

St. Francis of Assisi Episcopal Church



Annual Meeting

January 24, 2021

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2020 Annual Meeting
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- 1) Annual meeting call to order – Rev. Brendan Barnicle
 - a) Opening Prayer
- 2) Presentation of 2019 Annual Report
 - a) Rector's Report: Fr. Brendan
 - b) Planned Giving: - Richard Martens
- 3) Financial Reports – Doug Horton
 - a) 2020 Financial Review
 - b) 2021 Budget
- 4) Recognition of retiring Vestry members
- 5) Presentation and election of 2021 Vestry candidates
- 6) Presentation and election of Diocesan Delegates
- 7) Good of the Order
- 8) Closing Prayer
- 9) Adjournment

BIOS FOR THOSE NOMINATED FOR VESTRY

These three individuals have been asked and are willing to serve on the Vestry.

BRIAN FITZGERALD

Born in Oregon City in 1977. Graduated from West Linn High School in 1996. Moved to Eugene and graduated with honors in Religious Studies from the University of Oregon. I then attended Andover Newton Theological School (now affiliated with Yale Divinity School) and studied for an M.Div for one year. I then dabbled in populism by enlisting in the Army and serving as Cavalry Scout from 2001-09. My goal was to do a brief stint, then attend law school and enter electoral politics. Unfortunately, I suffered injuries on an overseas deployment in Iraq and was medically retired. Since 2009 I have served in various volunteer positions, from food banks to homeless shelters.

My passions include reading (history, religion, and politics), writing, spoiling my dogs, hiking, and trying to discover the meaning of life (still trying to figure that one out:)

KELLY McGUFFIE

Kelly writes about walking the pilgrimage of life. She feels closest to the divine when she is outside and once hiked 729 kilometers across Spain.

Read more of her work at kelly.substack.com or on Instagram at @kelly_mcguffie.

She has also worked as an elementary and middle school teacher for the last five years. She lives in Newberg with her husband, Adam, and their two children, Declan and Maeve.

MARY STEWART

Mary Stewart joined St. Francis of Assisi church some 13 years ago and is grateful for the friends and many other blessings she has received as a member. She retired from her academic career in December 2019. She served as a tenured associate professor for Oregon State University in the late 70s through mid-80s and returned to the OSU faculty as a communications and marketing specialist, administrator, and agriculture business development and marketing lead for the 10 years preceding retirement.

From the mid-80s, she spent a decade at National 4-H Council in Washington D.C. helping the world's largest youth organization do great things for kids and adults in her role as national director of sales and marketing.

While serving as CEO of Agribusiness Council of Oregon in the mid-90s to 2006, her interest in agritourism was sparked when it became apparent that agritourism was a farm diversification practice that may enable family farms of all sizes to stay viable.

After starting her own consulting firm, MARStewart Group, Mary went on to develop agritourism inventories, master plans, action plans and rural tourism studies for several county tourism and planning departments and for the U.S. Department of Agriculture's Natural Resources and Conservation Service. She founded a series of farm "trails" known as Oregon Farm Loop, with the most recent addition of the Marion Farm Loop launched in 2017.

Nationally, she remains an active member of an academic workgroup seeking to further the understanding of the conceptual framework of agritourism, and best practices in agritourism.

Mary enjoys travel adventures, gardening, and gourmet cooking with her husband of 42 years, Mark, and time spent with daughters Christina and Brittany, sons-in-law Brian and Blair, and granddaughters Beatrice and Hayes.

Delegates to Diocesan Convention

These four individuals have been asked and are willing to serve as delegates.

TIFFANIE CLIFFORD

SUSY MERKARSKI

CINDY RUSSELL

MARY STEWART

DOUG HORTON, ALTERNATE

RECTOR'S REPORT

"The word of the LORD came to Jonah a second time, saying, "Get up, go to Nineveh, that great city, and proclaim to it the message that I tell you." So Jonah set out and went to Nineveh, according to the word of the LORD." Jonah 3:1

Dear Friends in Christ,

God called Jonah to warn the people of Nineveh of all the ways that they had fallen away from God. However, Jonah had no interest in being a prophet, and Jonah ran the other way. As a result, Jonah ended up in the belly of a whale. When he was finally free of the whale, Jonah reluctantly shared God's Word, and he saved the city of Nineveh.

