiping in the fresh air. Other high points included a vibrant celebration of the Feast of St. Francis, with full tech and music teams moving out to the courtyard in order to celebrate the Creation with all our hearts, voices, and amplification!

Our tech team continues to provide high quality audio for services as well as video streaming, at a level that is unusual for a parish our size. We stream the 10:30 AM services, and our online gathering welcomes worshippers from as far away as Europe. We greeted some new team members this year, getting our roster up to 8 talented parishioners. The only significant challenge we've experienced recently, is that the team is comprised of deeply faithful and gifted folks engaged in multiple ministries, including music – so we often have to choose between music, tech, formation, and other callings in worship and parish life!

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 and Flower Guilds

### Membership

**Altar Guild:** Grace Schmidt, Kathy Mikulis, Marguerite Williams, Melissa Malley, Nan Zender, Teresa Peters, Tom Houle, cindy jarvis

**Flower Guild:** Jay Zhang, Kathyrn Carpenter, Nyna Dolby, Taylor Bos, Tracy Gordon, cindy jarvis

**Bread-Baking Guild:** Amy Witzke, Andy + Charlie + Diana Neebe, Jen + Kristina Shumway, Julie Fulmer, Teresa + Elena + Evelyn Peters

**Vestment / Parament Design and Creation:** Sandy Watkins

**Altar Guild Support:** Allan Grimes, Bill Shreve, Bob Ulrey, Dave Wilde, Joanna Shreve, Peter Sammel

### Annual Summary

The four tightly interrelated worship support teams of the St. Tim's Altar Guild – the 9am and 10:30am Altar Guild teams, the Flower Guild, and the Communion Bread Bakers – continued to evolve and thrive over 2025: It is a pleasure to be working with these dedicated team members; their collective abilities, skills, and talents enable the beautiful, welcoming, and meaningful worship experiences at every St. Tim's service, and help keep us in alignment with the practices and standards of our faith.

#### *The following are highlights of the work we've done this past year.*

**Bread Baking Team** – this team provides the **gluten- and dairy-free bread** for each of our Eucharist services, in support of the dietary needs of our parish. I'm happy to report that we have added a new baking family to the rotation as of late 2025 – Andy, Charlie, and Diana Neebe – so happy to have them join us!

**Flower Guild** – we now have six flower urn designers as of May 2025 – we are delighted that Kathryn Carpenter has joined the team of folks who prepare such stunningly beautiful arrangements in the Nave. We continue to use plant materials from local flower suppliers, and from the gardens at St. Tim's, to fill the altar urns during the seasons that allow it. And when they fade, all our urn materials are composted as part of our pledge to be good stewards of the earth

**9am and 10:30am Altar Guild** – our Altar Guild teams support Eucharist services wherever they may be held – the Nave, the Courtyard, in the home of someone who is house-bound, at the Women's retreat, at a local prison in support of the Jail ministry, or on Ascension Day hikes – we do our best to adapt and flex to accommodate! We have a few openings to fill for members on the 9am Altar Guild team and remain blessed at having a full team covering the 10:30 service.

### Special Services / Events / Additions in 2025

- **Shrove Tuesday** – we again prepared for Ash Wednesday by burning the prior year's (2024) palm branches and palm crosses in the courtyard to make the ashes for use the next day (Ash Wednesday). The "Alleluia" banner decorated by parishioners at the Shrove Tuesday dinner was buried after dinner and unearthed on Easter morning using the two kid-size shovels acquired in 2024 for this job.
- **Bishop Lucinda's Annual Visit** – Bishop Lucinda made her annual parish visit on September 21<sup>st</sup> where she presided at both services; and performed a confirmation and a reception at the 10:30 service. The Altar Guild supported Mother Nikky and Bishop Lucinda by preparing the needed Paschal candle and rosemary branch aspergillum for "sprinkling" the congregation, in addition to the needed Eucharist elements.
- **Celebration of St. Francis and Blessing of the Animals** – on October 5<sup>th</sup> the Altar Guild supported the single service celebration in honor of St. Francis, and the special needs for blessing

our pets at an outdoor service in the Courtyard. After this Sunday, the 9am service transitioned back to the Nave, having been celebrated outdoors since the Sunday after Pentecost.

- **All Saints' Day** – for the single service on November 2<sup>nd</sup> we again created a “Remembrance Wall” of lighted strings and silk eucalyptus leaves with clips for parishioners to hang photos of beloved friends and family who have passed. We also set up a “Memento Table” to hold larger items. In addition that day, we facilitated collection of the annual Candy Tithe from Halloween, which was then donated to Hope’s Corner in downtown Mountain View.
  - As we did in 2024, we continued use of the Remembrance Wall and Memento Table from All Saints Day until the Reign of Christ (Christ the King) Sunday on November 23<sup>rd</sup>.
- **Advent I on November 30<sup>th</sup>** – we began the progressive decorating process that would continue over the four weeks of Advent, in preparation for the celebrations of the season of Christmas. I am grateful this year for the excellent help of the following folks on setup for our two Christmas eve, the Christmas day, and the Lessons and Carols services: Allan Grimes, Bill Shreve, Bob Ulrey, Dave Wilde, Grace Schmidt, Joanna Shreve, Myu Campbell, and Wyn Schuh.
  - **New this year:** at the 9pm Candlelight Christmas Eve service we used luminaria with battery tea lights along the aisles in the Nave, and additional wax candles on and around the altar.

## Community Needs

### Little Free Pantry

[Link to St. Tim's Little Free Pantry](#)

The Little Free Pantry (LFP) movement was started in Arkansas in 2016 by Jessica McClard. She hoped her spin on the Little Free Library® concept would raise local awareness of food insecurity and provide a way to help.

St. Tim's is proud to host a LFP, located by the Grant Rd. circular driveway entrance. It was built and installed by a St. Tim's youth for his Eagle Scout badge in the fall of 2020.

#### **For the Community, By the Community**

The LFP is a mutual aid project intended to help with immediate and local needs of food and other basic necessities. While St. Tim's hosts the pantry on our campus, it is for the local community, by the local community; anyone - parishioners and/or community members - can donate items and anyone can take items anytime. No questions asked, no judgement. In addition, the church and local community help to monitor the pantry to ensure the pantry stays free of spoiled or expired food, and any donations left outside the pantry are unpacked and items placed inside.

#### **Our LFP in 2025**

##### Demand

We have definitely seen a higher demand for food at our pantry this past year, and it often outpaces supply; at times the LFP can be empty as donations ebb and flow. However, not only have our parishioners been more generous with their donations, but our entire neighborhood has responded by continually filling our pantry over and over again.

##### Increased Community Awareness

We really experienced the Holy Spirit at work this year with our LFP! Community engagement with the pantry really ramped up in 2025. Our weekly monitor signups were almost completely filled for the year - so much so that a second slot was created each week to accommodate two monitors per week. And, more than half were filled with non-parishioners. We received at least 15 emails from local community members asking about items they could donate or about signing up to monitor the pantry. The pantry also has 10 Google reviews, with a cumulative 4+ rating! It's a joy to see our community step up to meet the needs of fellow neighbors.

