



Annual Report 2021

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Welcome to Grace Church's Annual Meeting!

Everyone is welcome at Grace's Annual Meeting! We'll be using our newfound gifts of hybrid gathering to do what we always do in January-- come together as a parish community, celebrate the successes of the past year, and look ahead to the year that's beginning.

There will be several ways you can participate in this process: by reading this report, participating in 9 AM hybrid livestreamed and in-person worship service as well as the the 11:30 AM Zoom Annual Meeting on February 13, or by watching the recordings of these sessions afterwards. Should you have questions about what you read in this packet or hear in any of the presentations, please contact the presenters or ministry coordinators, whose emails are all included.

The Episcopal Church is democratically structured. In addition to being informational and celebratory, the Annual Meeting is the official gathering of the congregation at which we elect representatives to the vestry, our legal board, as well as delegates to Diocesan Convention, our regional denominational body. Because of this, there are canonical (church law) requirements we abide by in terms of eligibility of candidates to these offices and eligibility to vote for them. Those guidelines, taken from National and Diocesan Canons and Grace Church's Bylaws, can be found in Appendix III.

In summary, If you are:

- ✓ 18 or older
- ✓ Have been attending Grace for at least 6 months
- ✓ AND have made a recordable contribution (check, cash in an envelope with your name, or on-line donation)

You are eligible to vote at the Annual Meeting!

At the beginning of the Zoom Annual Meeting (11:30AM on February 13, 2022), we will adopt Special Rules of Order for our Virtual Annual Meeting, which can be found in full in Appendix V. So you know what to expect, in summary:

- ☐ Those present at the annual meeting will constitute a quorum.
- ☐ There will be no "opening" or "closing" of polls and no nominations from the floor.
- ☐ Slates of candidates equal to the number of open spots for vestry members and for convention delegates will be presented and voted on "by acclamation," with a show of hands.
- ☐ We will have time for questions, discussion, and fellowship with our Grace community... and yes, we will have fun!

Meeting Agenda

9 AM & 11:30 AM February 13 via Hybrid In-Person/Livestream & Zoom

Rev. Amy	Rector's Report as Sermon
Sara Rowan	Senior Warden's Remarks including Recognition of Outgoing Vestry Members and Introduction of Incoming Vestry Members
Erika Mueller	Family, Youth, and Children's Ministry Presentation
Kerry Brackett	GO (Grace Outreach) Report
Jamie Philips	Stewardship Campaign Wrap-Up
	Adjourn Until 11:30--VIA ZOOM
John Sales & Rev. Amy	Opening Prayer and Welcome
Sara Rowan	Adoption of special rules for annual meeting
Sara Rowan	Approval of minutes of 2021 meeting
Sara Rowan	Election of Vestry Slate
Sara Rowan	Election of Delegates to Diocesan Convention
Leslie Moreland	Treasurer's Report
Bob Cantrall	Reserve Study Report
Jamie Philips	Q&A and Group Discussion
Ted von Pohle	Things to look forward to in 2022!
Jamie Philips	Raffle and Closing Prayer

Rector's Report

Rev. Amy Denney Zuniga

revamy@grace-episcopal.org



When 2021 began, state and county regulations prohibited gatherings inside, only the fortunate few were vaccinated against COVID-19, and the Glass and LNU fire clean-up was still in its early stages. At Grace we had experienced technical difficulties in worship intermittently throughout the fall and winter, and were just at the beginning of the first of what would be three major staff transitions in 2021, as Office Manager David Foushee handed off the reins to [Sarah Neidhoefer](#).

As 2021 closed, most of our members over the age of 5 had been vaccinated and boosted; we had weathered two additional variant-driven waves of COVID-19 and a blessedly uneventful fire season. We have returned to our in-person 8 and 10 AM Sunday Eucharists even as we have achieved technical consistency and hybrid worship and meeting excellence. We are seeing dividends of the heavy investment of volunteer time and talent over nearly two years in the areas of finance and administration. We welcomed new Music Director (former vestry member!) [Ted Von Pohle](#) in August as our 45-year Choir Director Craig Bond retired and organist Greg Beitz resigned. In November, after

[Rev. Anne's departure to become Rector of St. Clare's in Ann Arbor, Michigan](#), we completely re-organized the staff, expanding the positions of four existing staff members to cover our evolving ministry needs.

It's been quite a year. Read on for details. If you want the punchline, skip to "death and resurrection."

Worship & COVID

The Regathering Task Force, consisting of Bob Cantrall, Dr. Nancy Carteron, Dr. Diane Hambrick LeBlanc, Susan Calkin, and John Sales has continued to advise me in my canonical responsibility over our worship life and the use of our buildings and grounds. Over the past two years these have become potentially life-and-death questions, and the Regathering Task Force has offered their diverse expertise, research, knowledge of this community, and countless hours of meetings and hands-on work. With their help we have been able to largely smooth out the peaks and valleys of the COVID journey for our congregation, steering a steady, careful course, while offering as many opportunities as possible for people to engage however they feel comfortable. Because of this cautious course, we have had very few "stops and starts," but have been able to steadily offer more in-person experiences, while keeping the online experience strong.



A highlight of online-only worship this year was the unique experience of the combined [Ash Wednesday service](#) shared between the Episcopal Churches of the Napa Valley. It focused on healing from the fires and was presided over jointly by Fr. Mac, Rev. Robin, and myself from the sanctuaries of St. Luke's, St. Mary's and Grace--an incredible example of both transcending physical space and holding regional space together in, as Deacon Don Callison put it, our "still beautiful Valley."

Before the winter COVID spike in 2020 we had offered a few in-person, outdoor services; these resumed in March of 2021. In April we offered a diversity of experiences for Holy Week, including an ["Art Walk"](#) through the campus which attracted over 70 people during a 3-hour period to encounter the Easter story through art, music, and surprises for children as they moved through our sacred spaces. In April we began 8AM in-person Morning Prayers services in the Newton Room in addition to our 9AM livestream, and added family-oriented outdoor services in the late mornings. By May we began inviting parishioners to worship in the sanctuary during the livestream transmission, in what we now know as "hybrid" worship. In late May and early June we had four major celebrations in three weeks: Fr. Mac McIlmoyl's installation as Rector Emeritus at [Pentecost](#),



[baptism of staff babies Isaiah Clarke and Noah Mueller,](#)



[Confirmation](#) with Bishop Megan, and a [service honoring our 14 high school graduates.](#)



Altogether these celebrations brought 350 people back on to our campus, and many more watched the beautiful live-streams filmed by Brian Capener.



By June we were ready to settle into a regular pattern: our traditional schedule of 8 and 10 AM Eucharists every Sunday, with the hybrid livestream at 8AM indoors and the 10AM service an in-person only celebration designed to welcome children and include singing in the embrace of the patio. By late summer, with the help of a technology grant from the diocese, we were able to remove much of the livestream equipment and cords that obstructed the altar, and 8AM worshippers began receiving the host at the altar rail. Late October brought rain and the return of the 10AM service to the sanctuary as [we bid farewell to Rev. Anne. Myles and Isaiah on All Saints' Eve.](#) We celebrated a fully hybrid Advent

and Christmas, including new traditions of a carol-sing around the creche and a “Posadas” celebration shared between the Family and Spanish ministries.



Altogether about 270 people participated in our [Christmas](#) celebrations in person or online. For the first half of year an average of about 165 people worshiped with Grace online each week; during the second half of the year this dropped to 80 as more returned in person. Beginning in April after we began offering regular in-person worship opportunities, our average in-person Sunday worship attendance was around 67. Our total combined average weekly worship participation in 2021 was 176; about what it was in 2020, and substantially increased from 2019.



Guest preachers this year included Fred Luskin, Mac McIlmoyl, Noah Bullock, Tony Petrada, Audrey Ward, and Barry Beisner. All past sermons and services can be found on our [Youtube](#), [Vimeo](#), and [Facebook](#) pages.



Our Spanish-speaking worshipping community did not disappear with the shut-down; it moved to Facebook, where I led regular services with the help of my family, including my sister, Rev. Robin from St. Mary's, who was living with us at the time. This surprisingly garnered us an international following, including regular worshippers in Spain, Florida, Central America, and Colombia. The Spanish-speaking congregation regathered in person in the Spring, and in the summer we began alternating our monthly services with St. Mary's in Napa, and have gained new worshippers there. We were able to resume our tradition of sharing dinner after the service in an outdoor setting twice this fall. This continues to be a joyful, curious, and supportive congregation within the larger congregation of Grace, now shared with St. Mary's. Our Spanish Language Ministry includes long-time Episcopalians as well as those newer to our tradition coming from both Catholic and Evangelical backgrounds. Facebook transmissions continue and our international worshippers remain faithful!

Spiritual formation

I estimate that the pandemic quintupled our adult formation offerings, and while this slowed down a little bit in 2021 as people returned to pre-pandemic activities, Grace still offered seven multi-session online courses on topics ranging from praying with icons to gratitude to racial reconciliation. All of them were offered in concert with our sister Episcopal churches in the Napa Valley. We held topical online Sunday forums most Sundays including recurring

monthly "It's ok not to be ok" sessions with therapist Rebecca Bell and meditation with Fred Luskin



In the absence of in-person worship, staff and leaders created drop-by opportunities to interact with the campus with activities keyed to the liturgical seasons--Epiphany star words, Ashes to Go, Lenten burning box, Lenten community art project, sidewalk chalk, acorn collecting, Dia de los Muertos altar, Advent wreaths, visiting the Nativity. All of these and more were available outdoors for people to stop by and participate; this will continue to be

an important way of making tactile spiritual formation accessible to our community.