For almost a year now, it has seemed like we have been living in the belly of the whale...a very large whale that allows for lots of social distancing. This year, as we start on 2021, we are still facing many challenges, and it often feels like we are walking in the dark, like Jonah. Rest assured that God is with us.

God has been with us in the past year, albeit in ways that we never expected. God was with us as we moved our worship online. God was with us as we completed our new organ. God was with us as we shared over \$30,000 with people in our community in need. God was with us as we welcomed new members to St. Francis. God was with us last year, and God will continue to be with us this year.

I look forward to continuing to work together to make our way through the darkness. When it is dark, it is hard to see very far ahead, and it is hard to make bold predictions for 2021. Yet, it is much safer to walk together in the dark than to walk alone. Together, we will continue to praise and worship God. Together, we will continue to love and support our neighbors. Together, we will continue to share the Good News of Christ. Together, we will know Christ, worship Christ, and serve Christ.

Thank you all for your support during 2020. I have been your rector longer under the pandemic than before the pandemic. I look forward to when we can all gather again, and I am confident that the day will come. I celebrate the graces that God has shared with us this year, and I look forward to many more years of ministry together.

In the name of Christ,

*Fr. Brendan,
Rector*

SENIOR WARDEN REPORT

Dear St. Francis Family,

Thank you for your grace and flexibility during these times,

Thank you for your endless kindness and support,

Thank you for all that you do each and every day to make St. Francis a loving and caring community!

With all its new challenges and events, 2020 has been a year where we have grown and embraced opportunities towards moving forward in a positive way.

This past year we added new dimensions to our worship with our video ministry; we have identified innovative ways to provide for the Holiday meals and nourishment to many families; we have embraced video conferencing as a way to meet; we have increased our number of pledges, stewardship, and ended the year in a budget surplus. United and in partnership, we became stronger and resilient!

At every moment of every day, we have choices to make as to how we move forward. Thus, keeping Jesus' words at our center, "A new commandment I give to you: love one another. As I have loved you, so you must love one another." John 13:34, we can embrace this new year and continue to move united towards hope, light, and joy.

In closing, I would like to offer much gratitude for all our members, our various ministries, and our Vestry members.

Susy Mekarski

JUNIOR WARDEN REPORT

Due to COVID we have tried to be extra careful concerning our spending, but intent on maintaining our beautiful buildings.

We had LVT flooring installed in Wisdom House which has greatly improved the appearance and usefulness of the building and eliminated existing problems with the floors. The floor in the Parish Hall was coated which will keep the floor in good condition for another 5 to 7 years.

We had improved lighting installed at the entrance to the church and in the hall by the offices. We also had installed new lighting on the walkway up to the parking lot.

We now have Comcast Business phones and Internet service.

New Smart Thermostats were installed by PGE free of charge, with the exception of Wisdom House due to an older system in that building.

The roofs were cleaned by Bliss Roofing who we now have a yearly contract with.

The gutters were cleaned by Jose.

Tom Over and Jim Atwell did some work on the walkways in the East Memorial Garden to help with some tripping and cracking issues.

We gave serious consideration to having work done on the walkways at the front of the church to eliminate tripping hazards and other problems. We concluded that this should be major project instead of several small repairs and therefore have decided that this will be addressed either in the spring or summer of 2021. In order to deal with the issue at the top of the walkway, we decided to install three attractive pots to block access where mud has accumulated and caused several people to fall or slip. This area will be redesigned for better drainage and access when the major project is undertaken.

Betsy Yacob

DIRECTOR OF MUSIC REPORT

Music is one of the most visible ministries we have at St. Francis. Our musicians are dedicated to their art and to their role as musical leaders in our worship community. Their ministry serves two important functions: providing leadership and assistance to the congregation as we sing our hymns, psalms, and other music; and to sing or play choral and instrumental music, not only as a musical performance, but as an act of worship on behalf of the congregation. Our music ensembles operate seasonally beginning in September and continuing into early June. Participation in our music ensembles is open to all interested persons. If you are interested in joining one of our ensembles, please speak to Jon Holland.