##### Little Free Pantry Sundays

Beginning in 2024, these quarterly Sundays continued to be an effective way to increase parishioner awareness and support of the pantry. Congregants bring donations to services on these special Sundays that are then blessed by Rev. Nikky. There is also an opportunity to sign up to monitor the pantry during an upcoming week.

##### Supply closet

We continue to use an on-campus supply closet for surplus donations. Parishioners that are frequent monitors have access to replenish the pantry as needed.

## How You Can Help

### *Monitor the pantry*

Please [sign up](#) for one week to monitor the Little Free Pantry for cleanliness and dispose of any perishable or unsafe donations. Stop by during the week as your schedule allows. Even one visit is better than none! It is not necessary to stock the pantry yourself during your monitoring week, but you may add donations if you wish.

### [Donate](#)

Items can be donated anytime. Please ensure donated items have not expired or been damaged. Canned items that are “easy open” with pull-top lids are helpful for those who may not have access to a can opener.

Questions? Email [Chrissy Ulrey](#)

Chrissy Ulrey  
Sue-Ellen Johnson

## Compassion Week

On Sunday, October 12, 2025, we gathered once again for a Single Service Sunday, worshiping together at 10:00 a.m. before turning our faith into action through a wide range of Compassion Week projects. Parishioners and many other members of the community (including many high school students!) participated in the following activities:

- Assembled 350 hygiene kits for Sacred Heart Community Services in downtown San Jose. Each kit contained essentials for the unhoused in our community;
- Painted pillowcases for LifeMoves, offering comfort and a tangible reminder of care to those transitioning to stable housing. LifeMoves helps individuals and families experiencing homelessness. Each LifeMoves resident receives a pillowcase and pillow when they arrive, so they feel welcomed and comfortable.
- Decorated paper grocery bags for Hope's Corner for meal delivery. Hope's Corner provides free, nutritious meal to anyone in need and the decorated bags create a brighter atmosphere.
- Created beaded bracelets for patients and staff at the Palo Alto Veterans' Hospital;
- Decorated bookmarks for Cardz for Kidz and the Correctional Institutions Chaplaincy Program, reaching children in long-term hospital care and individuals in jail;
- Crafted fleece scarves for distribution through local agencies during the winter months; and made snap bracelets for the Bill Wilson Center, supporting its work with more than 5,000 children and youth each year.
- In addition, throughout September our congregation generously supported an Umbrella Drive for Jewish Family Services of Los Gatos, providing much-needed rain protection for immigrant clients who walk to work, school, and essential services.

Together, these efforts reflect St. Timothy's deep commitment to loving our neighbors and making Christ's compassion visible in our neighborhood.

Joanna Shreve  
Melissa Malley

## Lots of Love: Safe Parking at St. Tim's

Over the summer of 2024 we restarted our safe parking program, Lots of Love, opening up four of our parking spots between 7pm - 7am to local community members who live in their vehicles and need a safe place to park overnight. We continue to partner with [Move Mountain View](#) (MMV) for this program, a local community service organization that vets our safe parking guests and provides them with case management, helping them to move towards housing.

MMV also monitors our lot overnight, for the safety of our guests and campus. A security officer from Griffin Protection Services drives through the lot three times each night, taking photos each time. A MMV lot monitor comes about 7 am to ensure clients are leaving and checks the bathroom for cleanliness.

Upon beginning their overnight stays at St. Tim's, MMV provides guests a welcome basket put together by St. Tim's parishioners with self-care and safety essentials. They have access to the courtyard bathroom closest to the back parking lot. We extend invitations to our guests via MMV to our events and Sunday services.

In December we hosted a very successful donation drive for items needed by MMV vehicle dwellers - blankets, socks, coats, and pet food.

The program has been running very smoothly and we look forward to continuing to use our campus to host our neighbors in need. Please contact Chrissy Ulrey ([christineulrey@gmail.com](mailto:christineulrey@gmail.com)) with any questions.

Chrissy Ulrey  
Sue-Ellen Johnson

## Hospitality

### Coffee Hour Ministry

Our Coffee Hour Ministry has continued to be successful and well attended by people from both services. This ministry helps strengthen our community ties, which is such an important part of responding to God's call to each of us. Our Coffee Hour is a good "team" – providing opportunities for friends and families to work together. New volunteers are always welcome – and we promise to provide some friendly training so that no one feels any stress about being part of this very important ministry. (Please contact Joanna Shreve at [jrshreve@gmail.com](mailto:jrshreve@gmail.com) if you would like to join this ministry)

This ministry involves teams to do "Set Up" and "Clean Up." The Set Up takes about 30 minutes for a team of two. This includes picking up our standing order for bagels at House of Bagels in the Miramonte shopping center a half-mile away from St. Tim's, preparing the hot pots with coffee and hot water and prepping the bagels. All of the other supplies are collected on a cart, which is then brought out to the tables set up in front of the main door to the office. The Clean Up takes no more than 20 minutes. The hot pots are emptied and cleaned, the St. Tim's coffee mugs are put into the dishwasher, and the dishwasher is started (it is not necessary to wait until the cycle finishes), and all of the supplies are turned to the storage places in the pantry and in the kitchen cupboards.

There are currently four teams scheduled to do the Set Up and six teams to do the Clean Up, which takes about 20 minutes. Because we are now keeping the Coffee Hour open until after the 10:30 service, all of team members come from the 10:30 service. We are very grateful for the people who are currently serving our faith community in this important ministry: ***SET UP: Dave and Esther Ellis, Sue Ellen Jnson, Kandace Klemba, Joan Lewis, and Joanna and Bill Shreve*** ***CLEAN UP: Hasan and Ros Barajas, Tom Houle, John and Julie McKellar, the Shumway Family, Chrissy and Bob Ulrey, and Adam, Ethan and Malcom Wood.***

I, Joanna Shreve, was asked to form this ministry back in 2007 by The Rev. Maly Hughes. I have headed it up since then and have enjoyed participating in this important ministry. Having said that, it is time for me to step aside from the leadership position. (Bill and I will always be a team for Set Up.) I am praying that someone will hear the call from God to head up this important ministry. Please don't hesitate to call me if you would like more information. This position could also be shared with others.

Joanna Shreve  
[jrshreve@gmail.com](mailto:jrshreve@gmail.com)

## Wednesday Night Dinner

Wednesday Night Dinners, a longstanding parish tradition that was restarted after COVID in June 2023, continued on an (almost!) monthly basis throughout 2025. Building on the prior year, dinners were primarily potluck-style to encourage broad participation. Children enjoyed a game table in the Guild Hall before dinner, with additional time for games in the courtyard after the meal.

From February through August, the parish hosted a dinner of some kind every month. March featured the Shrove Tuesday pancake supper (described elsewhere), while April's gathering took the form of a Lenten soup supper. In July, as in 2024, the dinner was moved to Friday to celebrate the conclusion of summer camp; this event included pizza and salad from New York Pizza alongside potluck contributions. In the remaining months, as well as in October, dinners followed the usual potluck format.