Ongoing online and in-person meditation opportunities continued to support members' contemplative practice. While it was not a programmatic focus in 2021, the vestry calling process revealed that the number one source of spiritual nourishment during the pandemic has been our small groups, many of which continued over Zoom for the duration of 2021 while others have regathered in person. Eight new(er) members participated in a newcomer's process in the Spring, interacting over Zoom with newcomers at St. Mary's. Three were recognized as new members and five were received or confirmed by the Bishop.



While it is not within the scope of my report, I am compelled to comment on the incredible creativity, resilience, dedication, and skill of our children, youth and family ministry staff and volunteers. In a time when families have mostly disappeared from nearly all Episcopal Churches, our incredible team has continued to connect with and serve families and young people, reinventing their ministry time and time again. After a return to in-person, outdoor activities this fall, the omicron spike has forced them to become hybrid again -- with some children attending in person while others participate through electronic devices set up outdoors. The long-term impact of Grace's historic and ongoing investment in young people cannot be overstated -- while participating in the youth group camping retreat and at services before and after this year I heard multiple youth group members say: "If it were not for this church I wouldn't still be alive." That is impact.

Grace now has three people officially in the ordination process: Katherine Frederick is completing her seminary training and should be ordained as a priest next year; Lin Weber and Diana Deen are beginning their formal discernment processes with the diocese, Lin for the priesthood and Diana for the vocational diaconate. Katherine is a hospice chaplain and will seek full time work in a parish; Lin and Diana are likely to be bi-vocational and may be available to serve as part of the Grace team in the future. Grace had some proud moments this fall when, in addition to sending our

Assistant Rector off to become Rector of a program-sized church in a university town, our first Assistant Rector, Betsey Monnot, who served with Mac in the early 2000's, was consecrated Bishop of Iowa. Rev. Anne served as her chaplain at the service.



Administration, Personnel, and Technology

People often wonder what a Rector does when not writing sermons; this heading sums up a lot of it for me over the past few years! Grace's staffing reorganization following Rev. Anne's departure has enabled us to move our previously less than half-time Office Manager [Sarah Neidhoefer](#) into the full-time role of Administrative Manager. In addition, Bookkeeper [Marshall Cox's](#) expertise has been leveraged as he's added a few hours a week and taken on the role of Controller, as well as tech support. [Erika Mueller](#), our 16-year veteran youth leader, has added hours and taken on oversight of children's and family ministries as well, with some additional support from [Joanna Normoyle](#), a familiar face who filled in for Erika and Anne on their maternity leaves in 2020. Erika is also working in the area of invitation and leadership development. Lastly, our remote Communications Coordinator [Ryan Cagle](#) has taken on additional communications responsibilities formerly overseen by Rev. Anne. [Calum Kramer](#) continues to cheerfully work with volunteers and staff to make amazing livestream worship available each week for all of us, near and far. Sandra Sheffield, with help from St. Helena teen Julian Ruvalcaba, continues to fill every

staff gap of support as a Facilities Manager and Spanish Language Ministry coordinator; Sarah really feels that Sandra is her right hand in all practical matters of getting things scheduled, managed, opened, locked and cleaned. Sandra inspires us all with her deep love for our church!

The coincidence of my [surgery and medical leave](#) with Rev. Anne's departure in early November seemed spectacularly ill-timed, but these capable staff and our lay leaders with Rev. Wendy's able support stepped up to the challenge. The wonderful windfall of this is that instead of taking on more in the transition, I have taken on less: administrative, technical, financial, scheduling, supervision, and communication tasks that can be done by our lay staff are now being capably handled by them, freeing me to be a priest. Our treasurer, finance committee, and lay leaders, along with staff, have worked tirelessly over the last two years to transition Grace's full financial and administrative life to the cloud – meaning that our work can now be done from anywhere, and is fire-proof. Policies and procedures that have long needed to be written or clarified are being put into place as these systems are being fine-tuned. As our Senior Warden recently remarked, "Everything we've accomplished in the last two years we've done while tumbling through an avalanche." Day by day more pieces are being sorted out. Grace's administration needed a lot of my attention in my first few years here, and though this is a gift of mine it is not my passion. The pandemic turned me into a tech executive, televangelist, and public health official – none of these are my calling. After my time of healing and sabbatical this summer, I look forward to renewing our vocation as priest and people together.

Pastoral Care, Fellowship and Fun

Several new pastoral care initiatives began this year, spearheaded by our incredibly caring and able volunteer leaders. In addition to over a dozen long-standing small groups for spiritual growth and support, Grace now has 17 organized Neighborhood Care Groups, where parishioners

who live in proximity to each other can connect to socialize, share information and assistance, and prepare for emergencies. Each neighborhood has a shepherd, and [Lin Weber](#) oversees this program. We provided pastoral care and follow-up to more than a dozen Grace families and individuals who lost homes or property during the 2020 fires, including recognizing the 1-year anniversary. Many celebrations and gatherings which had been delayed in 2020 were celebrated in 2021, including 12 confirmations, 6 funerals, 6 baptisms, and 4 weddings. Members organized the [Grace Center](#) as a hub for spiritual support, including a "warm-line" where members could call just to talk with a caring listener. The calling went the other way as well, when in November the vestry took on the task of calling every parishioner to learn from you the "state of Grace." Over half of these contacts have been made, with most conversations lasting over an hour. The vestry has developed a 2022 action plan based on the feedback from these conversations so far.



While the pandemic has made fellowship difficult, the "Mask-erade" fundraiser in March offered many opportunities for online fun as well as a festive atmosphere of reconnection as people stopped by to pick up their mardi-gras themed meals prepared by chef and member Rachel Williams. The Mask-erade helped us launch [Grace Space](#), a series of online courses on a variety of topics offered by members at a sliding scale, with all proceeds going to outreach. Watch for Grace Space: Part 2 soon! Besides raising fun, the

Mask-erade was successful financially, raising over \$30,000 for operations, outreach, and the youth group.

The return of in-person worship saw us phase out zoom coffee hour and phase back in in-person coffee hour on the patio, complete with donuts and sandwiches. Our community misses “breaking bread” together; though the pandemic continues, we plan to offer more opportunities for in-person fellowship opportunities in 2022.

Death and Resurrection

In retrospect, stopping everything in March of 2020, building an online church, and responding to the immediate crisis of the 2020 fires was comparatively easy. 2021, with its high hopes, frequent disappointments, dozens of re-inventions, and increasing social malaise was much more difficult. Vaccines brought us hope while decreasing government regulation brought us more choice, and Grace’s staff and leaders worked hard to offer choices that would work for parishioners ready to return to in-person worship. Perhaps we offered too many choices. In the spring, in a season I called “messy resurrection,” it seemed that people were confused by the variety of options we are offering, attendance was surprisingly high at a few events and unexpectedly low at others. The process of coming back together in-person experiences was confusing at first -- we forgot our “Episcopal calisthenics” of sit-stand-kneel; we were thrilled to see people but knew we could not get too close for too long. The celebrations of the late spring were a truly joyful re-gathering and expression of our physical community, but they exhausted staff and volunteers. Volunteer help, particularly for ushers, set-up, and take-down, was low in 2021, and I am particularly grateful to those who have stepped up to make our in-person worship possible. Settling into a steady rhythm of worship for the summer and fall helped somewhat, but as the novelty of returning in person wore off, the fact that so much was still different and nothing felt “right” began to rub us raw. Gaps between individuals’ pandemic choices grew even as

tolerance for difference reached an all-time low. The hope generated by widespread vaccination in California and the lifting of statewide restrictions in mid-June were dashed by the advent of the delta variant by late July. Confusion, fear, and uncertainty continued to be unwelcome companions. In the late fall your assistant rector left and your rector simultaneously went on medical leave-- alarming events for a community that already felt fragile. Though we have remained open, many churches in our state and even town have closed in-person services again because of omicron. It’s the start of a new year, the third year of the pandemic, and we hardly know what to think or feel.

I recently learned the term “[ambiguous grief](#).” It refers to grief that has no finality to it, as when a loved one simply goes missing, or the physical presence and mental absence of Alzheimer’s, or the ongoing struggle of co-parenting with an ex-spouse. In a sense, we are all living in a time of ambiguous grief now. We don’t know when this will be over; we don’t dare guess anymore. We don’t know what our world or our church will look like when it is. Nearly a million Americans of all ages and walks of life have died; millions more around the globe. As a church, as a community, as a planet, we don’t yet know what has been lost and what will endure.

Like you, I miss our community as it was before the pandemic. I miss preaching to and singing with a church full of people, with no camera or floodlights between us. I miss not having to weigh how much every interaction raises my chance of harming someone or being harmed. I rejoice in the return of “micro-interactions” at the door of the church and at coffee hour, but half of our congregation is online any given Sunday, and while I am grateful for the accessibility technology has given us, I miss you. I grieve what was.