The year 2020 presented many challenges to the music program. For the St. Francis Choir the year began as it normally does with the choir providing one or two anthems for the 10:30 am service. This past winter they were also preparing a choral setting of The Passion of Our Lord Jesus Christ According to John by Christopher Walker to be sung during Holy Week. The arrival of the COVID pandemic changed all of our plans. In-person worship ceased for a time, and when it finally resumed, congregational and choral singing was prohibited. To provide a continuing musical outlet for choir members, we engaged in recording a number of musical pieces remotely which John Hoffmann then edited to create several music videos which are available online. This fall the choir met in small groups to rehearse music for an online Service of Lessons and Carols. We look forward to the time when the choir can once again gather regularly for rehearsals and singing in our worship services.

Those who have participated in the St. Francis Choir during the past year include: Pat Auxier, Barbara Bridge, Marcia Burdon, Joyce Campbell, Rob Chittenden, Marilyn Councill, Bill Frazier, Kathy Gartner, Arne Hartmann, John Hoffmann, Terri Hoffmann, Heather Holland, Lauri Horton, Garry Jost, John Meissner, Pamela Petrotta, Kevin Newland Scott, John Wisecaver, and Christine Wysock.

The St. Francis Ringers (Bell Choir) was also forced to stop activities with the arrival of the pandemic. However, since bell ringing is not a forbidden activity during the pandemic, we were able to reorganize, breaking into two smaller ensembles with only one ringer at each table (in order to maintain appropriate distancing). The two small bell choirs have been able to assume some of the role that the St. Francis Choir normally fills, providing instrumental Offertory and Communion anthems. Those who have participated in the St. Francis Ringers during the past year include: Pat Auxier, Anita Bradford, Barbara Bridge, Marcia Burdon, Marianne Burnside, Anne Frazier, Doug Horton, Lauri Horton, Judy Hurst, Cindy Russell, Mary Stewart, Gary Thompson, and Sandi Thompson.

If there is one positive thing that has come from dealing with the COVID pandemic, it is the emergence of a new music ministry at St. Francis in the form of using Cantors. Those serving as Cantors have sung hymns on behalf of the congregation. The challenge here is that the Cantors must sing remotely, standing either the narthex or the hall behind the organ console with their voices playing through the sound system. Those who have served as Cantors include: Barbara Bridge, Marcia Burdon, Joyce Campbell, Arne Hartmann, John Hoffmann, Terri Hoffmann, Pamela Petrotta, Bruce Schroeder, Kevin Newland Scott, and Christine Wysock.

My primary role as the organist has always been to support congregational singing. Since COVID, that too has changed. I now support the Cantors as they sing our hymns on behalf of the congregation. When Cantors are not available, I play music based on hymn tunes, letting the organ “sing” as a way of reminding worshipers of the great hymns that are part of our worship tradition.

After nearly five years of planning, fund-raising, and construction, our organ rebuilding project was completed in December of 2020. Along the way we experienced numerous delays due to a construction backlog at the Allen Organ factory, the injury of one of the craftsmen at Rose City Organ Builders, and supply delays caused by factory shutdowns due to COVID from some of the suppliers of organ parts.

This project could not have been completed without the generous financial support of the members of St. Francis and the hard work of those serving on the committees that oversaw the project. Those who have served on the Organ Selection Committee include: Rob Chittenden (Chair), Ed Burnside, John Hoffmann, Jon Holland, and Gary Thompson. Those serving on the Organ Fundraising Committee include: John Hoffmann (Chair), Barbara Bridge, Ed Burnside, Rob Chittenden, Laurie Horton, Mary Stewart, Fred Terrill, and John Wisecaver. Thanks also for the support of our former Rector Tony Petrotta, Interim Rector Linda Potter, and our current Rector Brendan Barnicle.

Once we can gather to worship without restrictions. We plan to have a Service of Dedication of the Organ. We look forward to the arrival of that day.

Jon Holland

SUMMARY OF CHURCH MINISTRIES FOR 2020

ADULT FORMATION

Adult formation at St. Francis happens in many ways, times, and places outside of worship. You are always welcome.

