

CHURCH OF THE
Incarnation



2023 Annual Report

Submitted at the Annual Meeting on January 14, 2024

Episcopal Church of the Incarnation

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A Jubilee Parish of the Episcopal Diocese of Northern California

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Agenda

Getting Started

- Welcome, call to order, song, opening prayer, determination of quorum – Stephen Shaver, Rector¹
- Recognition of clerk, approval of last year’s minutes – Kathleen Kane, Clerk²

Electing Vestry Members and Diocesan Convention Delegates

- Remarks on vestry eligibility, nominating and voting – Stephen Shaver³
- Presentation of vestry and convention delegate candidates; opportunity for nominations from the floor – Linelle Lane, Senior Warden
- Appointment of tellers – Stephen Shaver⁴
- Opening of voting

Reports

- 2023 treasurer’s report & 2024 budget –David Jasper, Treasurer
- Rector’s address – Stephen Shaver
- Angels Among Us awards and recognition of outgoing vestry members – Stephen Shaver
- Report on elections – Tellers

Closing Prayer, Adjournment and Dismissal

¹ “At any meeting of the Parish 25% of the average annual attendance from the most recent annual parochial report shall constitute a quorum for the transaction of business” (Parish Bylaws, 4.6). 2022 Average Sunday Attendance: 124.

² “The Clerk of the Vestry shall be the Clerk of the Parish and shall discharge the duties of that Office at any meeting of the Parish but in the event of the Clerk’s absence or disability, the voters shall elect a clerk to serve for that meeting.” (Diocesan Canons, Sec. 36.4)

³ “Members of the Vestry shall be communicants whose names shall be duly enrolled in the Register of the Parish, sixteen years of age or older, and who are regular in their attendance at services, and are stewards of their time, talent, and treasure for its support.” (Diocesan Canons, 33.2.1; Parish Bylaws, 5.2)

“Qualified Voters’ shall be those persons of legal age who, at the time of a Parish Meeting, shall be Communicants on the records of the Parish for six months, who have communicated in the Parish during the year preceding, and who are Givers of Record ... for six months.” (Diocesan Canons, 36.3; Parish Bylaws, 1.11)

⁴ “Three tellers shall be appointed. One by the presiding officer; one teller by the members of the Vestry present; and the third shall be selected by these two. The tellers shall receive and count the ballots and notify the presiding officer of the results thereof.” (Diocesan Canons, 36.5.1)

DRAFT Church of the Incarnation Annual Meeting Minutes – January 29, 2023

Determination of a quorum and calling the meeting to order: Stephen Shaver, Rector, called the meeting to order at 12:17 p.m.

Sang Hymn 752 – Sweet, Sweet Spirit

Opening Prayer: The opening prayer was offered by Reverend Stephen Shaver.

Quorum: Stephen Shaver declared that a quorum was met because more than 31 people were in attendance, meeting the requirement for the presence of at least 25% of average Sunday attendance.

Designation of Clerk for Annual Meeting: Stephen Shaver noted that Kathleen Kane, Parish Clerk, serves as Clerk for this meeting.

Approval of the January 30, 2022 Annual Meeting Minutes: Stephen Shaver presented the minutes of the January 30, 2022 Annual Parish Meeting. John Nykamp made a motion to approve the minutes as written. Mark Neumann seconded the motion. The minutes were approved by majority vote.

Retrospective of 2022: 2022 A Look Back: A slideshow prepared by Linelle Lane presented a photographic review of the past year at Incarnation. Stephen Shaver then thanked Linelle for her work on the presentation, thanked Daphne Vernon and Catherine Priestley for their work in organizing the luncheon for today, and thanked Jun Kim for leading the congregation in music at the beginning of the meeting.

Presentation of Vestry candidates and vote on Vestry slate: Stephen Shaver explained that five, rather than four, vestry members will be elected this year due to Stephen Little's recent resignation with two years remaining in his term. After the five new members are elected by the congregation, the vestry will decide who will fill the 2-year seat. All other newly elected members will have 3-year terms.

Remarks on Vestry eligibility, nominating and voting: Stephen Shaver explained vestry eligibility, nominating, and voting, as established in Incarnation's Bylaws, and proposed appointment of the outgoing vestry members to serve as tellers to distribute, collect, and count ballots.

Presentation of Vestry candidates: Senior Warden Steven Layton presented the seven nominees who are standing for the five vacant vestry seats: Karin Dutra, Joseph Ferrucci, Inese Heinzl, Bill Glenn, Laura McLellan, Mark Neumann, and Dan Sands. Steven opened the floor for additional nominations; none were made.

Presentation of Convention delegates: Stephen Shaver gave an overview of the qualifications to serve as a convention delegate and explained the requirements of delegate service. Steven Layton presented the candidates already nominated: Sharon Cronan, Joseph Ferrucci, Karen Lockert, Amy Nykamp, John Nykamp, Dan Sands, Mark Sawdon, and Maggie Wager. Steven opened the floor for additional nominations. Sara Joslyn, Matthew Bonacorso, Cammie Dingwall, and Alice Dingwall volunteered. With those additions, there are 12 candidates standing for the 7 delegate positions.

Stephen Shaver offered a prayer for the people volunteering to serve as vestry members and convention delegates.

Treasurer's report & presentation of budget: John Nykamp, Parish Bookkeeper and Treasurer of the Diocese, presented the Financial Report for 2022, and the 2023 Budget, which were made available to the congregation for review prior to the meeting. John pointed out that the church was able to reduce draw from the Green Fund to 5%, rather than the budgeted 7%, because we received the pandemic related federal Employee Retention Tax Credit that helped operating budget last year. John noted that pledges for 2023 are currently at \$445,000, an increase from the 2022 figure of \$429,000. Additional pledges may still be received. The vestry approved a balanced budget for 2023, as required. Most budgeted expenses are for personnel and property costs.

Report from the Rector: Stephen Shaver referenced his written report, which is included in the written packet for the meeting. He invited all present to reflect on their lives over the past year and shared his own reflections on all that we have experienced as a congregation during 2022. Significant transitions for Incarnation included moving more strongly into indoor services, transitioning to a new music program, and introducing new classes for all ages.

Stephen also mentioned some hopes and anticipated events coming up in 2023. He will be taking a 3-month sabbatical, after being at Incarnation for 5 years, during which he will focus on learning the Spanish language. He also noted that Incarnation will celebrate its 150th anniversary this year. The church's first service was held on November 30, 1873, the feast of St. Andrew. Bishop Megan will be with us on St. Andrew's Day this year for a special evening eucharist celebration. Other events are also being planned to celebrate this sesquicentennial milestone.

Stephen then responded to questions and comments from parishioners Mike Guilford, Cammie Dingwall, Sharon Cronan, Bill Glenn, Amanda Elias, Diane Schoenrock, and Deacon Phina Borgeson. Deacon Pamela acknowledged Stephen's leadership for Incarnation, which was met with a lengthy standing ovation.

Angels Among Us Awards and recognition of outgoing vestry members: Stephen Shaver presented *Angels Among us Awards* to Peggy Zimmerman for her gifted work with the church's children through Godly Play and with adults as a mentor for Education for Ministry (EFM), Barry May for his work with the hospitality team and various other "behind the scenes" work during busy times of the year, and Allan Bolchazy for his stewardship as chair of the Buildings & Grounds Committee, leadership with Open Table, and organizing our parish participation in the Pride Festival.