Our second [Agreement for Communication in Community](#) asks us to “start from an appreciative mindset.” By asking, “What is right and good

here?” and “How can we build on that?” we focus on the positive, and identify and build on our strengths. Brain research has shown that what we focus on grows, creating new pathways in our brains.

Christ’s resurrection teaches us to look for new life in ways that might surprise us. Jesus’ resurrected body was different, unrecognizable and uncontrollable to the disciples. He spent 40 days with them after his resurrection so that they could learn to recognize and walk in this way of new life.



Dear ones, there is much that is right and good, even in the midst of so much suffering, grief, and death. God is bringing new life among us, surely as the green grasses poke through the scorched earth. Here are some of the places I see resurrection happening, and the enduring strengths of this community from which they spring:

- This community has loved and cared for one another for many decades, and you continue to do so. The fact that small groups are your #1 source of support shows this. Physical separation could not isolate us from the loving care of this community. I have felt it keenly in recent days.
- While some of our ministries (e.g. Lay Eucharistic Ministers who serve the chalice!) necessarily took an indefinite pause, most of them

have remained active in some form through the many changes the pandemic has brought. Intercessors still pray for us, the altar guild sets up for worship, GO spreads God’s love in tangible ways throughout our community and the world. The simple, faithful persistence of our member-ministers is a great strength and source of hope.

- Others have taken on the unglamorous and mostly invisible work of organizing and improving our administrative and fiscal infrastructure, including never-before laid plans for the long-term stewardship of our buildings.
- The rebalancing of responsibilities brought about by the unanticipated staff changes has given me the space I need to heal from depression and physical pain and be renewed in my calling.
- Because of my medical leave and the vestry’s faith in them, our staff are coming into their own. The overwhelming sense of the team is: “We’ve got this.” We are better prepared for my summer sabbatical that we would have been if I had not gone on medical leave.
- The pandemic has brought us new active members who have provided new leadership and perspectives.
- 2020 and 2021 saw an exponential increase in inter-parish cooperation with our sister Episcopal Churches in the Napa Valley--which bodes well for the future!
- The gifts of online church are many: accessibility for members who travel or are home-bound, endless evangelistic opportunities, and a sense that the gathered church is always more than those physically present-- online church makes us aware of a spiritual reality we cannot touch or see. Some online members have joined during the pandemic who do not even live in the Napa Valley and have donated and become active--one even rebuilt our website!
- Grace-filled windfalls, generous grants, and the faithful stewardship of our congregation have enabled us to fully provide for ministry and outreach during this time of financial duress for so many congregations, businesses and individuals. What a gift.

- Through the challenges and anxieties of this year, our vestry has overcome fear with a prudent faith. They have taken on real leadership in our mission and vision and have chosen to invest in our future.
- Deep spirituality has always been a hallmark of Grace-- it was one of the things that attracted me to you. The pandemic “sent us all to our rooms” for a time, took away the externals of sanctuary and rituals, and helped many of us deepen our direct connection to God. [Nadia Bolz-Weber](#) wrote recently, “Faith that is really just a cheerful outlook sprinkled on top of an already good life may have been of help in the past, but now it’s useless... in order for it to be any real help, faith can’t be the decorations and furniture--it has to be the load bearing structure that can withstand flood and fire and global pandemics.” The crucible of 2020 and 2021 has helped forge in us such faith.

I am incredibly grateful to God for this faith and the hope that enables us to recognize and walk in resurrection life, and for the love which binds us together despite all that conspires to separate us.

In the deep peace of the Risen One, Amy+

Senior Warden's Report

Sara Rowan

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To our Beloved Community of Grace Church,

It was a privilege to serve with the 2021 Vestry, a tremendous group of leaders with skills and dedication that outsize our small congregation. We began the year with hope that after keeping faith in an extremely difficult 2020, surely this year's work would center around returning to "normal".

Our loving and all-knowing God had slightly different plans as we were guided into deep reflection about how to call forward what is best about Grace Church in order to prepare ourselves for a sustainable future. We seemed consistently challenged to keep one foot rooted in our traditions, while the other stepped into a new era. By the miracle of faith we were not split in half in the process!

We greet this new year inspired by Reverend Amy's theme: "**Reconnect & Renew in 2022**". Here's a summary of the Vestry actions in 2021 that laid the foundation for our work ahead:

- **New lay leadership positions created:** Our gratitude to Ken Moll and Diana Deen for respectively filling the roles of Risk Manager and Sustaining Grace Director. Together these positions ensure we exercise prudence as we secure our financial future.
- **2021 Reserve Study:** This extraordinary 65-page report was spearheaded and implemented through hundreds of hours of work by our Junior Warden Bob Cantrall and the tireless Ken Moll. The findings from this assessment of our buildings and grounds pushed us to look 40-years into the future and were foundational in shaping our perspective on immediate budgetary needs.
- **Vestry Retreat:** Our Vestry has met virtually since March of 2020. That adds up to 20+ meetings without breaking bread, or giving hugs, in person. This included our annual retreat in September, where we set personal records for the amount of hours one can spend on Zoom within two days. Our spirits were buoyed by the talents of our very own Holly Hughson, a gifted moderator who introduced us to The Table Group approach to building cohesive teams and healthy organizations. With Holly's continued help, we will be introducing this methodology to the staff and incoming Vestry members.

We articulated our "strategic anchors" for decision making as:

- Deepening the practice of our Faith;
 - Being accessible in our shared Vulnerability;
 - Creating a Sustainable future for the Grace community.
- **"The State of Grace":** Coming out of our retreat, the Vestry was committed to reconnecting individually, in person or on the phone, with everyone in our congregation. We all feel some level of isolation and are missing the intangible joys that come from gathering freely in person. Many of us continue to suffer spiritually, physically and financially. Your Vestry wanted to learn how we've been sustaining ourselves, what we now need most for our spiritual nourishment, and what we have learned about our faith along the way. To date, we have reached 50% of our list and will continue these enlightening and enriching conversations in 2022.

As a result of this first half of outreach, we have identified three primary themes that will be our focus for 2022:

- *Spiritual Depth;*
- *Increased Communication;*
- *Serving Together.*

Our findings and next steps will be detailed and presented in a separate report, so please stay tuned for more information on this, including ways that you can help!

- **Diocesan Audit of 2019 and 2020:** We can't understate the impact of the hard and smart work done by our Finance Committee, led by Treasurer Leslie Moreland. As well as the sacrifices and careful planning done by our Staff to operate within physical restrictions and a tight budget. This year they worked together to compile documentation to support a 15-page checklist required by the Diocese to audit our finances from 2019 and 2020. They responded by saying that Grace Church was the best organized response they received. We were also notified that some of our practices are deficient and do not conform to Diocesan policy. In a climate where more change is unwelcome, we are obliged to correct these issues within our financial policies and procedures. We pray for enduring patience as we bring our practices into compliance.

THANK YOU

Outgoing Vestry

Diana Deen leads with deep "audacious" faith, reminding us that God is with us in every discussion and decision. Her service will continue in the year ahead as Financial Secretary and Director of Sustaining Grace.

Karla Jensen has led with straightforwardness and humor, and has been especially inspiring and organizing our communion distribution. We will miss her straightforward comments and the broad view she brings to discussions.

Ken Moll leads with loving and tireless dedication to our church, always bringing his humor to lift our hearts. His service will continue in the year ahead as Risk Manager.

Jennifer Muhlner leads with thoughtfulness and compassion, and is admired for her willingness to jump into any task that needs doing. Her service will continue in the year ahead within our worship ministries.

Of Special Mention

Joan Heller has worked for years in a near full time capacity bringing deep strategic thinking and superb process. She has served as our Senior Warden and Financial Secretary and is the first person - sometimes the only - to step into action. We have had to spread the breadth of her tasks across four people and are deeply grateful for the impact she has made on all aspects of Grace Church.

Erika Mueller has been with Grace Church for 16 years, unheard of for a youth director. We are extremely fortunate that she has taken on more hours to support our family ministries following Reverend Anne's

departure. She is instrumental in welcoming members of all ages and a beloved member of our community.

Retirement

Craig Bond has served as our Choir Director and “making melody to the Lord” for 45 years. He is synonymous with music at Grace Church and throughout our community. We honor him and thank him for leading us in this joyful part of worship and praise.

Maria Gallegos has served as our custodian for Grace Church for over 40 years - and still can't quite seem to retire, but we want to recognize her now. She has diligently trained Sandra

Our gratitude to each of you is profound. Your service defines what is best about Grace Church.

As we consider 2022, our third year of the pandemic and still no signposts towards “normal”, I take inspiration from The Most Reverend Michael Curry. In his autobiographical book *Love Is The Way* he says this:

“We couldn't see heaven, we couldn't see resurrection, but we could feel its possibility. That's where and when hope happens - when reality is altered by a new possibility. It's what the Bible calls hoping against hope. And that hope begins the journey of faith, and interestingly enough, all genuine efforts to change for the good.”

We ask for your prayers and God's blessing on the Vestry and all who serve Grace Church in its mission: to welcome, encourage and support all people to grow spiritually and deepen their relationship with God while connecting in and serving from a strong Christian faith community.

Junior Warden's Report

Bob Cantrall

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2021 was a challenging year of financial and volunteer constraints. As a result the Building and Grounds Committee created a list of deferred maintenance items and prioritized them. We successfully procured a reserve study that tells us what our financial requirements to maintain our assets will be. The vestry has made a financial commitment to meet the deferred and future financial needs of our assets in the 2022 financial plan and through the Sustaining Grace project.