Our Adult Formation forums meet on Sundays between services, and we discuss various topics throughout the year, from history and humor to the Incarnation and the Holy Spirit. During the pandemic, we are meeting on Zoom after Morning Prayer on Sundays; the button to join is sent by Brendan+ each weekend.

Catechumenate is an exploration of our baptismal vows and our privileges and responsibilities as people of God at St. Francis. More than 130 St. Francis folks have participated in the catechumenate already, and most of us are changed by the experience. We meet weekly from late Epiphany until early Easter, standing together to share our baptismal vows at the Easter Vigil and exploring our gifts and ministries afterward. Catechumenate is a comfortable, easy and intimate process of formation in community at St. Francis. Contact Terri Hoffmann or Christopher Onstad for information or to join.

Because prayer is formational for many of us, St. Francis has several groups that pray outside of regular worship. The prayer chain is a powerful means of supporting the needs of others, totally accessible through email, very powerful for us who pray and for those for whom we pray. In 2019 the prayer chain prayed for hundreds of individuals and families—maybe you or yours. Anyone with a few minutes a day and a quiet spot can pray for those for whom prayers are requested. Contact Steven Hurst to join.

For pray-ers who are intrepid early risers, there is Morning Prayer at 7:00 am Monday through Friday during Lent. We overcome weather and darkness, then early light, then darkness (again) to pray the morning office together. Many mornings we watch the sun rise as we pray in the library. Please join us any or every day during Lent! During the pandemic we will appropriately distance and wear our masks.

For those of us who love to read and discuss books, the Book Group has been meeting weekly on Zoom during the pandemic, slowly working together through books that matter to us. For more information or to join, contact Sandi Thompson.

We begin with worship. Conversation, exploration, and prayer help seekers deepen their wisdom and faith. All are welcome to any and every means of formation at St. Francis! And if you have any ideas, please let us know!

Terri Hoffmann

ALTAR GUILD

The duty of the Altar Guild is to prepare all things necessary for the celebration of the Eucharist or any of the other church sacraments, such as, weddings, funerals, memorials, baptisms. This includes the changing and cleaning of linens; making sure the sacristy is stocked with wafers, wine, and other necessities; and the candles are full for each service. This is all done under the direction of the Rector.

In “normal” times, there are four teams of Altar Guild members, working from Saturday through Friday. The Altar Guild meets as a group twice a year, before Christmas and Easter, to clean and

polish everything, including the vessels used for services. We also gather to go over duties and seasonal requirements during Advent and Lent. During COVID we are operating with a skeleton crew of members who feel comfortable being in the church and/or attending in-person services.

St. Francis is very fortunate to have such devoted members on our guild. It is a pleasure working together. Before COVID members of our 2020 Altar Guild were: Jean and Jim Atwell, Jan Baird, Melanie Barclay, Judy Bruce, Ron and Sue Coleman, Traci Cronkrite, Peggy Danford, Manya Frazier, Apryl Garmon, Jan Kester, Gay Kuykendall, Kathy Miller, Paul Morgan, Dale Rushton, Nancy Stephenson and Clara Woodridge. Substitutes were Pat Auxier, Carole Biskar, Joyce Skogen and Mary Stewart.

The flower ministry of the Altar Guild pre-COVID was made up of women working on teams to ensure that the beauty of the Lord was explored in the church via Cutsforths' Florist in Canby. These fresh Altar flowers were divided after each 10:30 am service and extended to those celebrating a milestone, those who were home bound, sick, or enduring a hardship. Helping with this flower ministry were Marianne Burnside, Jane Domagalski, Heather Holland, Maxine Lehl, Jeanette Munyon, and Victoria vonTagen.

Again pre-COVID, of the festival days celebrated at St. Francis, the Altar Guild prepares specifically for Christmas and Easter. Ron and Sue Coleman are in charge of Christmas with the greening of the church. Easter is planned by flower members under the direction of Apryl Garmon. Jan Baird is the trainer for Altar Guild. Clara Woodridge and Dale Rushton go out of their way to keep the linens in good condition. To that end, Clara Woodridge started a Sewing Ministry to mend and hem linens, etc. Members of this ministry include Jean Atwell, Traci Cronkrite and Dale Rushton. The Wedding Coordinator at St. Francis is Apryl Garmon. The Wednesday services have dedicated workers with Clara Woodridge, Jan Baird, Peggy Danford and Dale Rushton. Coordinating all these activities are co-directors Sue Coleman and Jan Baird. Jean Atwell is secretary. After many years of service Gay Kuykendall resigned as Treasurer. Special appreciation goes to all the helpers in preparing God's house. We are a 'team ministry'.