Stephen then recognized the out-going vestry members: Senior Warden, Steven Layton, Connie Sinclair, Michael Del Vecchio, and Bo Simons. Stephen also recognized Stephen Little for his year on the vestry.

Report on Elections: After all ballots were tallied, the following people were elected to serve on the vestry: Joseph Ferrucci, Bill Glenn, Inese Heinzl, Laura McLellan, and Mark Neumann.

The following people were elected to serve as delegates to the Diocesan Convention: Amy Nykamp, John Nykamp, Joseph Ferrucci, Maggie Wager, Mark Sawdon, Matthew Bonacorso, and Sara Joslyn. The five other nominees will serve as alternates, in the following order: Karen Lockert, Dan Sands, Sharon Cronan, Cammie Dingwall, and Alice Dingwall

Closing Prayer, adjournment, and dismissal: The meeting was adjourned at 1:47 p.m. with a closing prayer led by Deacon Pamela Moore and said by all.

2024 Vestry Candidates

In alphabetical order

Robert Aguero



My family and I have been attending Incarnation for almost three years now. Our family consists of myself, my wife Alexis, Asaph (3.5 years old) and Ruth (1.5 years old). My first exposure to Incarnation was listening to the sermon recording of Trinity Sunday in 2021 while our family was in a spiritual and church transition. I attended an in-person service later that year in the courtyard and was spiritually fed by the after-service communion in the parking lot, driving over after streaming the services from home if we couldn't attend in person thereafter.

I have recently enjoyed joining the reading team and engaging with the Scriptures in the lectionary. We are blessed by the children's ministries and the wonderful folks who make up the staff, volunteers, and families.

I work as a Senior Environmental Specialist and Forester in the Natural Resources Division of the Planning Department for the County of Sonoma. Most of my work focuses on ensuring that projects the County implements or permits are avoiding or mitigating environmental impacts. I also work on coordination and planning for wildfire risk reduction projects. I enjoy the challenges of working through technical sciences, land use planning, and environmental regulations. I have a high view of caring for and stewarding over God's creation in the natural world. I believe that there is a balance that can be achieved that meets our society's needs and conserves and cares for resources for the future.

I have come to appreciate the "via media" or middle way of the Anglican tradition that balances both tradition, back to Jesus and Peter, with reason, to ensure the faith is relevant and meets the needs of the current age. My family and I also appreciate Incarnation's appreciation for the arts and the beauty of God. Thank you for considering me for Vestry. My family and I are very thankful to be part of this community.

Matthew Bonacorso



My family and I have been attending Incarnation since 2019. We feel incredibly blessed to be a part of this community. It has positively impacted our family, and we plan to continue attending for many years. I have ushered and served at Open Table and now help lead the Children's Chapel. This past fall, I was also able to attend the Diocesan Convention as a lay delegate for our Church. I want to join the vestry to help shape the future of our Church. The Church of the Incarnation is and will continue to be an important part of Santa Rosa. My hope is not just for us members but for the greater community.

I have worked in the water/wastewater field since 2013, I now work for Sonoma County Water District as a water operator. This experience has given me an appreciation for working together as a team. Teamwork, prayer, and commitment can continue our move forward at Incarnation, and I hope to be a small part of this necessary work. I also love to talk about theology, and it has been an interest of mine for many years. Please feel free to talk with me about our faith. I'm always learning, and we can learn from one another. In Christ Love, Matt Bonacorso

Sam Collins



I have been an Episcopalian since I was baptized and confirmed shortly after my thirtieth birthday at All Saints Episcopal, in Pasadena, California. It was due largely to the inclusive nature of that wonderful congregation that I found the courage to “come out” as a gay man to my parents and friends; a decision I have thanked God for helping me to do ever since. It was also around that time I began my career as a Social Studies instructor; eventually teaching at the high school and junior college levels for over twenty years. In the fall of 2008, my wife Shelley and I moved from L.A. to Marin County, where we lived until her death at the end of 2017.

Unfortunately, that sad event was something I didn’t deal with very well, and so I relocated to Sonoma County, where I lived in a homeless shelter and/or out of my van for the next two years. It was on the Sunday after Easter, 2019, that I first came to Incarnation.

Since that day, I began attending Sunday services regularly, as well as joining the Morning Prayer Group several times a week. I was also a guest on numerous occasions of the “Open Table” gatherings. I have been a member of the Ushering ministry one or more Sundays each month for the past three years, and this June will mark my fourth year at a wonderful job, where I work remotely as a “Warm Line” phone counselor for the Mental Health Association of San Francisco. Finally, I just celebrated my second year living in my own, non-gov’t subsidized apartment in Rohnert Park.

My love and admiration for the Episcopal Church preceded my baptism over thirty years ago and is rooted in my father's admiration for it as well. Its ancient traditions, music, and sincere practice of taking what is being preached from the pulpit out into the streets, where it is truly needed the most (sadly, a rarity among many Christians I’ve known in my life), is something I don’t just admire; I have been its beneficiary, particularly over the last four and a half years. I would like to continue my small attempts at paying back the great many kindnesses I have been shown by this congregation, again and again, by serving as a member of the Vestry.

Deana Dale



Just before Christmas a parishioner asked me to consider being on the vestry. After getting over my initial shock and thanking this parishioner, I asked why? I am an old voice, have old history. Why did they think I would make a good vestry member? That was the answer, I am an old voice, a voice of history. I was, and am, honored to be asked.

This is supposed to be a short introduction, but I’ve been here my whole life. The Dale part of my family has been here since the mid-1930s. My parents met here when my mother was invited to sing in the choir in the mid-1950s. My father was helping as an adult acolyte and the rest is history. They were married at Incarnation and raised their three children here. I was baptized in 1958 and confirmed in 1970 here. Sunday School, Junior and then Senior Choir. EYC (youth group), The Guild of the Incarnation, Vacation Bible School teacher a couple of summers. I worked at the Tea Room, helped at the Crab Feeds, Shrove Tuesday Pancake Suppers, Annual Guild Bazaars, wedding and memorial receptions. I know there are a couple of things I missed. You can currently see me as an acolyte (heaven forbid, a substitute reader) and a member of the Altar Guild. I started helping in the Altar Guild during the mid-60’s, when mom joined at the request of her mother-in-law. Two blue books and two black books and dusting was my starting responsibilities. As I got older, I helped more and learned to do more. I officially became a member after college, in the early 80s. I enjoy being an acolyte. This is something I was not allowed to do growing up. No girls back then. But

assisting with the services now, in a quiet, dignified and invisible way, connects me to my father and brother, who were both acolytes.

I have worked in Recreation, early childhood education, marketing coordinator for the old Health Plan of the Redwoods (HMO) and am currently a staffing coordinator for home health care. Like many high school graduates in Sonoma County, I went to SRJC. My General Ed signed off there (AA degree). I have a BA in Recreation Administration from Chico. Yup, I said Recreation. I returned to the JC for some early childhood education classes. I left high school thinking of forestry but realized the math and science requirements were more than I could handle so I moved to Recreation. Community Recreation but I took some park design classes and created a park/garden plan for the front and back yards of the old 1906 rectory and 1915 parish hall as one of my projects. The buildings had just been torn down and needed a plan for the future. I was asked to be part of the committee that finally created the steps and front porch of the narthex and what is now the Jerusalem courtyard. I asked questions, and asked again when I still didn't understand, and I did vote no when I disagreed.