Significant progress was made on the landscaping of the grounds. We replaced the irrigation system and repurposed 20% of the grass with rock. These combined efforts are saving us money and contributing to the city's water shortage efforts.

We experienced significant damage to the buildings as a result of falling limbs from our beloved Oak Tree in a year of record drought, heat and acorn crop. Due to material and labor shortages repairs are still underway.

We replaced several big-ticket items in our commercial kitchen this year as we took on renting it out.

We are prioritizing increasing rental income by increasing our outreach to the community for use of our facilities.

Vestry Candidates
Current Vestry Rota

<i>Class of 2022 (retiring)</i>	<i>Class of 2023</i>	<i>Class of 2024</i>
Diana Deen	Susan Calkin	Mark Linder
Ken Moll	Cary Collins	Braulio Munoz
Jennifer Muhlner	Michael Moffett	
Karla Jensen	Sara Rowan	

Vestry Slate: Class of 2024
See e-news for bios

Mark Linder
Braulio Munoz

<i>Officers:</i>	<i>TITLES</i>
Sara Rowan	Senior Warden
Bob Cantrall	Junior Warden
Leslie Moreland	Treasurer
Jamie Philips	Clerk

Candidates for Diocesan Convention Delegate

Michael Roche	Erika Mueller	Ted von Pohle
Katherine Frederick	Judy Cummings	
Diana Deen	Matthias Mueller	

2021 Childrens' and Youth Ministry

Erika Mueller

erika@grace-episcopal.org



In the second year of the pandemic we once again had consistent, meaningful and engaging programming for our children and youth. 2021 began with online offerings for youth and children's ministry meetings. By March we had canceled our online hosting platform for youth group and were meeting weekly outdoors on campus. Reverend Anne began hosting family worship services on the labyrinth, which were well attended and provided space for reconnection and reflection. On Palm Sunday the children re-created the city of Jerusalem around our property with chalk and an intergenerational group of 35 walked the steps of Jesus in his final earthly hours. Many commented that it was one of the most profound Holy Week experiences they'd had.

In June Bishop Megan came to Grace and confirmed 8 youth and 3 adults. One highlight of this year's confirmation program was that each of the youth was partnered with an adult mentor from the congregation to discuss the class material and serve as a guide. It felt like a huge success to have so much engagement in this formation. The very next morning we celebrated the graduation of 14 of our youth, most of whom were in attendance to talk about their time growing up through the program.

The youth group planned and executed a very successful camping/retreat trip later that month. This was the group's second adventure outside the long-time partnership with Next Step Ministries, and they really stepped up to ownership and leadership. From food preparation to leading worship to planning each day's activities, the 5 days were run almost single handedly by the teens. The youth reflected that the time in nature and with each other was healing, restorative, and they loved the time just to be together and reconnect. This coming June we've made plans to again join with Next Step on a trip to Colorado Springs, where we'll serve the marginalized by partnering with various ministries in the community.

In the fall both groups resumed weekly meetings on campus. Long-term volunteers are still serving faithfully and continuing to enjoy the challenge of revisioning and reinventing our time together to meet the needs of our current community. We happily/sadly sent Reverend Anne off to Michigan with a fun party on Halloween which involved costumes, puns, music and food. During Advent we held our first annual Posadas procession, journeying along with Mary and Joseph through Bethlehem. This successful family-focused event was joyfully attended by members of both our Spanish and English speaking communities and we're already excited for 2022!

Overall the participation in 2021 was similar to previous years, with 23 different children and 27 different youth attending meetings and events.

Intercessors Prayer Ministry

Helen Christianson

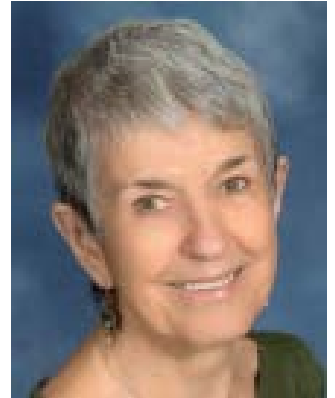
helen@grace-episcopal.org

Although we have not been able to meet together regularly in person during these last many months through meetings, healing services, or availability for individual prayer at Sunday services, we as Intercessors have, nevertheless, been in consistent contact with one another by e-mail. Prayer Requests have continued to come to us throughout these many months as well as follow-ups to each of these prayers.

When a prayer request comes in, I send it to the intercessors and they continue in prayer for that need. We are committed to be in continual prayer for all.

Every situation is different and we, as a team, are responsive and flexible in our connection with others and in prayerful support.

We feel it is important for everyone to know that this ministry continues during this phase of the pandemic, and always. We want to tell the congregation that we intend to reinvigorate this ministry in person as soon as it is safe and appropriate to do so.



Altar Guild

Helen Hendrick

hmhendrick@comcast.net



Grace Episcopal Church Altar Guild continued throughout 2020, even in difficult and unusual times, to serve the priests and congregation with a dedicated and enthusiastic team. The Altar Guild ministry is responsible for preparing the Altar for all church services, which we did for all Morning Prayer and Eucharist Worship Services on our Sunday 9 am live stream. We maintain the vestments, linens, home communion kits and all other elements used by the clergy during the services. The Flower Committee prepares the floral arrangements for Sunday services. We also prepare for Baptisms and any other special services, although no baptisms were performed this year.

Our ministry remains financially viable by working within our budget and covering expenses for decorations for High Holy Days throughout our donation campaigns for the Christmas and Easter seasons. We are also supported through weekly donations for the floral arrangements for the Sunday services.

Thank you to all our Altar Guild members this year:

Marilyn Asmuth
Jan Bradley
Carlyn Clause
Stephanie Gamble

Helen Hendricks
Natalie Klug
Jennifer Muhlner
Elizabeth O'Dell

Jenele Saunders
Shelden Steele
Sandi Van Male

Grace Outreach

Kerry Brackett

kbc7964@gmail.com

As we began 2021 there was so much uncertainty. We hoped that as we stepped into a new year, Covid would go away and things would get back to normal – but that didn't happen. It was clear that we would be continuing to meet on Zoom for quite some time! As attendance and pledges were down considerably, it was not clear if Outreach would get any funding at all in 2021. We continued to meet monthly and we talked and prayed about what we could do even if we didn't have finances. We couldn't offer any in-person service projects being that Covid was still raging. So, we focused on things that we could do such as supporting the local Food Pantry.

By mid-summer, it was decided that GO would be funded 10% of pledge and plate beginning in September. Needless to say – we were VERY happy! So for the last four months of the year we received \$18,873.80 from pledge and plate and an additional \$6900.00 from anonymous donors! Here is what we were able to support in 2021:

Adopt a Family

Typically during the Christmas season, Adopt a Family sponsors a program where parishioners and community members provide gift baskets to those families who sign up for them. This year, due to the pandemic, families needed food and basic necessities. Adopt a Family raised \$5940 in the month of December to help with this program.

Baby Love

In 2021, Baby Love:

- Purchased over 1000 travel size toiletry items costing \$1,916*
- Purchased 139 blankets at a cost of \$1385*
- Purchased a case of Ziploc Slider storage bags (for toiletries) \$52*
- Donated to Birth Companions Community Center (Doulas) \$500

TOTAL EXPENDITURES: \$3,850*

**Rounded Numbers*

In 2021, Baby Love received the following from 18 donors from St. Helena, Napa, Angwin and beyond:

- Cash Donations \$1,035
- 210 hand made quilts
- 30 hand knitted/crocheted blankets
- 620 hand knitted baby hats
- 500+ labels for toiletry and blanket bags
- 1080 tubes of toothpaste

In addition, 9 volunteers stuffed 400 baggies with toiletries.

In 2021, Baby Love gave away to homeless and low-income mothers and babies (via Zuckerberg SF General Hospital, SF Homeless Prenatal Program, Birth Companions Community Center (SF), Olé Health:

- 145 Blankets
- 173 hand made quilts
- 55 hand-knitted/crocheted blankets
- 398 Baby hats
- 395 bags of toiletries (6-7 items each) for a total of ~2600 items.

Submitted with respect – The Baby Love Team:

Edie Kausch, Jan Bradley, Terry Henry, Sue Cottrell, Jo Bollen, Robyn Jeffcoat

Hearts and Hands Preschool

Hearts and Hands Preschool in Calistoga managed to stay open for all of 2021 with no cases of COVID infections among the children they serve and their bilingual staff. In August they graduated 17 children to kindergarten. What a miracle!

The donation of \$2500 from Grace Church came with no strings attached so they could use it where needed. "You have been a consistent blessing in the 18 years of the school."

Kairos Prison Ministry

Kairos San Quentin's staff is financially and administratively prepared to conduct its biannual retreats. However, due to the Covid-19 pandemic, Kairos has not been able to enter San Quentin State Prison with its 45 member team since February 2020. They are planning to conduct a retreat this coming September 2022 and are awaiting conditions and clearance at the prison to allow this activity. Grace Church sends \$1000 annually to support this ministry and that has contributed to the ongoing financial obligations.

Rianda House

A very active senior center in St Helena, it has been active on Zoom since the pandemic started in 2020. Their annual fund raiser also needed to go online, so they were very happy to receive our \$2500 donation to help with their continued expenses.