The year concluded with a Churchsgiving brunch potluck held in Edwards Hall between the 9:00 and 10:30 services. This celebration offered an opportunity to give thanks for our St. Tim's "family", reflect on the blessings of the past year, and to gather additional food and personal-care donations for the Little Free Pantry.

## Creation Care Ministry

The Creation Care Ministry at St.Timothy's started after the 2019 Men's Group Retreat which included a diocesan workshop called "An Opportunity for which the Church was Born." Since then we have had meetings on many ways to reduce our carbon footprint in our homes as well as publishing the Creation Care Tip-of-the-Week thanks to Cindy Jarvis and my weekly articles.

At the church, we have made great strides toward electrification. Dave Wilde has organized replacing the gas boiler for Edwards Hall and the Guild Room with an electric heat pump that is much more efficient. He also arranged for the gas heaters in the preschool to be replaced by a heat pump and the water heater for the kitchen to be replaced by a heat pump water heater. These changes all reduce carbon emissions and other pollutants.

We are making great progress to green our church and our homes, but there is still more to do. The Episcopal Church passed Resolution Ao87, "Net Carbon Neutrality by 2030," at the 80th General Convention which encouraged Episcopal congregations to pursue ambitious goals for reducing the church's carbon footprint, mitigating climate change, and living more sustainably and gently on God's good earth. Completing the elimination of all gas appliances at St. Timothy's would move us close to this objective.

Bill Shreve

## Liturgy and Worship Team

Will Watkins, Cindy Jarvis, Peter Sammel, Steve Peters, Holly McCullough, Rev. Nikky Wood

The Liturgy and Worship Team continued to meet regularly throughout 2025, reviewing our services over the changing liturgical seasons with a view to continuous improvement, and planning the many aspects that are required to sustain our vibrant and varied styles of worship. The continued dynamism of both regular services and the extra energy that we witness on single-service Sundays, or at special services, continue to provide us with joy and enthusiasm for our work. Our team deliberations are primarily focused on supporting Nikky, Peter and Cindy as they lay the detailed plans for our weekly services. It is remarkable how quickly the liturgical seasons turn over; the L&W planning process often looks ahead for several months, but despite this, decisions can often be made only a week or two in advance!

Highlights for the year are too many to mention; truly each service brings its own reward as we see our community expressed through everyone who is present. We are especially grateful for the increased involvement of many of the newer members of the parish and welcome all suggestions for ways to refine our worship together.



## Personnel Report

This year brought changes in staffing, as Kathy Song left St. Tim's to spend more time at home with her young children. We decided to split the roles of Administrator and Bookkeeper, which had previously been combined in order to offer one person more hours. In looking at the needed skills and required tasks, it was decided that we would be better served by finding someone with experience in communications and operations, and looking for someone else with a financial background. Luckily, these two positions were not vacant for too long. After a short search for a bookkeeper and a longer search for an administrator, we filled both roles. Unfortunately, however, the CPA we hired as an independent contractor was unable to meet our needs, and we had a rocky few months. Our administrative assistant, Nete Christoffersen, though, has proven to be incredibly astute and extremely competent. Although she did not have a background in accounting, I asked her to consider learning the bookkeeping job, which she has taken on with surprising speed and skill. In the end, we are back to having one person as both Admin and Bookkeeper! I'm incredibly grateful to have Nete on the team, as she asks insightful questions, keeps detailed records, intuits our needs, and is a delight to have in the office.

Our Nursery also experienced turnover, as Kate Nichols moved on to a full-time job and Cloey Klinefelter moved out of state. It has been difficult to fill these positions for Sunday mornings, and the nursery has been staffed by a steady and dedicated team of volunteers. Starting this January, we have brought Ella Nelson on board and we're looking forward to her steady presence to offer our littlest ones some consistency (and playful delight!). We are still looking to hire another nursery staff member.

In her role as Preschool Director, Sue Scribner continues to grow St. Tim's preschool with her vision and understanding of both what families in Silicon Valley need, and what are best practices for child development that honor the dignity and inherent wisdom of children. Our school is growing – in hours and enrollment – under her dedicated leadership.

Peter Sammel continues to bring vibrant music and a heart for this community to his role as Music Director. Our band and music program help shape and hold our common worship week after week. He also coordinates the weekly livestreaming of our services, manages the sound system, and coordinates parts of our liturgical rota – no small tasks!

The Rev. Nikky Wood

## Facilities Report

We completed many facilities improvement and maintenance projects this year; although none of these projects involved moving away from the use of fossil fuel by replacing natural gas equipment with electric equipment, we expect to continue our focus on sustainability in the future.

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 2025, with special thanks to Myu Campbell, Kathryn Carpenter, Allan Grimes, Todd Hausman, Cindy Jarvis, Sue-Ellen Johnson, Kandace Klemba, Jessica Pauley, Bill Rankin, Peter & Susanne Sammel, Michael & Wyn Schuh, Bill Shreve, Margo Siewert, Bob Ulrey, Will Watkins, Anne Wilde, Marguerite Williams, and Amy Witzke.

### Highlights for 2025 include:

- The Lay Weeders continued their enhancement and care for the Memorial Garden, rose garden, and many other areas with weeding, trimming, new plantings, and sprinkler system adjustment. As part of the season of Creationtide, they refreshed all of the planted pots in the courtyard and held the 2<sup>nd</sup> annual plant and information exchange where parishioners were encouraged to bring plant cuttings to share or just take a new plant home. The landscaping in the planted areas of the courtyard was also refreshed, including the planting of a fig tree.
- Ongoing tree care involved the following:
  - Trimming three large trees;
  - Removing five dead/dying trees; and,
  - Treating the large valley oak in front of the sanctuary to suppress fungus growth.
- A formal parish work day was held in June. Tasks included: painting the "Green Room" and adjacent restroom (see below); painting two tall bookcases (that were later moved into the main office); sanding and sealing wood benches and tables in the Preschool playground; weeding, trimming plants, and removing dead plants (mostly along Grant Road); organizing the office supply closet and copy machine area; and cleaning windows in the Green Room, kitchen, and Edwards Hall.
- In addition to the one formal parish work day and the ongoing weekly gardening work of our Lay Weeders, a number of informal work days were held.
- This summer a team met to discuss possible improvements to enhance the enjoyment of the Memorial Garden. The team consists of Sue-Ellen Johnson, Peter Sammel, Wyn Schuh, Bob Ulrey, David Wilde, and Amy Witzke. Improvements under consideration include changes to the walkway, furniture, and plants, as well as the addition of an entrance arbor and a bell mounted at ground level (bell would be relocated from the parish hall roof). The garden was formally established in 1996, so it seemed fitting to the team to try to complete these improvements in time to celebrate the 30th anniversary of the garden in 2026. The Vestry is currently reviewing a proposal from the team, and will be working with the team in the coming months to determine how best to move forward.
- Confirmed in February 2025 that actions taken in 2024 successfully removed the source of the low level of lead that was detected in the water from the kitchen sink faucet. The likely source was the water heater and/or piping between the water heater and the sink. Therefore, water from the kitchen faucet was once again available for drinking.
- In May a water leak from the sink in the restroom adjacent to the "Green Room" at the southwest corner of Edwards Hall, flooded the restroom, the restroom storage area, and the Green Room. All items stored in these rooms had to be removed (some items were discarded or permanently

relocated). The existing carpet in the Green Room was removed and the floors and affected drywall were dried. Two feet of drywall along most of the rooms' lower perimeters was removed to prevent mold growth. Since the drywall and flooring in the Green Room contained asbestos, these materials were removed as an asbestos abatement project. Sink and drywall repair, followed by repainting, and installation of engineered hardwood flooring material (leftover from the reflooring of Edwards Hall in 2018), allowed the areas to be returned to use in July.