I still ask questions and have no problem asking the same question again. I love the history of our church and feel having a history is a good thing and asking questions is important. I would be an honor to serve on the vestry. Thank you.

Kathleen Kane



I am a “cradle Episcopalian” from the East Coast and joined Incarnation in 1994. My parents were long-time members of Incarnation, and my sons were baptized and raised in this parish. Over the past 29 years, I participated in a variety of ministries here. I taught Sunday School and helped with the Youth Group when my boys were young, worked in the bookstore in its early years, and coordinated the volunteers for the Incarnation 100 Bike Ride to raise funds for homeless services. I served on several administrative committees, including those involved in the searches for our current Rector and Music Director, was a vestry member

from 2017 through 2019, and Senior Warden for 2019. I currently serve as Parish Clerk and am a member of the Generational Plan Task Force in support of the Imagine Incarnation process. I greatly enjoy participating in Incarnation’s worship services by singing in the Parish Choir and serving as a Eucharistic Minister and Lay Reader.

Outside of church, my vocation has been managing homelessness assistance, affordable housing, and community development programs to aid lower-income people and the communities in which they live. I began my 32-year career working in the non-profit sector in Vermont and Marin County. I then switched to the government world and worked for 25 years at the Sonoma County Community Development Commission where I was the Executive Director for my last 12 years before retiring.

Incarnation is my spiritual home. I cherish the many ways in which it has fostered the exploration and growth of my faith, and I have come to depend upon the sense of community that is present here. I also deeply value our congregation’s outreach to those in need around us and feel blessed to be part of this loving community embodying the words “Christ Has No Body Now But Ours.”

I am excited to see our church expanding with new members of all ages and parishioners engaging in discernment about how we want to continue to grow into future generations. I hope that my ministry experiences at Incarnation, as well as my organizational and program management background, can help to inform discussions and decisions about how we can best meet the needs of our church and our local community so that we can all thrive in the changing world around us.

Rebecca Kendall



I'm interested in joining the vestry because I care deeply about the future of Incarnation, and I am happy to support Stephen and the members of the parish. This would be my first time serving on vestry, although I have worked in church leadership previously at another church.

George Kneip



Growing up my family moved all over the country. I continued this practice in my adult life living in various places California, then on to Key West, Florida. I met Salvador "Sal" in Los Angeles, where he decided to tag along with me. Our highlight of these moves, before coming to Santa Rosa, was owning a B&B gay guest house in Key West. While it was a lot of work, it was a lot of fun also. We met many people from around the world, some with incredibly unique personalities. I graduated from Cal Poly Pomona with a B.S. degree in Hotel and Restaurant Management and later an MBA in accounting.

Most of my professional life was in Finance as a hotel or winery controller. Upon retirement we relocated to Guerneville and later built a log home off Los Alamos Road, and finally to Santa Rosa where we have lived for the last 21 years. One experience that I feel had a profound effect on my life was a ten-week hike with a friend in the Sierra Nevada mountains. I spent many hours looking at the mountains and felt God was there for me.

I was brought up as an Episcopalian. I was confirmed by the bishop and took my first communion in 1965. I must admit most of my adult life I did not attend church, attending services off and on during the years. While I am not sure how or why I found the Church of the Incarnation just before Easter in 2019, I am sure glad I did. While it is a beautiful church, I was more impressed by the service, its friendly members, and the opportunity to serve. I have volunteered for Open Table, the Green Team, and the Zoom Squad, also I am a participant in the last remaining Covid neighborhood group. I'm looking forward to serving in some of the other ministries.

I would appreciate your vote for me to join the Vestry for the next three years.

Jennifer Purtle



My life in the Episcopal Church started when I was baptized as an infant, in Philadelphia, where I was also confirmed. My career was in Nursing, and I'm the proud Mother of two adult children and a new grandson. I live with my best four-legged friend, Chuck, and my family and friends call me Jenny.

I've enjoyed being a member of Incarnation since June of 2021, having moved to Santa Rosa from the town of Mt. Shasta, where I attended St. Barnabas Episcopal Mission. At St. Barnabas I served on and was the Clerk for the Mission Council &

served as a Eucharistic Minister.

At Incarnation, Open Table is a very special ministry which I love being part of, and I often serve at the 8 AM service as a Eucharistic Minister and once a month as an Usher.

It would be a pleasure to serve as a member of Incarnations' Vestry, because being part of a team that is guided by the Holy Spirit and creative human endeavor to bring forth the best for our church would be a joy.

Thank you for considering me.

John Torres



I was baptized Roman Catholic and attended elementary school in San Francisco. I became a member of the Free Methodist Church (Evangelical). While attending this church, I enrolled in Azusa Pacific College (University 1973) and went on to attend Asbury Theological Seminary (1975), (conservative, Methodist related). I majored in religious education and music. After seminary, I was a youth minister at a charismatic church. I began attending Metropolitan Community Churches in San Diego in 1982 and later ordained as clergy. My partner and I founded two Metropolitan Churches here in Sonoma County.

After almost 20 years in MCC, I retired. One MCC church remains in

Guerneville. I was a past member of the Center for Spiritual Living Santa Rosa (New Thought) 25 years.

I worked in a clerical job at Kaiser Permanente here in Santa Rosa. I was a Kaiser Union Shop Steward for over 16 years. and served as a Chief Union Shop Steward. I retired from Kaiser SRO after 25 years in 2016. I served in several organizations throughout these years here in Sonoma County. I've been very involved in the Interfaith Ministries, GBTQAI+ Men's community including: the Billy Foundation & California Men's Gathering's, and Manspirit. These past 10 years I've worked in various Diversity, Equity & Inclusion (DEI) committees. I am currently on the DEI committee of the Billy Foundation. Also, I serve on the Kaiser LGBTQIA+ Patient Advisory Council and the Kaiser Northern CA Patient Advisory Council.

I embrace a daily spiritual practice, weekly attendance, joined the choir, enrolled in various classes, including "Sacred Ground." Also, I am serving on the Liturgy Committee. I have a passion for inclusion, belonging, process and consensus. It is essential for me to be in community and express my commitment to Christ, to Incarnation and the Episcopal Church. To be nominated as a candidate for the Vestry is a gift. Thank you.

My partner of 45 years, Tim Webb, is a mortgage broker. We live in Larkfield with our two dogs, Penny and Connie.

Judy Velasquez



I am what is called a “cradle” Episcopalian, baptized here at Incarnation by Arthur Farlander. I spent my childhood at Incarnation and rejoined the church here in 2005.

I have served on the Outreach Commission, the Vestry, co-managed the bookstore, and worked on the Altar Guild. I chaired the ARC during the search for our rector and was on the stewardship committee two times. I headed the fundraising for the solar panels on the roof of Farlander Hall. I was Junior Warden my last year of the Vestry. I serve on the Invite, Welcome, Connect committee and have in part of the creation of the Welcome Center.

For the last three years I have worked on the Generational Planning Committee. I am very excited to be closely involved in the process with the congregation to envision how our church campus serves us and the community in our mission as Christ’s church.