UpValley Family Centers

UpValley Family Center (which provides support and resources in the community) had a huge uptick of people looking for assistance both due to Covid. People were looking for help with rent assistance and food. GO contributed \$5000 to help them with their efforts.

Bubaare

Rarely has life in our Ugandan sister parish so exactly mirrored all that we have been facing in the US, but Covid was equally challenging in both places. So far, Uganda appears to have avoided the catastrophic pandemic death toll of the US, despite lack of vaccinations, but the disruption to the Grace students' learning has been intense. The university was closed for classes for extended periods of time and this year's graduation was delayed an entire semester.

As always, GO looks for "collateral benefits" in all our endeavors, so I am pleased to report that the Grace Bubaare graduates have formed an Alumni Association and are now sponsoring Bubaare young ladies struggling to pay their high school fees. These women organize this outreach using WhatsApp and work with the retired secondary school headmaster, Twino Buhungiro and his wife Grace.

In 2021, GO GIVE contributed \$4,350 for scholarships. To date, Grace Outreach, parishioners and members of the community have sponsored 71 girls to attend University. Except for those still in school, all have graduated, and two, Alice Grace Tumwesiimire and Felicity Natasha, are graduating in March 2022. In 2021, our GO 2021 scholarship was for Pretty Biryomumeisho. Eight are still attending Bishop Barham University. Of the graduates, we know that: 11 are teachers (two at the university level), 6 work for NGO's, 14 are in business, 1 is a senior midwife, 1 is a journalist and 4 are civil servants.

Clinca Verde

A health clinic in Nicaragua – Grace Outreach was part of the original seed money that started the clinic. To date this clinic has served over 250,000 residents. GO Give provided \$3000 to help pay their primary physician.

Cristosal

Cristosal is a non profit organization formed to advance human rights in Central America. This year, in addition to advocacy work, they were doing relief work for those who were incarcerated on suspicion of having Covid. GO Give sent \$1200 to help with their efforts.

Orphans Ministry

AFRICA – our activities for 2021 continued with our help to the Twinomujuni Orphanage, not far from Grace Church’s longtime sister church in Bubarre, Uganda. In March we contributed \$2,000 to help with high school tuition for orphans leaving the orphanage school, and an additional \$4,000 has just been sent to them in Jan 2022.

In previous years our Orphans’ Ministry was able to offer support to Village Health Works in Kigutu, Burundi, Africa. In May 2021 we gifted \$2,500 to VHW to help with the purchase of a used ambulance.

NICARAGUA – For more than 10 years Grace Church GO has had ongoing mission support in Nicaragua, and our Orphans’ Ministry has supplemented that support. In the village of Empalme de Boaco we continue to support a special needs young man, Byron, with schooling and living expenses. We also provided foodstuffs and cleaning supplies for the poorest of families due to Covid-10. We also purchased some school uniforms and assisted in the cost of eye surgery for a village woman, Lorena. Total contributions to Nicaragua for 2021 was \$2,342.

Peace Cycle

PeaceCYCLE is a start-up small business which aims to educate and employ persons in Haiti, promoting eco-friendly practices, and empowering individuals and families to be self-sufficient. They focus on “upcycling” (a term referring to the process of converting waste materials or useless products into new materials or products of better quality and to create a better environment). Grace Outreach sent \$500 to help with their efforts.

GO Serve

One of the two new branches of GO was limited due to the pandemic and inability to perform in person service projects. We were able to provide two Green Bag collections of food for the St. Helena Food Pantry. We found volunteers for Citizenship tutoring. We provided lunch twice for the Brenkle Court housing project and also sent a crew from Grace to help paint the interiors of the units. We were also instrumental in assisting with the Masquerade Auction, organizing for donations and pick-ups.

At the end of 2021, we had a surplus due to the generosity of our parishioners. The Vestry voted to credit Grace Outreach to equal our \$40,000 annual allotment. We received \$20,561.20.

Communications

Ryan Cagle

Communications Coordinator

communications@grace-episcopal.org

It has been such a great privilege to have joined the staff of Grace Episcopal Church and take on the ministry work of communications during these last seven months. Grace came to me during an immense time of transition in my own personal and professional life, and I am so thankful that I have been able to be a part of helping our community navigate the ever changing landscape of church during this lingering pandemic and all the transitions that have taken place during my time here.

The pandemic has caused so many churches to fold in the face of these necessary changes. I am so encouraged by the ability of the staff and community of Grace to find resurrection and cultivate a sense of deep connection amidst all the death and distance created by this pandemic. There are so many moving parts that have to work together to make church in this season happen. I am thankful for the opportunity to have been able to serve in helping us maintain those connections via the weekly E-News, worship bulletins, social media, video editing, advertising for special services, and website maintenance. I have been able to do all of this along with fostering wonderful relationships with other staff members while being 2,337 miles away in Alabama. This is something that would have seemed nearly impossible just a few years ago.

None of the work I have done would be possible without this deep sense of connection and teamwork that has been cultivated at Grace. I am excited about my future here with this community and am looking forward to the continuing work of facilitating the various aspect of the communications ministry while also beginning to dream with the Holy Spirit, and others about new and exciting ways we can better work to cultivate even more connection and community in a post-pandemic world.

-Ryan

Treasurer

Leslie Moreland

treasurer@grace-episcopal.org

Last year I remarked on the resilience, optimism and sheer faith that carried us through 2020. We reinvented - because we had to - how we manage the finances at Grace and made it through a very difficult year with a modest deficit. In retrospect, I now realize that the quiet time we have all been experiencing for the past 2 years was necessary to get us ready for our future.

Financial Highlights

The highlight of 2021 has been the further organizing of the business side of Grace Church.

- We completed a total reorganization of our staff and have a clear list of duties and responsibilities for our entire staff - employees and lay.
- The automation and coordination of our financial systems allows us to have an accurate look at our financial status with a quick login and more often than not, our bills are getting paid accurately and quickly.
- Our online giving platform has been fully embraced with over 30% of our member gifts made by electronic funds.
- In March we grappled with trying to make sure our insurance was aligned with the risks we are willing to take and the dollars we were able to commit. This led to much needed building appraisals and a reserve study of our capital requirements for the next 10 years.
- We successfully applied for grants to help with the expenses we would accrue with Rev Amy's Sabbatical coming this summer and the final upgrades we would need to keep our church services seamlessly available for both online and in person attendance.
- The discovery of an error in the setup of our clergy payroll led to a refund of FICA taxes in excess of \$25,000 each to both the church and our two clergy.
- With the addition of quarterly meetings of all the Treasurers in our Diocese, we have learned better ways to construct our financial statement. We recently completed this simplification of our expense accounts and rework of our liability accounts to better comply with FASB standards for restricted funds.

With all of these accomplishments, you can see why it is time to get excited about the future at Grace. Our Members have responded to the call for strong financial leadership and the Finance Committee now has five dedicated positions plus 2 Vestry Liaison and 2 General Membership Liaison. The dedicated roles are Risk Management - Ken Moll; Financial Secretary - Diana Dean; Endowment Liaison - Open; GO Treasurer - Natalie Klug; and Investment Manager Liaison - David Moreland. The Vestry and General Membership Liaisons have not been named.

This is probably a good time to ask all of our members here today to consider the importance of Lay Leadership to Grace Church. This is our church and she is poised to flourish and it will take all of us to drive the momentum. We will need a new Treasurer next January 2023 when my term expires. Rev Amy, the staff and I have been doing everything we can to make serving on finance an easy and enjoyable experience. Please consider if this is an area where you might offer your gift of time to Grace Church.

Grace Episcopal Church

Statement of Activity Comparison

January - December 2021

	TOTAL		
	JAN - DEC 2021	JAN - DEC 2020 (PP)	CHANGE
Revenue			
A Pledge and Plate	514,250.40	555,793.86	-41,543.46
B Investment Income	1,829.92	17.49	1,812.43
C Rentals and Facilities Usage Income	35,115.00	8,480.01	26,634.99
D Fundraising Events	18,834.00	6,928.36	11,905.64
E Grants	165,525.95	95,619.08	69,906.87
F Other Operating Income	-930.75	20,188.77	-21,119.52
Total Revenue	\$734,624.52	\$687,027.57	\$47,596.95
Cost of Goods Sold			
L COGS Fundraising	8,092.91		8,092.91
Total Cost of Goods Sold	\$8,092.91	\$0.00	\$8,092.91
GROSS PROFIT	\$726,531.61	\$687,027.57	\$39,504.04
Expenditures			
10000 CHRISTIAN EDUC. & FORMATION	2,005.35	27,352.94	-25,347.59
10200 YOUTH MINISTRY	25,382.75	26,382.36	-999.61
5000 PHYSICAL PLANT	130,342.78	104,305.60	26,037.18
6000 ADMINISTRATION	103,098.24	107,947.57	-4,849.33
6500 TRANSFERS	136,858.00	105,624.00	31,234.00
7000 CLERGY	232,005.00	256,235.84	-24,230.84
8000 CONGREGATIONAL GROWTH	21,022.72	30,860.34	-9,837.62
9000 WORSHIP	38,350.39	44,354.62	-6,004.23
Total Expenditures	\$688,065.23	\$703,063.27	\$ -13,998.04
NET OPERATING REVENUE	\$37,466.38	\$ -16,035.70	\$53,502.08
Other Revenue			
Credit Card Cash Back Rewards	3,880.22		3,880.22
Other Income	63,400.00		63,400.00
Outreach Revenue	70,668.19		70,668.19
Total Other Revenue	\$137,948.41	\$0.00	\$137,948.41
Other Expenditures			
66900 *Reconciliation Discrepancies		-2,291.26	2,291.26
i. Outreach Expenditures	70,668.19		70,668.19
Reconciliation Discrepancies-1	-0.01		-0.01
Total Other Expenditures	\$70,668.18	\$ -2,291.26	\$72,959.44
NET OTHER REVENUE	\$67,280.23	\$2,291.26	\$64,988.97
NET REVENUE	\$104,746.61	\$ -13,744.44	\$118,491.05

The income statements for the year ending 12/31/2021 are complete. We ended the year with a generous surplus due to some significant gains in revenue: the forgiveness of our PPP loan (+\$66.4k), the return of a growing stream of rental income, and another large increase in grant income. So many people in our community have been stretched financially in 2021. Yet we received \$510,382 from 92 pledging families as well as some generous designated gifts to Memorial Garden: \$ 10,375, Pearson Fund: \$16,300, Rector's Discretionary Fund: \$6,520, and Outreach: \$6,900.