- Kitchen appliance changes included the replacement of a broken ice maker with a new unit, and the replacement of an old sanitizing dishwasher (which used several hazardous cleaning agents) with a new portable dishwasher (which uses detergent).
- Preschool/children's ministry improvements included, but was not limited to, the following:
  - New vinyl flooring was installed in Room 7 in preparation for its use for children.
  - Following rearrangement of some furniture within and between classrooms, tall furniture in Rooms 4-10 was braced for earthquake safety.
  - Replaced a deteriorated side panel of plywood attached to the playground sandbox.
  - Two small bookcases were installed to support a new children's space in Edwards Hall.

Preschool Conditional Use Permit (CUP) Closed Out:

- In 2017 the City of MV required that St. Tim's obtain a Conditional Use Permit in order to allow an expansion of the Preschool into Rooms 6 and 7. The list of conditions that were required was very long. Most of them made sense and resulted in our church facility catching up with the current code.
- An upgrade of the existing fire alarm system for the Preschool was to be the last requirement that had to be met in order to fulfill the conditions of the CUP. Note: The fire alarm system covers Classrooms 1-10, and includes smoke detectors, pull stations, and speaker/strobe devices in each room. There are also speaker/strobe devices in the playground and in the breezeway for each classroom wing.
- In June the upgrade was completed and the system became fully operation, with a final inspection/approval by the MV Fire Department in August. The City of MV confirmed that there were no additional actions necessary to close out the CUP.
- After beginning a journey 8 years ago, it gave me great pleasure to announce that the Preschool's Conditional Use Permit # PL-2017-378 was finished. The Preschool could now use Rooms 6 and 7 as classrooms for children (as far as the City of MV is concerned). I've really appreciated the consistent support from church/preschool staff, the Vestry, and the parish as a whole as we worked to meet the conditions of the CUP.

Dave Wilde

## Pastoral Care

### Stephen Ministry

Stephen Ministers are lay congregation members trained to provide one-to-one confidential care to those experiencing a difficult time in life, such as grief, divorce, job loss, chronic or terminal illness, or relocation. St.Timothy's Church has been a Stephen Ministries congregation for over 25 years. Stephen Ministers all share a passion for bringing Christ's love and care to people during a time of need.

The highlight of our ministry this year was the commissioning of our four new Stephen Ministers after they participated in 50 hours of training in Christian caring in a variety of situations. Bill Shreve and Anne Wilde were the trainers at four of the 20 training sessions for the class of 12 new Stephen Ministers from a consortium of South Bay churches.

There are now six active Stephen Ministers at St. Timothy's, Anne Wilde, Melinda Athey, Julie Fulmer-McKellar, Tom Houle, Marguerite Williams and Bill Shreve. We have had a busy year with seven care receivers in addition to serving as Healing Ministers at the 10:30 service every week. We offer a healing prayer and anointing at the side altar rail during communion for those seeking help. Stephen Ministers also supported the Longest Night Service on December 18th and we prayed with individuals after the service by offering a Healing Prayer.

Many thanks to our recently retired Stephen Ministers Sue-Ellen Johnson, Darlene Frick and Gwen Bindon. Over the past 25 years they have provided care and healing to many, many parishioners at St. Timothy's. Sue-Ellen and Gwen served as Stephen Leaders (even more training!). Anne Wilde is currently in training to become a Stephen Leader.

Christian caring is something we all need at times. All Stephen Ministers use their training in relationships with family and friends outside of church as well as in their Stephen Ministries caring relationships. Please contact Rev. Nikky or Anne Wilde when you need confidential loving care from a Stephen Minister.

Bill Shreve

## CIC Chaplaincy

**From Anne Wilde:** I've been a chaplain at CCW (Correctional Center for Women at Elmwood) for 8 years. For the last 2 years I've been going in twice weekly facilitating 3 weekly Bible studies in medium and minimum security units. I also meet women one on one to listen and pray with them. At least twice per year we offer communion services.

This is life giving, Holy Spirit fueled ministry. The joy is as real as the sorrow and I've met some of the most incredible women I never would have met otherwise. I've occasionally had the pleasure of meeting women on the outside after their release (one came to several services at St. Tim's!) and frequently correspond with women who have transferred to state prisons. Their faith is palpable, sustained, and inspiring.

St. Timothy's now sends 4 volunteer chaplains into the county jail system every week. If you are interested in learning more about this ministry or how you can support it even from the outside, please contact me at [AnneAerobic@aol.com](mailto:AnneAerobic@aol.com) and check [CIC Ministries](#). CIC is an exceptionally well run and respected organization that equips and supports its hundreds of volunteers to serve incarcerated persons of all faiths.

**From Julie Fulmer McKellar:** I've been a volunteer for a year and a half. For about a year my role has been one on one pastoral accompanying in W2 and W4. Each week I meet w 2-4 women. It's soulful work. It's humbling to be let into someone's suffering- it's where we encounter the Christ. And there are glimpses of peace, joy and self-discovery that are beautiful to witness.

**From Chrissy Ulrey:** I've been engaged with CIC since November, 2025 shadowing in various units as I discern where I will land for the long term. I will most likely serve in the mental health and/or medical units. I see the Holy Spirit in the inmates' search for meaning and reliance on their faith for support during their incarceration. Many of them spend lots of time soul-searching and it's a privilege to be a trusted source of support during this intense time of introspection. Being a witness to this process has rekindled my faith and feels deeply meaningful.

**From Ross Johnson:** In the early 50's Alcoholics Anonymous formed a team of volunteers to go into San Quentin to carry the message of hope to the inmates; many if not most were incarcerated for actions they committed while under the influence. The AA committee supporting jail clearances and supplying literature is called Hospitals and Institutions (H&I).

I have been involved with H&I for two long periods, first from 1998 to 2012 and recently from 2018 onward. I now carry the message 4 times a month to Elmwood County Jail and the Main Jail in downtown San Jose, always as part of a team.