It is a privilege to have this opportunity to serve the Lord in this special, intimate ministry and we look forward to getting back to "normal". We invite anyone interested in knowing more about the Altar Guild at St. Francis to inquire with Father Brendan or any Altar Guild member.

Our Altar Guild

ARCHITECTURAL ADVISORY MINISTRY (AAM)

The AAM was recommissioned in mid-2016 by the Vestry to review and make recommendations as part of the Vestry's final approval process regarding any proposed change to the Parish architecture, both structural and cosmetic, with an emphasis on enhancing the experience of presence.

Mission Statement: The AAM is an advisory committee to the Vestry. The main purpose is to objectively evaluate our beautiful facility, both inside and outside, for the goal of keeping St. Francis a beautiful, holy and inviting place that encourages worship of our Lord in the beauty of holiness. To achieve this purpose, all proposed changes, and improvements, with the exception of routine maintenance shall be reviewed by the AAM with recommendations offered and or approval prior to being submitted to the Vestry for final approval.

Members: Jim Atwell, Lauri Horton, Maxine Lehl, Dr. Tom Over (Chairman), Nancy Stephenson, Gary Thompson, and Betsy Yacob (Junior Warden).

Due to the COVID restrictions we were only able to have two meetings together as a group but did conduct email correspondence for approval of projects.

Projects that were completed during 2020:

1. In trying to develop a chapel within the sanctuary, in the area under the Joy window, new folding chairs were purchased, and the welcoming desk was repurposed as an altar requiring the purchase of a new and larger welcoming desk for the narthex. The welcoming desk came and had some slight damaged and when reported to the vendor they replaced it and told us we could keep the damaged unit which we have used in the parish hall and Wisdom House.
2. New flooring was chosen for the Wisdom House and installed.
3. New lighting fixtures were chosen for the exterior walkway and administration hallway and installed.
4. The fountain in the Bell Tower Memorial Garden was rebuilt with a new pump, vase, and pond rock.
5. The safety concerns of the end of the sidewalk were remedied with the placement of three planters to direct foot traffic away from troubled areas. This is an intermediate solution until the sidewalk can be rebuilt and the planters used elsewhere.
6. The organ façade was designed, and the proposal was accepted and completed.
7. The entry lights on the posts were vandalized and replaced and vandalized again so they have been decommissioned.
8. The Episcopal Church national sign was rusted, dented, and needed to be replaced. A new holder for the sign as well as the cross on top of the pole were designed and the proposal was accepted, completed, installed and we are awaiting new sign to arrive.

Projects for 2021:

1. Design lighting for the entry posts that hopefully be more secure.
2. Design for the entry sidewalk.
3. Evaluate the general landscaping for improvements.

Tom Over, D.M.D.

BACKPACK BUDDIES

With the closing of schools due to the pandemic in 2020, we did not deliver any meals to the children after March. We were spending an average of \$350 per month for two schools, Lowerie Primary and Wood Middle School.

Thank you so much for all of the volunteers who helped sort, pack and deliver the bags of food each month. We would not have succeeded with you.

Linda Tasker, Chairperson

BREAD BAKERS MINISTRY

For the first three months of 2020, a faithful group of St. Francis of Assisi parishioners known as the Bread Bakers' Ministry were operating. They prepare the altar bread, on a rotation basis, using select recipes. A Bread Baker preparing bread that is then blessed, broken, and distributed as spiritual food of Christ at the Eucharist is a powerful gift.

In preparing this bread, prayers for St. Francis people and anyone in need of special prayers are kneaded into it. This is a joyful way to contribute to our Eucharistic celebration. During these three months, the ladies in this ministry include: Jan Baird, Traci Cronkrite, Deborah Fritts, Paula Robke, Dale Rushton, Joyce Skogen and Linda Tasker. We are thankful for these St. Francis' bakers for their passion and commitment. This ministry is a blessing for many reasons, including the fact that it is made by us to be given to all of us who come to the communion table.