As to expenses, the costs of maintaining our physical plant increased as we resumed usage of our buildings (utilities) and began to work on much needed repairs and deferred maintenance. The financials show a significant savings in Clergy expenses as a result of the refund of church overpayments (\$26k) to FICA in prior years. A new category of expense was added to Other

Expenditures to provide detail about the Outreach funds we distribute each year which were obscured in transactions showing only on the Balance Sheet.

Grace Episcopal Church
Statement of Financial Position Comparison
As of December 31, 2021

	TOTAL		
	AS OF DEC 31, 2021	AS OF DEC 31, 2020 (PP)	CHANGE
ASSETS			
Current Assets			
Bank Accounts	\$125,000.00	\$189,084.53	\$ -64,084.53
Accounts Receivable	\$28,805.00	\$37,160.10	\$ -8,355.10
Other Current Assets	\$3,989.50	\$3,667.83	\$321.67
Total Current Assets	\$157,794.50	\$229,912.46	\$ -72,117.96
Fixed Assets	\$10,919,748.00	\$10,919,748.00	\$0.00
Other Assets	\$1,530,097.96	\$1,141,720.85	\$388,377.11
TOTAL ASSETS	\$12,607,640.46	\$12,291,381.31	\$316,259.15
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	\$27,786.10	\$12,113.99	\$15,672.11
Other Current Liabilities	\$124,181.95	\$158,131.53	\$ -33,949.58
Total Current Liabilities	\$151,968.05	\$170,245.52	\$ -18,277.47
Total Liabilities	\$151,968.05	\$170,245.52	\$ -18,277.47
Equity			
3000 Temporarily Restricted Funds for Ministries	145,054.21	124,296.55	20,757.66
3100 Permanently Restricted Funds for Sustaining Grace	648,423.84	532,921.86	115,501.98
3200 Unrestricted Funds for Operating	742,446.36	544,169.33	198,277.03
3300 Fixed Assets Fund	10,919,748.00	10,919,748.00	0.00
Retained Earnings	-104,746.61	13,744.49	-118,491.10
Net Revenue	104,746.61	-13,744.44	118,491.05
Total Equity	\$12,455,672.41	\$12,121,135.79	\$334,536.62
TOTAL LIABILITIES AND EQUITY	\$12,607,640.46	\$12,291,381.31	\$316,259.15

At the end of 2021 Grace Church's assets have grown to \$12.6 million. The most significant impact on our financial position was the superior performance of our investment portfolios again in 2021. The value at year end of the Restricted Funds for Sustaining Grace has grown to \$648,424 to provide a great foundation for future plans to grow the legacy. The Reserve Funds (sunshine funds) at year end totaled \$742,446, or stated another way, covering 90% of our 2022 budgeted needs.

On the liability side of the ledger, our PPP loan for \$63.4k was forgiven. It allowed us to keep the church going, with full staff ,and pay our bills when the income stopped in 2020. The forgiveness is obscured on the Balance Sheet due to the addition of Grant Funds received to help with Sabbatical expenses and Technology upgrades.

**Grace Episcopal Church
2022 Proposed Budget**

Operating Expenses	
Compensation	
Clergy	179,520
Lay	265,572
Total Compensation	445,092
Facilities	137,500
Administration	45,144
Programs	
Christian Education	12,350
Congregational Growth	6,804
Worship	13,384
Total Programs	32,538
Total Operating Expenses	660,274
Transfer to Outreach	40,000
Apportionment	124,511
Total Expenses	824,785

The 2022 budget increased to \$825k, up from the 2021 budget of \$638k and 2020 of \$772k. Sources of non-giving income (grants, fundraising events and rentals) have been identified for \$242k. The annual stewardship campaign is now in progress with a stated goal to identify commitments for the funds needed to support this budget.

After much discussion and prayer, the Finance Committee and Vestry supported this budget and acceptance of a potential deficit in favor of the concept of Congregational Development for Grace Church that this budget is designed to accomplish and the potential need for Reserve Funds to cover the gap. However, the Finance Committee feels that without a clear program in place to make Grace Church fully known in the community – both local and online - as ***the place to go for worship and support***, it is a waste of our reserves.

The Rector and Senior Warden, in consultation with lay and salaried staff, see 2022 as a year for Grace to take advantage of the opportunities to:

- To complete deferred and planned maintenance on our now 20-year-old facility
- To keep operations and spiritual services consistent without an assistant rector during our rector's four-month sabbatical.
- Consolidate our administration
- Experience diversity and strength in spiritual leadership, doing the work of renewal and discernment
- Prepare for the 2023 public launch of our Sustaining Grace Anniversary initiative in preparation for the December 2025 sesquicentennial.



Things to Look Forward to at Grace in 2022!

Our congregational theme for 2022 is “Reconnect and Renew.” How are you called to reconnect this year-- with God, with your faith community, your loved ones, your core purpose, your self? What would renew you in body, mind, and spirit? How can we participate with God’s Spirit in the renewing of the church and the world?

Here are some things to look forward to this year as we “Reconnect and Renew in 2022!”

- **More food and fellowship.** We miss breaking bread together, in the same space. Leaders are watching case numbers and looking for creative ways to give the community opportunities to come together over food in the coming months: Shrove Tuesday pancakes, Lenten Soup Suppers, and the youth group’s St. Patrick’s Day “Have a Heart” fundraiser. Stay tuned!
- More opportunities for fellowship and connection with your **Grace Neighborhood Care Group**. If you’re not sure who your neighborhood shepherd is, have moved, or are new to the area contact Lin Weber (shepherdcoordinator@grace-episcopal.org)! We even have an “extra-geographical group” for those who live outside of the Napa Valley.
- A renewed emphasis on **Small Groups** -- both support for our long-standing existing small groups, and new groups to join, include short term and special focus small groups. If you’re interested in helping lead this effort, please let us know by contacting the church office!
- A **Spring Work Day** to show our campus some love, complete with Grant’s wonderful lunch. Lots of other service opportunities! If you’d like to find a place to give of your time and talent at Grace, short or long-term, in person or virtual, please reach out to Erika Mueller, erika@grace-episcopal.org
- “**Grace Space**” is set to return with more recorded class offerings from our talented community. Cooking? Painting? Health? We’ve got you covered. All proceeds from these

sliding-scale offerings go to outreach. For more info or to offer a class reach out to GO chair Kerry Brackett, kbc7964@gmail.com.

- **Fall FUNdraiser**-- Look for a fabulous Grace FUNdraiser this fall, complete with food, music, silent auction, and entertainment! If you'd like to join the team (we have a lot of fun doing it!) contact Sustaining Grace Director Diana Deen, sustaininggrace@grace-episcopal.org.
- **Lent Drop-In Hours**-- Rev. Amy will be holding drop-in office hours on the labyrinth during Lent, Tuesdays from 4-5PM, beginning Tuesday, March 8. Stop by and reconnect! If you'd like to make an appointment, virtual or in-person, at another time, email her at revamy@grace-episcopal.org.
- **More consistent preaching**--We heard you. You want a consistent voice in the pulpit. Rev. Amy will be preaching most Sundays until her sabbatical (May 15-September 15).
- **Terrific Sabbatical Supply**-- We are seeking an experienced, engaging, and strong preacher to fill in as the Priest-in-Charge during Rev. Amy's sabbatical. Rather than utilizing various supply clergy, this will provide the stability and continuity our congregation needs as we continue to "reconnect and renew." We look forward to announcing who the sabbatical clergy will be soon!
- **Spiritual Depth** is one of the vestry foci for 2022, and the principal way we renew our faith. Lenten programming, meditation opportunities, (re)New class during Eastertide, and more throughout the summer and fall will provide a diversity of ways to engage and deepen your spiritual life.
- **Increased Communication**--Communication Coordinator Ryan Cagle has done a great job building out our weekly e-news, new webpage, and social media. Ryan will be convening a Communications team to help brainstorm and execute the best ways to reconnect with Grace parishioners and our wider community. To participate or with ideas, email him at communications@grace-episcopal.org
- **Continued Commitment to Online Church**--"Virtual Church" has made Grace more accessible not only during pandemic and disasters, but to many who cannot attend church in person or be there all the time, as well as to visitors and newcomers who would like to get to know us before they come in person. We even have "virtual members" from outside the area! In addition to worship, hybrid and virtual formation and meetings have increased efficiency and accessibility. We are committed to continuing to be a hybrid (both online and in-person) church!