What is the message exactly? At its core, AA teaches that we are powerless over alcohol and that our lives have become unmanageable. We go through a process of directed self-inventory to discover and uncover defects of character. The solution is to establish a conscious contact with a loving God through prayer and meditation. Having had a spiritual awakening as the result of working the 12 steps of AA, we try to carry the message and practice principles of humility, tolerance and love in all our affairs. We find that people who have made many wrong choices in their lives find support and hope in our stories and examples. To be a part of this service is both exciting and deeply rewarding.

## Christian Formation

### Ministry With Children

I wish you could have seen it! Between games of tag and an almost full night of sleep a group of young

people and adults gathered around the altar for communion. The prayers were slow, with opportunities for questions and clarification. Children found new meaning in a practice they have participated in again and again. It was so great to have a youth grades 5th-10th spend the night in the nave, growing together in friendship and faith. Our September lock in was a highlight of the year.



While the lock-in was a highlight there were other opportunities for youth to grow this year. High school youth have brought their big questions and big appetites to lunches with Rev. Nikky and other mentors. They also went on a field trip to see and discuss Wicked for Good. Ninth through twelfth graders have also participated in ministry by serving as counselors at camp, running the sound booth, serving as acolytes and participating in beautiful day projects.

Middle school youth at St. Tims have had a big year too. They made their own pizza and played Dungeons and Dragons. They have played games and had discussions during Double Digits, on

Sunday Morning. They have been invited into the life of the church and the liturgical year as they have burned palms in preparation for palm Sunday and dug up the hallelujah banner for Easter. Middle schoolers led the way at the Christmas Pageant, inviting us all into the Mystery of Christmas.

School aged children continue to experience St. Timothy's as a place where they are known and loved. As children participate in the regular rhythms of worship, formation through Godly Play and parish they are living out their own baptismal covenant. Highlights for the year for these folks included a few new Godly Play Stories, experiencing nourishing love at Camp at St. Timothy's and fellowship around the table at Wednesday night dinner.

School age children serve by filling the little free pantry, reading and acolyting and singing in the all ages choir.



Saint Timothy's is blessed to be a community with young children. The 9 o'clock service remains a time and space where children can encounter Jesus in community while being themselves. The youngest among us are serving as greeters, sharing their thoughts in sermons and reminding us all that we are made in the image of God. This year we said goodbye to beloved nursery workers Kate Nicholas and Cloey Klinefelter. Since their departure this summer we have struggled to have consistent care in the nursery during the 9 o'clock sermon. We are so happy to have welcomed Ella Nelson as our new nursery worker. This fall we started working on a place for children to play when in the parish hall with their caregivers for the adult sermon or other activities. This has made that space more welcoming to children and families.

Ministry with children happens at St. Timothy's because of the active participation of our children and so many people. Every week members of the congregation volunteer in the nursery including Dave Ellis and Diana Colby who are there often, supported by Carol Scott, Anders Ruitta, Holly McCullough and Bill McCullough. Weekly formation in Godly Play is possible because of the leadership of Wyn Schuh and Holly McCullough with the support of Ed Stedman, Adam Wood, Margaret Steadman, Kathryn Carpenter, and David Thompson. Youth are engaged in double digits because of Fred Worley, Larry Mendoza, Teresa Peters, Diana Neebe, Bill McCullough and Steve Peters. High school youth have gathered for meaningful conversations because of Kathy Mukulis, Nikky Wood, Jamie Gainer and Holly McCullough. Fun stuff like Disciples and Dragons and lock ins have happened because of the love shared by Fred Worley, Vance Wagner, Fern Jaspers-Fayer and the behind the scenes work of many more. Thank you all for your dedication and the love that you share for young people in this community.

Holly McCullough



## Adult Formation

### Prayer Journey

Prayer Journey shares leadership in exploring a variety of prayer practices. In 2025 our practices included Taize, lectio divina, guided meditation, compassion meditation, thanksgiving/gratitude practice, compline, and welcoming prayer. We meet one Monday evening each month (Sept. through May) in the nave and anyone is welcome. The holy spirit shows up to bless us each time this small group of big hearted believers gathers to pray.

Anne Wilde

### Advent Series

Our 2025 4-week Advent series was loosely based on the Episcopal Church's "Journeying the Way of Love" curriculum. 25 souls, some first-timers to the church, attended at least one of the classes in person on Wednesday nights. Anne Wilde provided a warm, home-cooked meal to begin each session. Carol Scott and Cindy Howard created and facilitated the class, which included prayer, singing, scripture reading and small group discussion. Dave Wilde, Peter Sammel, Fern Jaspers-Fayer and Rachel Leeman-Munk also contributed leadership and service to the class.

Carol Scott

### Women's Retreat

The 2025 Annual Women's Retreat focused on prayer: what is it, how do we do it, what are ways we might recognize spiritual connection already happening in our everyday lives? We recognized some of the less helpful ways we've been taught to think about prayer, and experimented with fresh ways of responding to the Divine (including with our bodies, breath, and contemplative awareness in the daily tasks of living). 22 women participated, with special thanks going to Chrissy Ulrey and Joanna Shreve for organizing food, and to Cindy Howard and the choir for holding us in song.

The Rev. Nikky Wood

### Bible Discussion Group

A small group of parishioners has begun meeting monthly to discuss Biblical topics, using podcasts and lectures as a springboard for conversation. In the first meeting, Jamie Gainer led a discussion based on two Yale Bible Study videos from the Women in the Bible series. The second meeting featured Bruce England leading a discussion of a Rob Bell lecture on Ecclesiastes. Most recently, Anders Riutta led a conversation on the role of Jewish law, drawing on a Bart Ehrman podcast.

Jamie Gainer

## Preschool

### **Staffing:**

We continue to thrive as a preschool, despite some setbacks with staff turnover and recruiting new qualified staff. I am glad to report I have hired 3 new teachers. This coming year we will focus on team building and understanding of our school's philosophy. We will also be training on Positive discipline in the classroom. In addition to all this I am always in search of ways to continue to build the school community with our families and teachers. The staffing turn over has definitely been hard for families and my hope is to continue to find ways to build our school community and trust.

### **Enrollment:**

We currently have 15 children enrolled in both classrooms. 11 are full days and 4 leave by 1:00. We have 3 open houses scheduled this year in hopes of reaching our capacity of 22. Our current parents have been great in giving referrals to prospective families and posting our open house flyers at their businesses. I continue to research platforms and public events to bring awareness to our school. I anticipate the 2 yr old classroom reaching its capacity of 8 by March. I have had a high interest in the class.

### **Reflections and things to take and hold on to from 2025:**

So many things, but what stands out the most is the understanding that when things change within an organization, it brings fear and uncertainty to some people who want to hold on to what is familiar. I had to accept that the changes I made within the school were necessary for sustainability, quality of care and acceptance for those whose values no longer aligned. I have definitely learned during interviews a screening system to ensure I hire candidates that can follow our philosophy.

Where the Holy Spirit showed up was definitely in guiding me with wisdom when I felt I was on an endless cycle of opening and shutting doors and felt somewhat defeated. I was reminded that change is inevitable, and that it had nothing to do with me personally when staff/families decided to leave the program, and that I was on the right path. There were ways people showed up on those really hard days and shared something uplifting or gave me encouragement. I know God sends messengers.