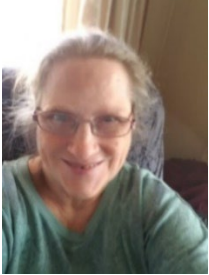
My years on the Healdsburg School District Board of Trustees prepares me to see the process and outcome as a whole and to function as a reflection of the congregation’s vision. I am excited to see the church’s Mendocino Avenue frontage reflect the beauty of the sanctuary and the open spaces be both useful and beautiful.

Thank you for your consideration.

Candidates for Delegates to the November 16, 2024 Diocesan Convention (virtual)

*Additional nominations may be made from the floor at the Annual Meeting.
The seven receiving the most votes will be delegates. The remaining will be alternates.*

Sharon Cronan



I've been a member of Incarnation since 1989. Over the past 3 years I have reimagined the library into a more inclusive space, with titles to intrigue all parishioners. I read widely, more so now as I review titles that might want to be in the library. I have been to Convention once and would like to be considered as a candidate again. I think I would be a good fit as a voice for Incarnation.

Rebecca Kendall



I have been a member of Incarnation for about two years and have never been to an Episcopal Convention before. I'm curious to know what it's like and would be very happy to serve as an attentive and enthusiastic participant.

John Nykamp



I have been a member of Incarnation for almost 30 years, have served on the vestry, and have been involved in many aspects of life at Incarnation including finance, music, and youth ministry. I have been a delegate to Diocesan Convention and feel that participation by our parish in the life of the larger diocese is important. I am also currently the treasurer for the Diocese and am a member of the diocesan board of trustees.

Doreen Van Leeuwen



I began attending the Episcopal Church in 1993 after moving to Big Bear Lake, CA with my three daughters. Prior to that, I was a lifelong member of the Christian Reformed Church. There being no CRCs nearby, I found St. Columba's Mission to be exactly the home for faith development my family needed! In '95 I was confirmed and have never looked back!

In 2015, my granddaughter Lily, now a member of Incarnation, was born, and I was compelled to move to Santa Rosa. The minute I stepped into Incarnation; I was sure I had found my Santa Rosa spiritual home. If I can serve the local and diocesan Episcopal church by serving as a delegate, then may it be so.

2023 Rector's Report

Stephen Shaver

2023 has been a special year for Incarnation. The high point of the year was our joyous celebration on November 30 marking the 150th anniversary of the first service ever held in our beautiful redwood building in 1873. This year has also brought us new ministries, new growth, and visions for the future.

For the first time since 2020, we had a year in which there were no major disruptions or changes to our worship schedule. We have **settled more deeply into our Sunday lineup** of 8:00 and 10:15 services, with the 10:15 service also available online via Zoom, Facebook, and YouTube, and with a Christian formation hour for all ages at 9:00 from September through May.

As 2023 began, we were eager to call a **part-time Pastoral Care Coordinator** to help strengthen our care for one another. The Rev. Katie Evenbeck had originally accepted this position but had to withdraw before beginning it due to personal circumstances. Fortunately, our own Doreen Van Leeuwen answered the call and stepped into this ministry. Doreen began her work as part of our staff team in April and has already made a significant impact on our caring ministries.

At the start of 2023, our music director Jun Kim launched Incarnation's new Children's Choir program. The Junior and Primary Choirs rehearse on Thursday afternoons and have sung at several liturgies this year. To support the **children's music program**, Jun's position was increased from half-time to three-quarter time as of July. More recently, Jun has begun an Organ Scholar program, offering our young people the opportunity to begin organ studies.

This year marked my fifth anniversary at Incarnation, which meant I spent three months away on **sabbatical** from May 29 through August 27. We were blessed by the ministry of the Rev. Rod McAulay, a longtime friend of Incarnation, as part-time sabbatical pastor. With Rod in partnership with our wardens, vestry, staff, Deacon Pamela, and priest associates, Incarnation was well cared for over the summer.

I spent the first month of my sabbatical working on a research project. My former dissertation advisor, the Rev. Dr. Ruth Meyers of the Church Divinity School of the Pacific in Berkeley, had invited me to contribute a chapter to a volume she is co-editing, *The Oxford Handbook of the Book of Common Prayer*—an upcoming resource that will include 43 chapters from various scholars on different aspects of Anglican worship through the centuries and around the world. Mine is "Children and the *Book of Common Prayer*," a topic close to my heart as a parent of young children. I turned in the draft at the end of June and look forward to having it published in the upcoming year. During July our family did quite a bit of travel together, including a week of family camp at Bishop's Ranch, some time with my mother at Lake Tahoe, and eight days in Puerto Vallarta, Mexico. Back in Santa Rosa in August, I concentrated on Spanish study, something I've long wanted to work on. While I'm still far from fluent, I've made the transition from a beginner to an intermediate-level student and I'm noticing the improvements in my ability to understand and communicate.

I was also invited this year by the Rev. Dr. Scott MacDougall, professor of theology at CDSP, to be part of a panel discussion on the relationship between baptism and communion, together with Bishop Megan Traquair, the Rev. Jim Richardson, and the Rev. Brother Simeon Powell. The event took place on October 9 and was co-sponsored by our diocese and CDSP.

This past fall brought a flurry of activity. Along with our regular fall activities such as resuming Christian formation classes, our annual pledge drive, and Diocesan Convention, we had two special projects: the

second phase of our Imagine Incarnation process, and preparations for our 150th anniversary celebration.

In 2022 we had completed the first phase of **Imagine Incarnation**, a series of congregational conversations about our hopes for the future of our campus. During the spring of 2023 our Generational Plan Task Force (the new name for what had previously been called the Property Development Task Force) interviewed architectural firms for Phase 2: a participatory process to develop a generational campus plan. After interviewing three candidates, the GPTF selected Siegel and Strain Architects to do this work with us. Phase 2 began this past fall with congregational workshops on October 1 and November 18 and will continue in spring of 2024. The goal is to create a campus plan document that will guide the vestry's planning for our buildings and grounds over the next several decades. Our architect team are using the congregation's input to create various schemas for where different existing activities might best fit. They are also helping us assess to what extent we feel called to add any of three potential new uses: added meeting space, a child care or preschool facility, and/or some form of affordable housing. An online questionnaire will be available over the next two weeks at <http://tinyurl.com/imagineincarnationsurvey> and we are asking all our parishioners to complete it to help us in the next steps of this process.

Anniversary preparations also swung into high gear this past fall. Our Building and Grounds Committee, led by chair Steve Layton, helped facilitate a repainting of the church, plus the replacement of the aging Lexan panels covering the stained glass windows (in addition to several other projects such as ductwork repair and the installation of a support post under our beloved heritage oak tree's horizontal branch—thanks to Jan Hicks for his role in this and so many other projects). Kathleen Baumgardner served as chair of the anniversary planning team itself, which also included Carol Cochran, Karin Dutra, Inese Heinzl, David Jasper, Patrick Lancaster, Linelle Lane, and Diane Schoenrock. The celebration on November 30 was a joyful and exuberant event, with a eucharist presided over by Bishop Megan followed by a splendid reception in Farlander Hall. We even made the front page of the *Press Democrat*!

As part of the anniversary project, Kathleen, Frank Baumgardner, and Bo Simons completed a magnificent new history book: *Episcopal Church of the Incarnation, Santa Rosa: The First Hundred and Fifty Years*, with contributions from David Jasper, Deana Dale, and many other parishioners, and final editing work from John and Amy Nykamp. Inese Heinzl also created a magnificent visual timeline of Incarnation's history. The book and timeline continue to be available as enduring symbols of our past as we stretch toward our future.