Appendix I: Agreements for Communication in Community

These Agreements for Communication in Community were adopted by the vestry in 2019 and we have found them to be more important than ever during the time of “social distancing.” Bishop Mary Gray-Reeves even turned them into a litany for us to pray at the recent vestry Mutual Ministry Review! We commend them to all Grace members and ministries: this is how we want to show up for one another in community.

Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God. 1 John 4:7

- 1. Assume the best about other people.**
- 2. Start from an appreciative mindset.**
- 3. Listen with your whole self.**
- 4. Confidentiality means not telling someone else’s story.**
- 5. Value differences of opinion.**
- 6. Respect the other’s dignity.**
- 7. Talk to people not about people.**
- 8. Leave conviction to the Spirit.**
- 9. Use email wisely.**
- 10. In group settings, contribute proportionally.**
- 11. To accomplish something together, everyone’s contribution is needed.**
- 12. Community means with unity.**

By which we mean...

- 1. Assume the best about other people.** It is very difficult to interpret others’ inner thoughts, feelings, intentions, or motivations. When matters are unclear, ask questions before drawing conclusions about others’ actions or motivations. Check out your assumptions before you act on them. Give people the benefit of the doubt.
- 2. Start from an appreciative mindset -- “What is right and good here? How can we build on that?”** What we focus on, we feed, and what we feed, grows. By focusing on the positive, we identify and build on strengths. Sometimes we do need to address the negative, but by doing it in an appreciative way (also lifting up what is positive) we can avoid excessive attention to the negative which will actually exacerbate the negative attitudes, behaviors, and situations we are trying to improve.
- 3. Listen with your whole self.** When you are listening to another person share their thoughts, feelings, opinion, or experiences, suspend your own—to the extent possible, push ‘pause’ on your thought stream. Do not formulate your reactions or what you will say next. Look at them, make eye contact, lean slightly forward with an open body posture. If you cannot do these things tell them why so they don’t misinterpret your cues. Let them know you are listening by re-stating what you think you heard (reflective listening). Ask questions to clarify and draw out the other’s thoughts and motivation. After you listen, take some time to

ponder your feelings and thoughts before you respond/react.

4. **Confidentiality means not telling someone else's story.** You are welcome to share your thoughts, feelings, and experiences, but not someone else's. If sharing your thoughts/feelings/experiences requires telling a part of someone else's story, you need their permission to do that. A good guiding question is: Would I talk about this in this way if that person were present?
5. **Value differences of opinion.** Low-level, constructive conflict is generative. When someone has a different thought, opinion, or approach, engage it with curiosity, rather than defensiveness. Projects and ideas that incorporate a variety of viewpoints are much stronger than those born of one brain. Fully living into these agreements will help create space for viewpoints that are less frequently incorporated into many conversations.
6. **Respect the other's dignity.** Having a different experience, idea or opinion does not make the other a bad person. Be careful when you frame your arguments so that they are about ideas, not about the others' humanity. When disagreements become personal, conflict becomes damaging. If we are able to keep in mind that each person has dignity, and is a beloved child of God, when we disagree, our disagreements can remain about the issues at hand, and become a generative way to move forward.
7. **Talk to people, not about people.** If you have a problem with someone, go to them directly and privately. If someone comes to you with a problem with someone else, encourage them to go to that person directly and privately. If they consistently will not go to the other person, say, "Let's go see them together. I'm sure they will see us about this." If you don't feel comfortable going to the other person, especially when there is a real or perceived power differential between the two of you, ask someone else to accompany you.
8. **Leave conviction to the Holy Spirit.** State your beliefs and share your thoughts, feelings, and experience with assurance and ownership—that's what "I" statements are for ("I think/feel/believe/experience...") It's not your job to change someone else's mind... to quote +Greg Rickel, *"Leave conviction to the Holy Spirit... She does it better anyway!"*
9. **Use email wisely.** Email is great for communicating facts, challenging for communicating opinions, and deadly for communicating negative emotional content. Never email when you are upset. Try to hash out opinions and ideas, especially where they may differ, in person, over video call, or audio call (in that order of preference). Discuss difficult emotional content and check your assumptions about others' inner thoughts, feelings, or motivations preferably in person, if necessary over video or audio call. We humans pick up all kinds of clues from the energy and pheromones others exude, from their body language, and tone of voice. These are the primary ways that we communicate, far more important than the words we say. Email communicates only words and leaves space for gross misinterpretation.

10. **In group settings, contribute proportionally.** Calculate the amount of time for a given discussion/conversation/questions or responses to a presentation. Divide it by the number of people in the room. If you are talking more than that amount of time, you are using someone else's airtime. Prepare and try to get simple questions answered before or after the meeting. If you are the kind of person who usually jumps in and talks a lot, try holding back. If you are the kind of person who normally sits quietly and keeps your thoughts to yourself, challenge yourself to contribute early in the conversation. If you have already spoken once in a group conversation, try inviting someone else to contribute before you share a second time. Cultural and power differentials play into who gets "airtime" in a meeting—watch and correct for this. Discussions are much richer when all voices are heard; meetings more life-giving when not dominated by a few voices.
11. **To accomplish something together, everyone's contribution is needed.** Make commitments to our common life and work that you can keep, then keep those commitments in the time frame agreed upon. When you realize that you can't keep commitments, communicate! Re-negotiation of commitments strengthens community; not following through without communication weakens it. People will contribute differently based on their gifts, skills, and other commitments; in a strong community, everyone's gifts are engaged, and everyone has "skin in the game."
12. **Community means with unity.** We come to life in community with a rich and vast diversity of personal experiences, inclinations, beliefs, preferences, talents, and communications styles (that list could go on!) This diversity is our strength—but only if we value and use it to bring us together. We are all on the same team. Each person is a unique and unrepeatable miracle—the image of God. We can honor that image in ourselves and one another if we approach communication with love, humor, gratitude, forgiveness and grace. Sometimes being right is less important than being in relationship.

Sources (and for further study): Appreciative Inquiry, Dynamic Dialogue, Family Systems Theory, Bishop Greg Rickel's 10 Rules for Respect, Kaleidoscope Institute Respectful Communication Guidelines, and Life in Community!

Appendix II: Vestry Covenant

The vestry adopted this covenant in 2018 and each year's vestry subsequently ratifies it: this is how we understand our job as leaders and live into it.

Grace Episcopal Vestry Covenant

We, the members of the Vestry of Grace Episcopal Church of Saint Helena, are committed to using our time, energy, and skills to be effective and transparent leaders for our church and our community in order to do the work required to guide our congregation toward the future God has for us. To that end, together we covenant to live by the following principles.

- **Spiritual Leadership**
- **Good Communication**
- **Mutual Accountability**
- **Growth and Learning**

Spiritual Leadership

- **Grow** toward becoming spiritual leaders of the church through a commitment to our Christian faith journey and the presence of Jesus in Word and Sacrament.
- **Keep** Christ at the center of all we do.
- **Maintain** our individual (daily) and collective (monthly) spiritual practice of Ignatian Examen and at least 5 minutes of silent centering prayer.

Good Communication

Build relationships in our church community by:

- carefully and consistently **listening** to our congregation, staff, each other, and the wider community
- **providing** encouragement and support when called for
- **responding** thoughtfully to the needs of all we serve
- taking responsibility for our actions
- **Being available and open-minded** toward all parishioners in order to **enhance** the partnership between the vestry and the congregation, to **improve** communication, understanding, and relationships.
- **Uphold and strive** toward the Agreements for Communication in Community.

Mutual Accountability

- **Fulfill** our obligations as set forth in the Constitution and Canons of The Episcopal Church, the Episcopal Diocese of Northern California, and the Grace Episcopal Church By-Laws.
- **Maintain** our status individually as confirmed, active members in good standing.
- **Comply** with and uphold all policies and procedures approved by the Vestry (e.g. Safeguarding requirements, anti-racism training, and alcohol policy.)

- **Be present and prepared** for meetings of the vestry and **follow through** on commitments made in the course of our vestry work.

Growth and Learning

- **Set aside** time for formation at each meeting.
- **Seek out and share** learning that will help each of us be the involved, forward thinking leaders that Grace Church and our many communities need to continue to thrive in the spirit of faith, hope, love, gratitude, and forgiveness that we hold dear.
- **Make decisions** based on prayer and the best information we have available at the time, **in the best interest of Grace Episcopal Church and the future we believe God is calling us toward.**
- **Actively move our congregation forward toward our 3 strategic goals for 2019-2021: *To Grow, To Be Good Stewards, and To Give Back.***

Appendix III: Canons Regarding Eligibility to Vote at an Annual Meeting and to Serve on Vestry or as A Diocesan Convention Delegate

Eligibility to Vote at the Annual Meeting and to Serve as Diocesan Convention Delegate

All confirmed communicants in good standing of the Church, 18 years of age or over, who have been enrolled on the Parish Register for six months immediately preceding any parish meeting, and have communicated in the parish during the year preceding, shall be legal voters of the parish. GC Bylaws Article IX Section 4.