What brought joy is the daily interactions with the children, watching the growth of the school, witnessing the fruits of our labor, having Peter join us again for music every week has been a great joy. Finding reciprocal joy with the children despite the other circumstances that surrounded our school has given so much meaning to why we do what we do each and every day as an educator. Leaning into those moments, the weight of the other things seems much lighter.

This year I will continue to carry the legacy of our wonderful school, by ensuring that each and every person feels welcomed, fostering our values of community by creating more opportunities for family connections, continue to build community with the Church and provide the highest quality of care for our children.

I wish you all a very blessed 2026 - may you find joy, peace and purpose.

Thank you all for your support of the preschool, which I consider a slice of heaven.

With gratitude,  
Sue Scribner

## Finance

Finance Team Members: Rev. Nikky Wood, Vance Wagner (outgoing Treasurer), Steve Peters, Rachel Leeman-Munk, Joanna Shreve, Larry Mendoza (incoming Treasurer)

The Finance Team discerns opportunities and avenues to be the best stewards of the finances of St. Timothy's. Our work includes:

- Comparing real revenue / expenses vs. budget throughout the year and informing the Vestry on a monthly basis via monthly written and oral reports
- Reviewing facilities improvement budget requests for the Church and the Rectory, and making recommendations to the Vestry on what to spend when and from what accounts
- Supporting financial aspects of preschool scenario planning
- Tracking pledges and supporting the annual pledge campaign
- Reviewing and managing restricted accounts, including advising the Vestry in making annual donations from the Christian Wong Fund for Families
- Liaising with the diocese on finance-related matters
- Preparing the annual budget
- Managing ad-hoc projects such as the Diocesan Annual Financial Review (audit) and bookkeeper training / transition

Vance Wagner

## Teller Ministry

Tellers are the parishioners who count the donations that are collected each week, prepare them for deposit to St. Timothy's bank account, and provide the information for our bookkeeper to record the donations in the accounting system.

Jamie Gainer, Allan Grimes, Bob Ulrey and Bill Shreve served as tellers in 2025. If you would be interested in learning to be a teller and serving in 2026, please contact Bill Shreve. Each teller serves once a month after the Sunday service for about 30 minutes.

Bill Shreve



St. Timothy's Episcopal Church

## Financial Report

Annual Meeting

1/25/26



# 2025—Year in Review

- Bookkeeper turnover (twice!) in 2025 led to some accounting inconsistencies and mistakes. 2025 numbers are still under review; I apologize I don't have quantitative data yet to share.
- That being said, I can report:
  - 2025 pledge revenue exceeded budget again (thank you!).
  - Preschool revenue appears to have fallen a bit short due to slower-than-projected expansion.
  - I expect we will close 2025 books with a small—but acceptable—deficit.
- **Despite some challenges in 2025, I am confident the church's financial situation is strong going into 2026.**



# 2026—Looking ahead

- St. Tim's financial situation is healthy and stable. The church has a generally balanced budget, adequate reserves, and only one debt (the mortgage on the rectory).
- Under Preschool Director Sue's leadership, we expanded our preschool last year (# of children served *and* hours of operation), which supports our mission by serving the community and generating additional revenue.

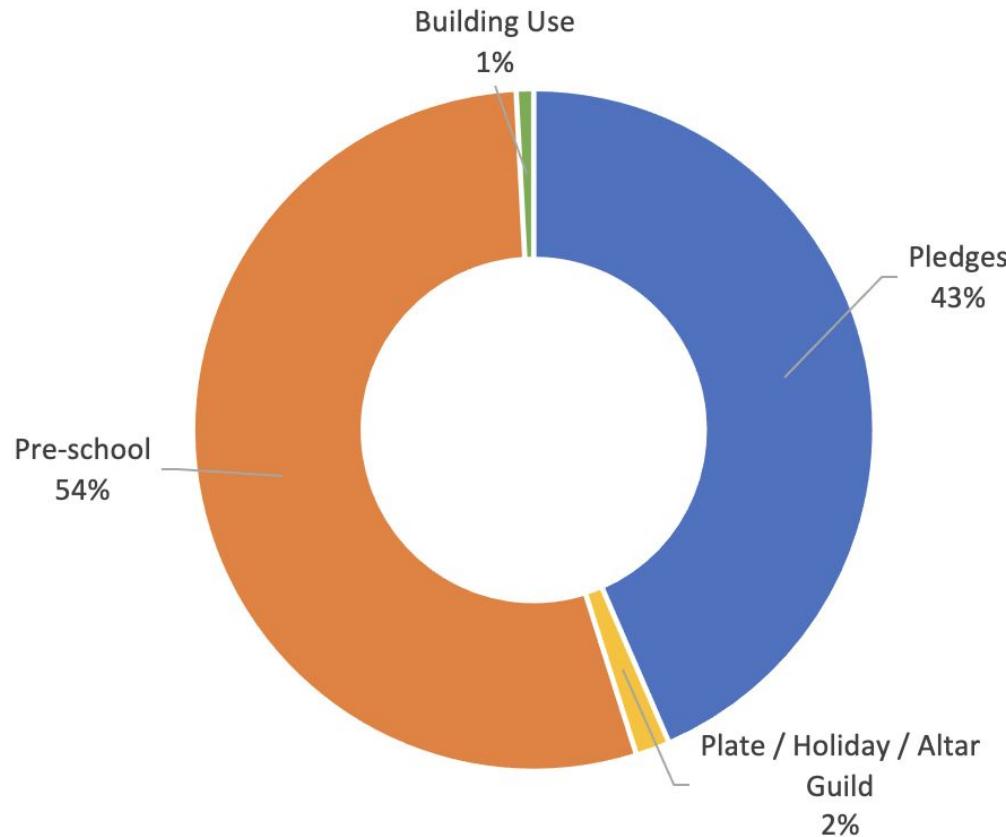
<b>Revenue</b>	<b>2026 budget</b>
Pledges	\$ 419,594
Plate / Holiday / Altar Guild	\$ 15,656
Pre-school	\$ 521,393
Building Use	\$ 8,000
<b>Total Revenue</b>	<b>\$ 964,642</b>

<b>Expenses</b>	<b>2026 budget</b>
Parish Staff	\$ 346,429
Pre-school Staff	\$ 371,123
Other	\$ 36,246
Office	\$ 26,726
Facilities	\$ 65,639
Insurance	\$ 16,385
Rectory	\$ 30,784
Diocese Fairshare	\$ 64,377
<b>Total Expense</b>	<b>\$ 957,709</b>