Three members of Incarnation were in the official **discernment process** for ordination to the diaconate or priesthood this year. This year our vestry submitted its endorsement for Paul Mallatt's ordination to the diaconate, and Pauly was duly ordained just after the New Year, on January 6. We were delighted to learn that Bishop Megan has assigned Pauly to serve here at Incarnation for the next two years. Earlier in the year, the vestry endorsed Maggie Rutherford to be made a postulant for the priesthood. Bishop Megan did indeed advance Maggie to postulancy, and this past fall she began seminary studies at Yale. Finally, in December the vestry endorsed Bill Glenn for postulancy for the priesthood, and Bill will take the next steps in his discernment in upcoming months.

As we begin 2024, there is much to give thanks for at Incarnation. We have new faces visiting us every week. We have a rich history, an exciting present, and an open future. God's Spirit is very much active in our worship, in our growth in faith together, in the ways we care for one another, and in the ways we serve our neighbors and God's creation.

Director of Spiritual Formation's Report

Daphne Vernon

2023 This year has been a busy year of continued growth starting up a new ministry (Becoming Beloved Community) supporting others in growing ministry, and this has stretched my focus and job tasks. It's proven to be a good growing season for me. It's an incredible blessing to work in a community that is passionate about living out our Baptismal Covenant with each other and our broader community here in Sonoma County.

Reports from Various Ministry Groups

Prayer and Worship

Altar Guild

Diana Ardley

Our four Altar Guild teams, each serving one week a month, have continued to prepare for and clean up after all worship services as well as caring for the altar linens, vessels and vestments. Altar flower arrangements are taken to one or two parishioners where they are especially appreciated. We welcomed Diahanna Post, Judy Park and Lisa Pollard to our teams. Two new Communion linens have been given by Deana Dale in memory of her mother Lynne Cassil.

We continue to be open and eager to welcome new members. As always, much thanks to Eric Ramsey for all his help.

Anam Cara: Psalm and Silence

Lisa Jang

1st Wednesday of the month, 6:00 - 7pm, in the church and online

3rd Wednesday of the month, 7:30 - ~9:00pm, via Zoom

Anam Cara, which means 'Soul Friend' in Gaelic, is a contemplative prayer/meditation group, and open to all. It was founded by Suzanne Kurtz and Pat Moore in 2007.

We meet twice a month, the 1st and 3rd Wednesdays of the month, see specific schedule above.

The first 20-30 minutes of our gathering is spent in silent contemplative prayer/meditation. After contemplative prayer, we spend another 30 minutes or so, reading from and reflecting on our current text of choice, which at the present time is *The Finders*.

Arts@Incarnation

Daphne Vernon

This year Arts@Incarnation saw the completion of the Windows at Incarnation installation. Each circle represents our hopes, prayers and wishes, but the “Windows” become a portal for us to glimpse into ourselves. Created by David Jasper and Mario Uribe, we are still blessed with this art installation. Diane Schoenrock continues to lead and support stitchers in the 150th needlepoint project, commemorating the anniversary with custom needlepoint kneeler cushions in front of the communion rail.

Children’s Chapel

Daphne Vernon

Children’s Chapel is in its third curriculum year at Incarnation. Karin Dutra continues to be a supportive mentor, thank you, Karin. We are blessed with the musical gifts of Robin O’Brien again this year. It is with gratitude that we thank the Children’s Chapel team for creating such a wonderful supportive community. Thank you Mark Neumann, Matthew Bonaccorso, Matthew Elias, Karin Dutra, Robin Obrien and musical guests Becky and Jeff Alon and Amanda Elias.

Communion Bread Ministry

Linelle Lane

Communion bread for the 10:15 a.m. service is baked by a team of eight parishioners in their homes, following a simple recipe, and using ingredients they purchase on their own. If you feel called to become a Communion bread baker, or would like more information about this ministry, please contact Linelle Lane at linelle@sonic.net.

Daughters of the King

Nancy Hanke

The Order of the Daughters of the King is an organization that is National and International within the Episcopal Church. The mission of the Order is to extend the Love of God to all people through prayer and service. The Order gives women a special opportunity to grow in Love and Knowledge of Our Lord Jesus Christ while serving our church and community.

Those Women who are called to join the Order follow a Rule of Prayer: they promise to pray daily for the spread of Christ’s Kingdom, God’s Blessing on the Order and the Spiritual growth of the Church.

Their Rule of Service is to promise to participate in the worship, Bible Study and work of the Church, and to be Christ’s faithful servant in the extension of His Kingdom. At the Church of the Incarnation the order’s Chapter, “Women of the Table” meets monthly on the 3rd Sunday of each month in the Gathering Room after fellowship.

Eucharistic Visitors

Joanie Jasper

Our Eucharistic Visitors team, with 7 members, is a faithful and dedicated group who take the eucharist to parishioners who are unable to attend church services due to illness or infirmity. We also deliver Sunday altar flowers throughout the year and poinsettias at Christmas to homebound parishioners. During 2023 our ministry served 15 parishioners and completed 64 Eucharistic Visits. Our team looks forward to quarterly meetings with Reverend Stephen and serving our parish family in 2024.

Liturgical Ministers and Readers

Diana Ardley

We said goodbye to Ari Castenada who is leaving to study at San Jose State University. Ari has served along with his sister Laura as an acolyte once a month and on special occasions since August 2021. Laura will continue as an acolyte and move up to the Crucifer role. Several new readers have been added to the roster this year bringing the total number of readers to 32. Readers are scheduled for Sunday services and many additional services throughout the year. If you are interested in finding out about becoming a minister or a reader, please contact Diana Ardley, dardley64@gmail.com.

Parish Choir

Jun Kim

We have had tremendous growth in the Music Ministry at Incarnation in 2023. With the addition of the Youth Choirs and Organ Scholars Program, our Music Ministry today is composed of 35 active members. They are:

- 5 Primary Choristers (ages 4-6)
- 5 Junior Choristers (ages 7-9)
- 23 Parish Choristers (Adult)
- 2 Organ Scholars (ages 6-17)

These dedicated members have invested countless hours praying and praising together as a family. Combined with the dedication from Incarnation (summer) Choir, parents of youth choristers, vocal soloists, instrumentalists, and our unsung heroes, members of our Music Ministry exceed 60.

Thanks to Jan Hicks and David Jasper, we can accommodate our growing family with the remodeled Music Room that has music slots enough for 33 adult choristers and 29 youth choristers. Thanks to John Nykamp's efforts in securing a \$5,300 Episcopal Foundation of Northern California Grant for our Youth Music Ministry, we have mostly filled the said music slots with new choir folders, hymnals, and RSCM workbooks. New choir vestments for 12 youth choristers were also secured.

What can this growing family accomplish? Last Christmas Eve, the glorious praise by the congregation, led by the choir, was so strong that it overwhelmed the sound generated by our Organ with all stops pulled out. Combined voices of our youth and adult choristers joyfully and powerfully praised His Holy Name during our 150th Anniversary Celebration. Our neighbors are aware of, and are inquiring about, our ministry. In short, our ministry is slowly reaching out to our community. We strive to become one powerful voice that proclaims the Love of God, that those who hear it may turn their hearts to God.