Grace Church's Full Bylaws

At any meeting of the Parish qualified voters shall be those persons of legal age who, at the time of such 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 and shall have been for six months entered or entitled to be entered upon the books of the Treasurer of the Parish. EDNC Canon 36.3

Full Constitution and Canons of The Episcopal Diocese of Northern California

Eligibility of Candidates for Vestry

Confirmed lay communicants in good standing whose names are enrolled in the register of the parish and who are regular in their attendance at services and make stated contributions of record to its support. Must be eligible to vote at a Parish Meeting. –GC Bylaws

Article III Section I -- Episcopal Church Canons define “communicants in good standing” as persons who “for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God.”

Full Constitution and Canons of The Episcopal Church

Appendix IV: Minutes of the 2021 Annual Meeting

GRACE EPISCOPAL CHURCH Minutes of the Annual Meeting January 31, 2021

Grace Episcopal Church in St. Helena, California held its Annual Meeting over Zoom on Sunday, January 31st, 2021. Due to the COVID-19 pandemic, both the Morning Prayer service- which began at 9:00am- and the Annual Meeting itself were conducted solely on the Zoom platform. The special circumstances dictated that the polls officially closed before Morning Prayer began, and the Annual Meeting convened after announcements at 10am.

The Rector, Rev. Amy Denney Zuniga, delivered her annual report in combination with her sermon. She offered stirring comfort in this time of pandemic, and Intercessor Karla Jensen offered up a Litany of Intention to Respect One Another's Dignity as We Labor Together during the Prayers of the People.

The business portion of the meeting opened with Rev. Amy welcoming the new staff members at Grace: Mary Davenport Davis as the Temporary Communications Coordinator, Calum Scott as OBS Manager, and Sarah Niedhofer as the Temporary Office Manager through a pre-recorded video where they each said a few words.

She then thanked the continuing vestry members for their service, aided by Jacob Zuniga wielding a balloon decorated sign declaring "HUGE THANKS" behind her: Susan Calkin, Karla Jensen, Ken Moll, Jennifer Mulhner, Cary Collins, Diana Deen, Michael Moffet, and Sara Rowan.

Rev. Amy then began bidding goodbye to the outgoing members of the vestry: David Doshier, Treasurer John Muhlnher, Clerk Lois Day, Co-Senior Wardens Jennifer King and Joan Heller, and Grant Showley, Junior Warden. John Muhlnher and Joan Heller both said a few words.

Grace Outreach delivered their report, then Rev. Amy began to introduce the vestry class of 2024: Jamie Philipps, Kyndra Miller, and Ted von Pohle. Each appeared on screen and briefly introduced themselves. The incoming vestry officers were then introduced and similarly said a few words to the broadcast: Junior Warden Bob Cantrall, Hyacinth Iversen, Clerk, Leslie Moreland, Treasurer, and Senior Warden Sara Rowan.

The vestry (incoming, outgoing, and continuing members) and Rev. Amy proceeded to hold a Zoom dance party before the Annual Meeting went to break at 10:50.

The Meeting reconvened at 11:30, beginning with a slideshow with photographs of the last year and Rev. Amy opening in prayer. Forty-seven members of the parish participated in voting over the Zoom platform.

The first order of business was to approve the special rules the Episcopal Church declared for voting over telecast. The motion was approved by acclamation. Next, the minutes from the 2020 Annual Meeting were approved, again by acclamation. Vestry nominees Jamie Philipps, Kyndra Miller, and Ted von Pohle were elected by acclamation. Diocesan Convention Delegate Nominees Myles Clark, Katherine Frederick, Michael Roche, Judy Cummings, Erika Mueller, Diana Deen, and Matthias Mueller were also elected by acclamation.

Reports and Presentations:

Rev. Anne Clark and Erika Mueller, Youth Director, played a video of their report for Children, Youth, and Families, where youth group members joined in!

Kerry Brackett, the chair of the Grace Outreach Standing Committee, gave a slideshow of Grace Outreach's work throughout the last year, emphasizing the work GO has been able to do in the midst of a global pandemic and natural disasters. She especially thanked Daphne Steele for helming the Adopt-a-Family Program and Grant Showley for pioneering the Napa Valley New Deal this year. Treasurer Leslie Moreland meticulously reviewed the 2020 finances, thanked Silicon Valley tech companies like Google and Zoom for making administrative work possible during COVID-19, and presented the 2021 budget. She is also the only report that occurred after the 40 minute break.

Written reports encompassing both 2020 activities and 2021 plans are included in the Annual Report and are filed with the minutes of the Annual Meeting.

The business portion concluded at noon, but Rev. Amy asked the members to stay on and attend Zoom breakout rooms in order to discuss the challenges and gifts of 2020 as a church community. The group reconvened all together in the main Zoom meeting at 12:15pm, and several shared about their discussions.

Reverend Amy instructed everyone to unmute their mics, and the congregation prayed the Lord's Prayer together in closing.

After the Annual Meeting had adjourned at 12:30pm, the members of the vestry stayed on the Zoom call to officially approve the Officers of the Vestry:

Senior Warden Sara Rowan
Junior Warden Bob Cantrall
Leslie Moreland, Treasurer
Hyacinth Iversen, Clerk

All business was concluded by 12:35pm.

Hyacinth Iversen (they/them/theirs)
Clerk of the Vestry

Appendix V: Supplemental Special Rules of Order for Virtual Attendance at Annual Meeting of Grace Episcopal Church, St. Helena, California For Adoption at commencement of the 2021 Virtual Annual Meeting.

Date of 2022 Annual Meeting: February 13, 2022

Grace Episcopal Church, St. Helena, California

Supplemental Special Rules of Order for Virtual Attendance at Annual Meeting

January 2022

I. Preamble

1. Supersede Regular Rules. These Supplemental Special Rules of Order for Virtual Attendance at Annual Meeting (hereinafter, "these Rules") shall supersede the regular By-Laws regarding the holding of annual meetings of the parish, and to the extent they are in conflict with the regular By-laws, these Rules shall prevail.
2. Purpose. The purpose of these Rules is to facilitate the calling and annual meeting of the parish in February 2022 during the ongoing Covid-19 Pandemic, since health risks preclude many members from attending a face-to-face physical meeting of the parish.
3. Interpretation of Certain Constitutional and Canonical Terms. For purposes of annual meetings governed by these Rules, these terms shall have the following interpretation:
"Annual Meeting": The meeting of clergy and laity of Grace Episcopal Church, St. Helena, conducted wholly or in part via remote electronic participation by its members.
"seat": The ability to participate in the annual meeting via electronic connection
"voice": The right to make oral statements during the annual meeting
"vote": The right to cast an oral voice or electronic poll_vote or file an electronic ballot during the annual meeting.

II. Connection Information

1. The meeting will be held via zoom. This will be announced on the two Sundays prior to the Sunday Annual Meeting. The Administrative Manager, acting for the Clerk, will send the registration link and password to every member of the parish who has provided an email address.

III. Opening of Meeting and Quorum

1. Login Time. The Clerk shall schedule the Zoom meeting to begin at least 10 minutes before the start of the meeting.
2. Signing in and out. Members shall identify themselves as required to sign in to the Internet meeting service (Zoom), and shall maintain Internet and audio access throughout the meeting whenever present, but shall sign out upon any departure before adjournment.
3. Quorum. Consistent with the Bylaws and Canon 36.3.2, those present at the zoom meeting shall constitute a quorum for the transaction of business of the parish.
4. Separate Devices. In order to have a vote, each member should log on to an individual different device.

IV. Conduct of Meeting

1. Technical requirements and malfunctions. Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
2. Forced disconnections. The Rector may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The Rector's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.
3. Assignment of the floor. To seek recognition by the Rector, a member shall use the Zoom "raise hand" request and await recognition. Once the pending action is completed, the Rector shall clear the online queue.
4. Interrupting a member. A member who intends to make a motion or request that under the rules may interrupt a speaker shall use the Zoom Chat feature for so indicating, and shall thereafter wait a reasonable time for the Rector's instructions before attempting to interrupt the speaker by voice.
5. Motions. Because the annual meeting will be held via zoom, Motions will not be considered. The purpose of the annual meeting will be to receive reports by title, hear the Treasurer's Report and respond to questions re the same, and vote for vestry and convention delegates and alternates.

V. Floor Nominations and Voting

1. Nominations from the Floor. Any persons who have not been nominated in advance of the annual meeting may self-nominate or be nominated by others, by use of the Chat feature. Anyone so nominated shall confirm their willingness to serve.
2. Voting. Votes not requiring ballots may be taken by the Zoom polling feature. Other votes, including balloting for elections, shall be taken by the anonymous voting feature of the Internet voting service (see Appendix), using members' assigned Voter ID code. Results of votes may be reported to the Rector by the Chair of the Balloting Committee (see Appendix) or the Clerk.

Appendix

To be set up ahead of meeting:

A Ballot Committee to be called by the Rector. The Ballot Committee will determine the online election platform to use. (Zoom has been selected; no balloting committee needed in 2022).

- Election Runner <http://electionrunner.com>
- Google Forms
- Zoom (requires each person to be on their own device to vote)