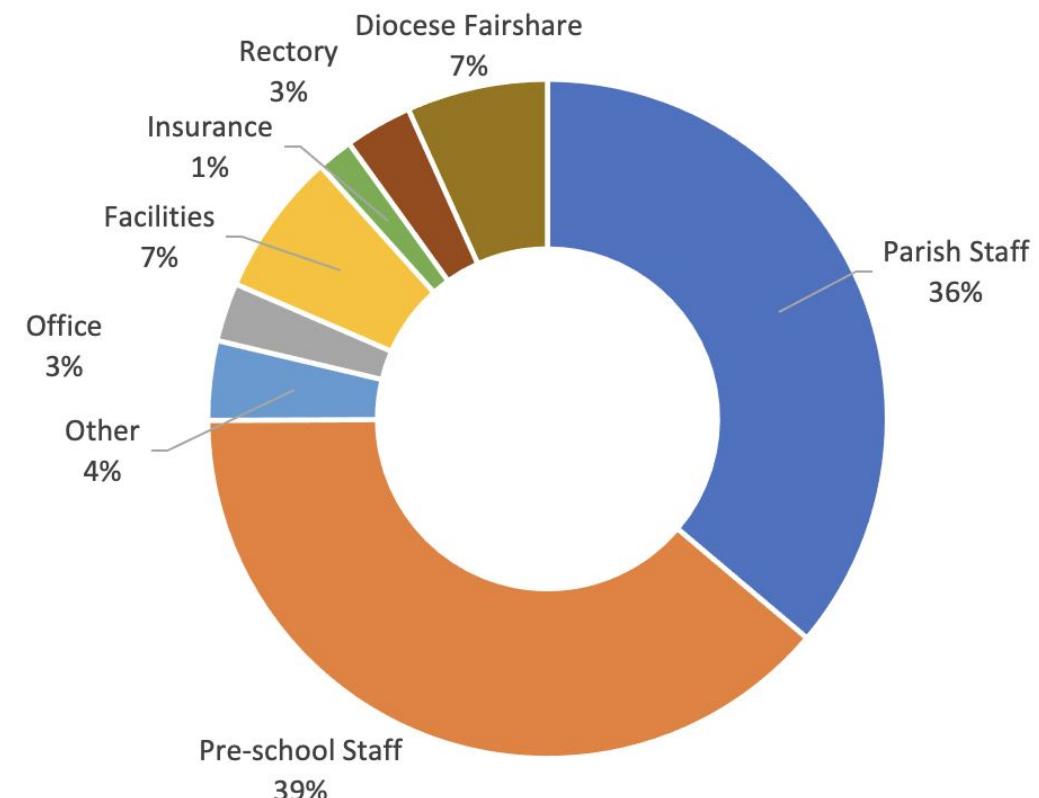


# 2026 budget breakdown: revenue and expenses

2026 Revenue (projected)



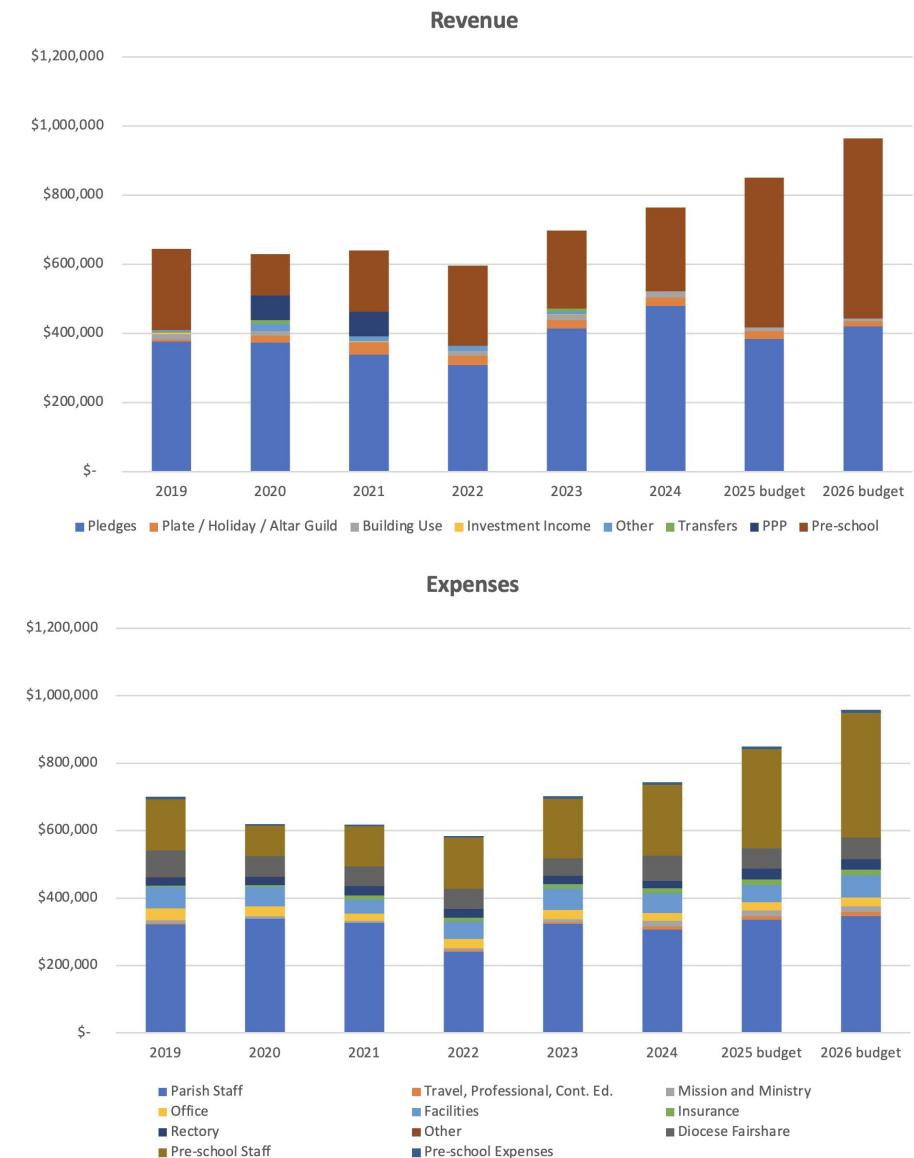
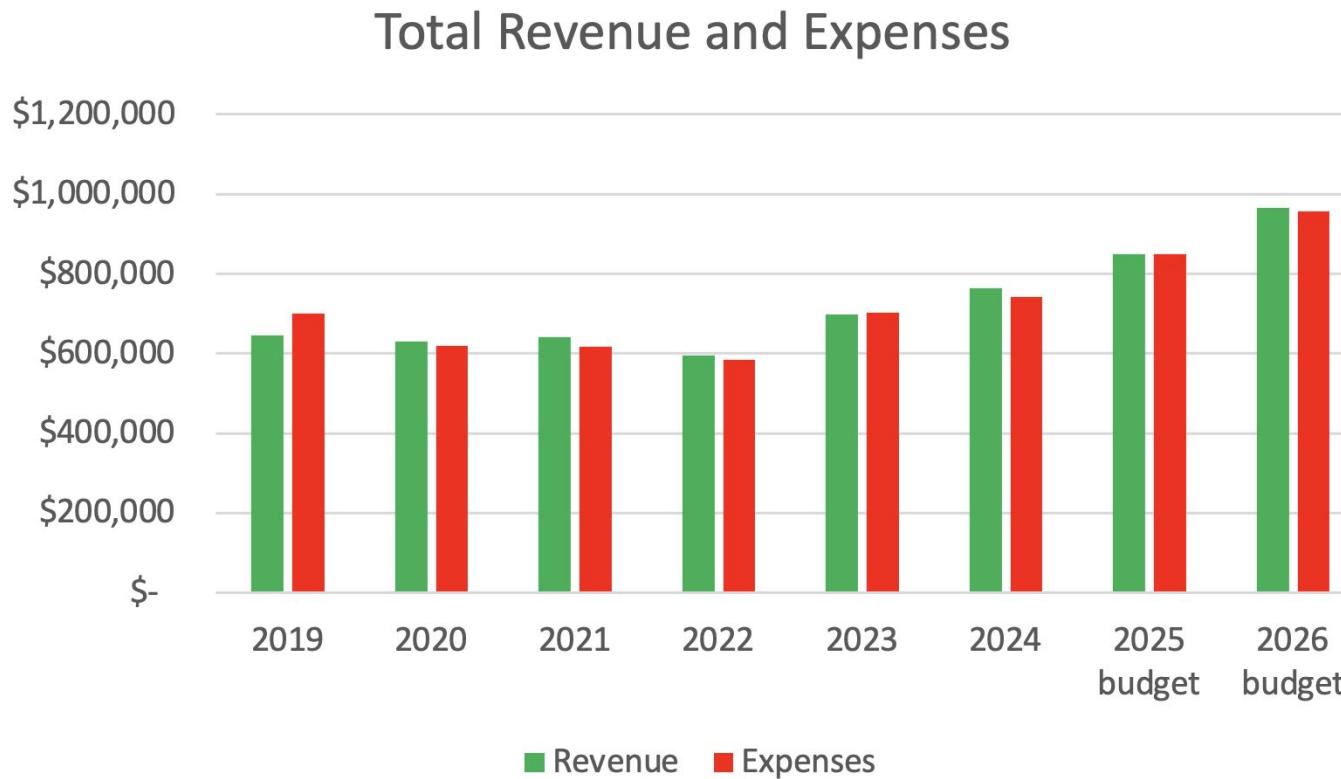
2026 Expenses (projected)