May our hearts and voices be an instrument of His peace. Let our endless Alleluias be heard and felt by all.

Pastoral Ministry Report

Doreen Van Leeuwen, LMFT, Pastoral Care Coordinator

This ministry began on April 17, 2023. First Goal: Increased communication between Pastor Stephen, Daphne Vernon, Eucharistic Visitors (EV), Hospitality Committee, and Welcome Committee and me to provide more effective and efficient pastoral care across the congregation, which has been accomplished by regular contact with all the above-mentioned.

Second Goal: To distill out the needs for urgent pastoral attention. I've met with many members and friends of the congregation. As a result, I have re-established and am maintaining contact with parishioners who have difficulty coming to services by overseeing Eucharistic visits, rides to/from church, and regular visitation. Follow-up with those who are sick or hospitalized is provided as needed.

Third Goal: Increased support for seniors. I'm reaching out to those who are caregivers for family members, and a Caregiver Support group will be offered starting in January 2024. To increase friendship opportunities among seniors, a monthly luncheon program has been initiated.

Fourth Goal: a) Identify other significant needs, sometimes "hidden": A Blue Christmas Support Gathering for those coping with grief was held on December 15, 2024. b) A ministry which I'm very excited about is to the LGBTQI+ community: this is in the development phase for mid-February, including groups for processing grief, and opportunities for socializing.

Spiritual Directors

Daphne Vernon

Incarnation is blessed to have three Spiritual Directors available, Rev. Pat Moore by zoom and Rev. Jamie Knutsen as well as Daphne Vernon. Offering on campus meeting space as well as remote zoom meetings.

Sung Prayer

Robin O'Brien

2023 has been a joyful and serene year for Sung Prayer. We generally have 7-10 attendees per gathering, and in recent months we've welcomed newcomers. I lead songs with my guitar, and participants are free to sing as they wish. Included in the hour are two six minute periods of silent prayer. The donations collected benefit our church.

In 2024 we will meet on the second Fridays of the month; 6pm-7pm, every month except June

Through the Ear to the Heart

Devi Mathieu

Through March 28, 2023 we met only via Zoom on Mondays 7-8pm. Beginning in April 2023, we met in person in the Church from 6:45- 8:00 pm on first and third Mondays, and via Zoom on second and fourth Mondays, also 6:45 - 8:00 pm

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Twelfth century Christian mystic St. Hildegard of Bingen—visionary, healer, naturalist, poet, playwright, and spiritual conscience for her time—was also a brilliant musician and composer. Her music is beautiful, inspiring, encoded with deep wisdom and insight. Singing her songs brings us into community with one another, gives us a wonderful way to sing praise and express gratitude for being alive.

We sing in much the same way she would have taught us, in a restful, contemplative process of listening and echoing what we hear. Anyone who enjoys singing is invited, no experience or musical training required. Drops ins and newcomers are always welcome.

From June 2007 until the pandemic shutdown in March 2020, singers gathered for Through the Ear to the Heart song circles on most Monday evenings in the Church. In April 2020 we shifted to Zoom gatherings for the Monday evening group and added second and fourth Tuesdays on Zoom, open to all.

For 2024, we plan to continue gathering in person at the Church on first and third Monday evenings, open to all. Our gatherings include singers who've been joining in for many years, we're very happy to be back in the Church!

For more information, contact Devi Mathieu at singhildegard@incarnationsantarosa.org, 707-829-0815, www.numinacenter.org

Ushering Ministry

Jim Furness

Ushering is at its core a welcoming ministry. We welcomed quite a few people into our worship space in 2023. We currently have 22 ushers or alternates and due to their talents and dedication the ushering went quite smoothly this past year. We have had a few longtime ushers who needed to step down for various reasons. I want to thank them for their service.

As mentioned above, ushering is a welcoming ministry. We would enthusiastically welcome anyone who would like to join the ushering team. If you are interested, you can contact Jim Furness in person or at ushers@incarnationSantaRosa.org. We are looking forward to 2024.

Study and Learning

Becoming Beloved Community Ministry

Our ministry works to create opportunities where we can meet and experience our neighbors, hear their stories, and lived experiences in Sonoma County. We are committed to building relationships, to pursuing wholeness and kindness individually and collectively. We strive to understand for the sake of the flourishing of the greater whole and for the end of all forms of domination and oppression that diminish the children of God, through book study, field trips and building relationships in Sonoma County

2023 was our launch year for this new ministry and we offered a variety of activities to engage in the Lenten book study. Some of this year's Forums and guest speaker Zeke Guzman discussing his experience growing up in Sonoma County as a Latino. Supporting his work with Farm workers and Indigenous members of our community this relationship will continue to inform how we can know our neighbors. We had our blessing of the backpacks and supported the teachers at Santa Rosa Middle School and fulfilled their wish list of supplies and providing snacks for one of their staff meetings. The teachers expressed their gratitude for feeling seen and supported in their work.

Red Bud Resources Group Indigenous book drive, thank you for all you support in fulfilling the wish to expand indigenous libraries to more schools. It is so important to see yourself represented as you are growing and developing and your donations contributed to that thank you.

We continued our new tradition of the prayer flags and our Ofrenda. Stay tuned as we look for ways to invite you out into the community and get to know our neighbors and their lived experiences in Sonoma County

Invite-Welcome-Connect Team/ Bookstore + Welcome Center

Inese Heinzl, IWC Chair & Bookstore Manager

"I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me." (Matthew 25: 31-40).

Invite-Welcome-Connect is an Episcopal ministry of transformation that equips and empowers individuals and congregations to cultivate intentional practices of evangelism, hospitality, and belonging. The Incarnation Invite-Welcome-Connect Team is dedicated to welcoming visitors and newcomers to Incarnation and helping all parishioners to participate more deeply in the life of our church.

In 2023 we focused first on "Welcome"— How do we do it? How well do we do it and how can we do it better? On Easter Day we opened Incarnation's new Welcome Center, located inside the church bookstore in Farlander Hall, our hospitality hub. With close proximity to the church building and staffed by friendly and helpful volunteers, it's the perfect spot to introduce visitors and newcomers to our parish and help make them feel at home. It's also become a popular place for church regulars to stop in for a chat and browse.

The revamped bookstore offers bibles, the *Book of Common Prayer* and other Episcopal books and materials, as well as books on theology and spirituality of many faiths by many well-known authors. We also sell icons, greeting cards, jewelry, wall crosses and many other gift items, including fair trade food items from regional monasteries and the Holy Land. All sales support Incarnation ministries.

Another initiative this past year was "Connect"— to re-energize parishioner involvement in parish life by organizing and hosting a Ministry Fair (last held in 2019, pre-pandemic). The first task was to update the *Directory of Ministries*, undertaken in the spring.

The Ministry Fair, held in September, was well-attended and fun (Ministry Bingo!), with festive booths set up around the quadrangle and staffed by volunteers to answer questions about their ministry and to sign up interested parishioners. For more information about Incarnation's 40-plus ministries, the new *Directory of Ministries 2023 edition* is available on the church website and paper copies are also available in the Welcome Center.

For more information, email: welcome@incarnationsantarosa.org

Education for Ministry

Linelle Lane

Education for Ministry (EfM) is a comprehensive, four-year, theological education program for lay people, developed by the University of the South (Sewanee). Through study, prayer, and reflection, EfM groups move toward a new understanding of the fullness of God's kingdom. Participants are given weekly assignments to study with the help of resource guides. Each of the four years has a focus: the Hebrew Bible, the New Testament, Church History, Theology. By examining our own beliefs and their relationship to our personal experience, culture, and faith tradition, participants discern what it means to be effective ministers in the world. In coming to terms with the notion that everything we do has potential for manifesting the love of Christ, we discover that our ministry is at hand wherever we turn. The seminar is supported by a life of prayer and regular worship and meet Thursday mornings. Linelle Lane and Daphne Vernon are co-mentors. If you have any questions about EfM, please contact Linelle at linelle@sonic.net.

Godly Play

Daphne Vernon

We offer Godly Play during the Formation Hour at 9am. The team is in its second year now and are so supportive of each other and have made a very sweet Godly Play community. Thank you to Peggy Zimmerman for her leadership and the team of Story tellers and Door Keepers. Thank you, Mark Neumann, Lauren Neumann, Amanda Elias, Rebecca Kendall, Maggie Wager, Peggy Zimmerman, Julia Shaver, and Jeff Alon.

Library

Sharon Cronan

The library continues to provide reading materials for adults and children at all levels of spiritual formation. We've been blessed this year with multiple donations and acquisitions, including the gift of *much of the Reverend Pat Moore's library when she moved out of state, adding over 800 books to the collection*. The books which can't be used in the church library but have value get listed on Amazon and Biblio, put in a database, and stored in my guest room. In 2023 36 listings were sold, adding to the library budget.

Story time continues to be popular with the younger children during coffee hour. Older children can be found using the library after church. Now if only adults will start to trickle in... I would love to have alternate readers this year, as well as dedicated volunteers in the library to speak with those who do stop in and perhaps help choose the perfect read.

Thank you for letting me be of service.

Nursery

Daphne Vernon

We are so fortunate to have such a wonderful group of employees caring so lovingly for our children. They create a warm nurturing environment full of snacks, play, and stories. Parents Night out continues to be offered with a Babysitter mentorship for our youth wanting to get prepared to babysit and I know many parents are grateful for that. Thank you to Rachel Nykamp, Avi Lambert, and Savannah Baranzelli.

Seasonal Classes

Daphne Vernon

We continued to provide in-person Living Compass Advent/Lent small group and really enjoyed meeting in person. We also had a Lenten book study Sunday morning and Wednesday Evenings with a soup supper. We Read *The Church Cracked Open* by Stephanie Spellers.

Spiritual Formation Team

Daphne Vernon

The Spiritual Formation team did not meet in 2022. We are looking forward to rebuilding this ministry and our offerings in 2023.

Sunday Forum

Stephen Shaver

Sunday Forum is our regular adult Sunday School class, meeting at 9:00 in Short Hall between September and May. Sunday Forum completed its first full program year in spring 2023 and resumed in the fall. We typically have between 10 and 20 participants. I most often lead the sessions, but we've had others lead guest sessions including Ellen Wondra, Rebecca Kendall, Zeke Guzman, and the members of our Green Team. During this program year we're using the book *Walk in Love: Episcopal Beliefs and Practices*, by Scott Gunn and Melody Wilson Shobe, as a basic guide, with sessions on various special topics interspersed along the way. Our class schedule is online at incarnationsantarosa.org/sunday-forum-2023-24/. Please join us!

Youth Group

Daphne Vernon

Youth group meets on the Second and Fourth Sunday of the month. We were fortunate to have our 3 oldest youth go to the EYE (Episcopal Youth Event) in Maryland with other youth around the Diocese. They spent 4 days with Episcopal youth from around the world to learn, laugh and worship together. We have welcomed a new Youth Group Mentor Sharon Cronan and we are so thankful for her contribution.

Life in Community

Coffee Hour Ministry

Daphne Vernon

We offer our sincere gratitude for all the years Julie Verhoeff served as our coffee hour leader. A big thank you to all who have served this ministry over 2023. Our lives have been enriched by your contributions, thank you. We are in the process of organizing, streamlining coffee hour and all hospitality events. It will take some time, but our aim is to create a ministry that's easy to join and participate in so stay tuned for open invitations to join in or contribute.

Green Team

Cathy Wolf and Miriam Casey

Reflecting our call as Christians to care for God's creation, the mission of Incarnation's Green team is to educate our parish in ways we may reduce our carbon footprint in the church buildings and grounds, and in our personal lives, and to partner with congregational leadership to help the Church achieve carbon neutrality by 2030. —Mission statement, spring 2023

Year 2023 was a year of transitions for the Green Team.

So much gratitude to those who started the Green Team – Connie Sinclair, Julie Verhoeff, George Kneip, and Carol Margason! They initiated efforts to decrease the waste stream by reducing the use of one-time disposable items, increasing recycling, and composting. This was a huge first step. Although we are still working to ensure our waste-reduction processes are used consistently, their efforts provided the necessary guidance and attention to get started.

They also started to publish articles in Incarnation's News and Notes to provide information useful to members about how to reduce waste in our homes. The impact of our congregational effort to reduce waste increases exponentially when we reduce the use of one-time disposable items and increase recycling, composting, and other environmentally friendly practices in our homes.

In 2023, the membership of the Green Team changed as new members joined and others stepped away. At the same time, the Team's focus grew and began to address the carbon footprint of the congregation, in response to a resolution passed at the 2022 diocesan convention.

The resolution directed congregations to develop plans to become carbon neutral by 2030. Toward that end:

Incarnation decided to participate in a diocesan-wide effort to reduce our carbon footprint.

The Green Team completed an initial baseline carbon footprint assessment using the Interfaith Power and Light carbon calculator.

The Team invited Energy for Purpose, an energy efficiency expert, to conduct an ASHRAE level 2 assessment of the campus, to identify areas where we are wasting energy. The Vestry voted to self-fund this assessment.

The Energy for Purpose report was shared with members of the Incarnation leadership team and the consultants who are guiding the Imagine Incarnation design effort.

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The goal for 2024 is to develop a plan to increase our energy efficiency and transition away from use of fossil fuels utilizing recommendations made in the Energy for Purpose report. **The Team is looking for additional members and/or consultants to help us accomplish this.**

Also in 2023, the Green Team:

- organized a very successful produce exchange this fall. Parishioners with surplus fresh produce brought it to Farlander Hall for sharing with others, mostly on Sundays.
- continued to publish articles about being more energy efficient and to encourage waste-reduction practices in the Incarnation News and Notes,.
- hosted a video, “The Ants and the Grasshopper,” which presents the impact of our environmental practices on people in other parts of the world. The video was offered to the diocese as well as the local community for viewing.
- partnered with Rev. Shaver during the Season of Creation to make a presentation at the Adult Forum about the importance of doing what we can to be more loving toward the Earth.
- hosted an informational display at the Ministry Fair to explain the focus of the Team and encourage others to get involved. Helpful resources were provided.

Going forward, the Team will work with the Incarnation leadership team to identify ways to reduce reliance on fossil fuels and improve energy efficiency. The Team is also exploring other opportunities to engage with the community to address climate change.

Great thanks to everyone who has participated in Incarnation efforts to be more earth-friendly. This is a challenge that invites us all to get involved to ensure a healthy environment for generations to come.