*Other includes Travel, Professional, Cont'd Ed., Mission and Ministry, and Preschool Op. Expenses*



# Multi-year look back: budget has been fairly well balanced in recent years

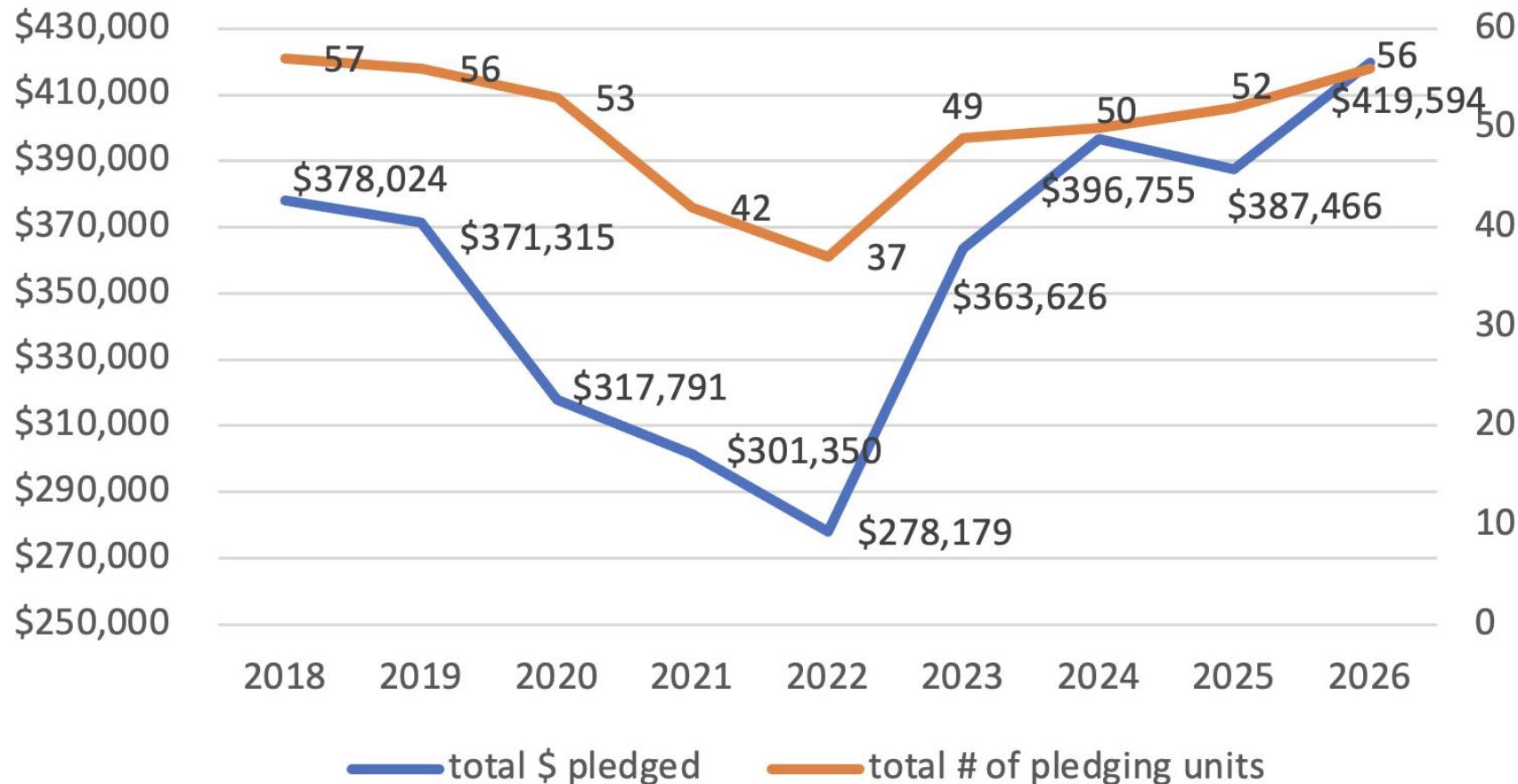


\* Note: because 2025 actuals are still under review, showing 2025 budget here



# Pledge Update: strong increase from 2025

## Pledge Data, 2018-2026





# 2026—How You Can Help

- Pledges represent over 40% of our annual budget. Thank you to everyone who has already pledged! If you haven't yet pledged, you can still do so on Realm or by e-mailing Larry Mendoza ([larry.mendoza@gmail.com](mailto:larry.mendoza@gmail.com)).
- Our other main source of revenue is the pre-school. The pre-school is always enrolling new students. Spread the word to families with young children!
- We have space available to rent to non-profit organizations. If you know of any potentially interested organizations, refer them to Nete Christoffersen ([admin@sttims.org](mailto:admin@sttims.org)).