Cathy Wolf, cathrinewolf77@gmail.com

Miriam Casey, miriamlwcasey@gmail.com

Liturgy Committee

Stephen Shaver

After a long hiatus during the COVID years, our Liturgy Committee was reconstituted in 2023. I invited any interested parishioners to join, and we met twice in the spring before breaking for summer (and my sabbatical). We reconvened for two meetings in October and November and will meet approximately monthly in the spring of 2024. The committee is an advisory group to the rector which serves as our congregation’s liturgical “think tank,” thinking creatively to plan, reflect on, and evaluate our collective worship life. One noteworthy liturgical development in 2023 was the creation of a small working group to craft texts for the Prayers of the People each season under the leadership of the Rev. Phina Borgeson. We are blessed by the enrichment of our intercessory prayers.

Action

Buildings and Grounds Committee

Steve Layton

The Buildings and Grounds committee is responsible for maintaining the church properties, including the church, Farlander Hall and the quadrangle, Mackey Frame Shop, Heavenly Treasures, and our rectory.

It has been a busy year. Early in the year, the floors in Farlander hall, the music room and Short hall were completely stripped and resealed. Something that generally needs to be done about every 5 years or so.

Earlier in the summer, at the suggestion of a master arborist, we trimmed our magnificent coastal live oak in the quad, propped the very long limb and put a tree bench around it to make sure nobody ran into the pole. The heat ducting in the church was repaired or replaced as well and a thermal study was conducted to ensure the organ pipes behind the sanctuary were not getting overly hot in the summer. The results of which were negative. The insulation is sufficient to ensure that the heat in the organ chamber is lower than the outside ambient temperature.

The Church was repainted in August in preparation for the sesquicentennial. It has been many years since the Church was last painted and was long overdue. As part of the process, dry rot was removed and some wood and shingles replaced, new Lexan panels were installed over the stained glass letting in more light while still protecting the stained glass, some railings were repainted, and the Narthex entrance doors were re-stained. Later, the small metal roof over the organ console was found to have many holes causing water to drip down the wall near the console. That section of the roof was replaced.

Minor repairs and some carpeting were replaced in advance of our new tenants moving into the Rectory.

I wish to thank the work of all who have helped maintain our facilities and oversee projects this year. Particularly, our Sexton Eric Ramsey, Our Office Manager, Alison Cole, Jan Hicks and David Jasper.

Development Committee/2024 Annual Pledge Campaign

Inese Heinzl, Chair

The Vestry's Development Committee plans and implements programs and activities to generate income to support the congregation's worship and ministries. We are guided by our belief that the giving of our Time, Talent, and Treasure is a spiritual practice.

The biggest stewardship fundraiser is, of course, the annual pledge drive. For the 2024 drive we set and came very close to achieving a very ambitious \$500,000 goal. The campaign's theme of "Our Spiritual Home" resonated greatly with the congregation and inspired deeply moving testimonials every Sunday. Almost half of the pledging households increased their annual pledge and we welcomed eleven new pledgers. The Treasurer's Annual Report will provide a detailed picture of the results.

In truth, stewardship is a year-round commitment. There are proven as well as innovative ways to energize financial giving by our congregation, outside of the annual pledge campaign. In 2024, thanks to the wisdom and professional skills of committee members Joe Ferrucci and Bill Glenn, Development will expand our focus to include planned giving programs at Incarnation, such as legacy giving and estate planning. For more information, email: development@incarnationsantarosa.org.

Sunday Open Table

Allan Bolchazy

In 2023, Sunday Open Table was open every Sunday morning to our guests. Our guests join us in Farlander Hall at 6:30 a.m. to relax, plug in their phones, use the restrooms, and socialize with each other. They start off with hot oatmeal and coffee, followed by a hot breakfast, and a bag lunch to go.

Once a month, or more often as needed, we offer clothing and hygiene items (soap, lotion, shampoo, and dental products) to our guests. In November and December, we distribute warm coats, as well as warm hats (many made by parishioners), gloves, socks, shoes, belts and underwear. We have a small budget for new items and are grateful for the donations made by parishioners.

Many of our guests are regulars, and have been attending Sunday Open Table for years, but we always welcome new guests every week. Typically, we serve 80 to 100 guests every Sunday morning.

Allan Bolchazy, Anne West, Grace Harris, Carolyn Greene, and Mark Neumann are the steering committee that leads the cheerful team of volunteers. Andrea Budd shops at the Redwood Empire Food Bank, opens for the Saturday morning prep team, and serves oatmeal and hot food on Sundays. On Saturdays, a team of people prepares sandwiches, cuts up potatoes, sets up the coffee urns (300 cups of coffee), Marti Kennedy cracks dozens of eggs, and Marcia Ronchetti sets up all of the lunch bags. Sunday morning finds Allan or Anne opening Farlander Hall, plugging in the coffee urns, turning on the ovens, and starting a big pot of oatmeal. More volunteers come in to scramble eggs, serve cereal, oatmeal and coffee, followed by serving a delicious hot breakfast. After that, lunch bags with sandwiches, protein bars, hard boiled eggs, and fruit are distributed to our guests for their Sunday lunch. Maggie Wager is always there to greet our guests as they come in. Carolyn Greene coordinates a clothing and toiletry distribution one Sunday per month. Robin O'Brien, and Eric Ramsey get Farlander Hall cleaned up after the breakfast, and Robert Hauser washes all of the pots, pans, and utensils before the 8:00 service is dismissed.

On behalf of the Open Table Steering Committee, we wish to thank all of the dedicated volunteers and generous donors who support the Open Table Ministry.

2023 Statistics

Baptisms: none

Burials: 8

Maureen Austin (died Oct. 16, 2022; burial Jan. 12)
Eugene Raymond Kuczynski (died Nov. 14, 2022; burial Jan. 16)
Lernig Welch (died Feb. 10; burial Feb. 27)
Carole Wells Dunn (died Jan. 21; burial April 14)
Jeffrey Lewis Warnick (died Dec. 4, 2022; burial May 24)
Myron "Mike" Ward Dougherty (died May 15; burial June 10)
Donald Ralph Baier (died May 9; burial July 11)
Mary Mader Jacobsen (died Aug. 9; burial Oct. 14)

Marriages: none

Confirmations, Receptions into the Episcopal Church, Reaffirmations: 2

William Glenn (received Nov. 30)
John Torres (received Nov. 30)

Average Onsite Sunday Attendance: 134

Average Onsite Attendance by Service: 8:00 am: 29; 10:15 am: 102

Average Online Sunday Attendance: 18 on Zoom, 31 on Facebook, 17 on YouTube⁵

Attendance for Special Services

Maundy Thursday, 12:00 pm: 14
Maundy Thursday, 7:00 pm: 50
Good Friday, 1:30 pm: 22
Good Friday, 7:00 pm: 54
Great Vigil of Easter (with Russian River Deanery): 103
Easter Day, 8:00 am: 39
Easter Day, 10:15 am: 201
Christmas Eve, 4:00 pm: 153
Christmas Eve, 8:00 pm: 143

⁵ We track the total number of devices logged into Zoom, the total number of one-minute views on Facebook, and the total number of views on YouTube. Note that in 2020-2022 we counted only same-day one-minute views on Facebook, so this year's Facebook numbers may be somewhat higher for that reason. The new way of counting Facebook views is much simpler to log.