The guidelines of COVID prohibited faith-based institutions from gatherings, starting about April 1, 2020. Therefore, the Bread Bakers' Ministry was put 'on hold'. Until restrictions are lifted, this Ministry will await further notice.

Gay Kuykendall

BOOK STUDY GROUP

In 2020, the Thursday Morning Book Group tackled Zoom and finished reading *Making Sense of the Bible* by Adam Hamilton. In September, we began reading *Prayer* by Timothy Keller and in late November, we changed over to *Advent and Christmas Wisdom* from Henri Nouwen to carry us through Advent to Epiphany.

In 2021, we will continue to meet by zoom on the second and fourth Thursday mornings at 10:00 am until it is safe to gather again. Check the previous week's E-Blast from the church on how to access the zoom site. We read the book aloud -- no homework needed.

You are most welcomed to join at any time. Come when you can, read with us, discuss and leave with ways to deepen your spiritual life during the coming week. Watch the Sunday bulletin and weekly E-Blast for our current reading.

Sandi Thompson

CARE BAGS FOR THE HUNGRY

The St. Francis Care Bag Ministry began as a result of a sermon given by Deacon Beth Mallon in January 2012. Her message was, "why in a country like ours do we have so many hungry people?" She told about being stopped at a traffic light and seeing another stopped driver waving a leftover banana out an open window -- and seeing a hungry person risking his safety by running across several lanes of traffic to get that banana.

That very visual story and the rest of her message provided the momentum to start a new ministry of providing Care Bags for people to have handy in their cars to give to hungry persons at intersections asking for help.

To date, well over 3,500 bags have been distributed. This ministry has been copied by several parishes in Oregon and elsewhere including the Cathedral Church of St. John the Evangelist in Spokane and the Tualatin United Methodist Church. These bags contain a mix of foods and a drink based on nutrition, variety, cost, and no need to refrigerate.

Available in the Information Center, the suggested donation per bag is \$2.00.

Gary Thompson, Coordinator

CARING MINISTRY

The line from one of our favorite poems “Christ has no hands but our hands, to do His work today...” is our inspiration and our guide. We love and serve the Lord by caring for his people.

The Caring Ministry has been an active part of the pastoral ministry at St. Francis since 1985, actively providing support to people of our parish who are alone, ill or bereaved; and celebrating with church members the important milestones in their lives. We value the connections we make as a church family. In seeking to serve others, we have learned much from them of faith and courage. We are touched by their lives and are very blessed by serving them.

In the past year some of our activities have been:

- Keeping in touch with others by sending cards, making phone calls and home visits. In a typical month we send upwards of 50 cards to individuals of our church family: birthdays, anniversaries, thinking of you and thank you cards.
- Delivering small flowering plants at Christmas and Easter to parishioners. Last Christmas we took 60 beautiful poinsettias. At Easter we normally would deliver plants also; yet, due to COVID were not able to this year. However, Gary Thompson and Susan Cheever sent cheery Easter ecards to all parishioners.
- Having a phone Care Line to keep in touch with parishioners living alone. Katharine calls several people on a regular basis.
- Honoring members of our congregation on their 80th and 90th birthdays with celebration cakes to take home.
- Honoring our newly baptized members with little take-home boxed celebration cakes.
- Providing Care Notes - available in the Information Center which address life's crises and challenges, for children, teens and adults.
- Providing a monthly bulletin board with names and pictures of those celebrating birthdays and anniversaries.
- Coordinating the annual Remembrance Day each spring that honors those interred in the two Memorial Gardens. This Remembrance Day was not held this year due to COVID restrictions.
- Coordinating the Caring Quilt program.

The church of St. Francis is a warm loving family, and the Caring Ministry is a reflection of that sweet spirit. We thank the members this past year for their dedication and service: Nan Dewey, Peggy Danford, Nyla Emory, Katharine Epstein, Marilyn Councill, Gary Thompson, Joani Baldwin, Janice Parker, John Wisecaver, Gayle Martens, Linda Hammersley, Lynne Cerny, Betsy Yacob, Dale Rushton, Susie Mekarski, Joyce Skogen, Gay Kuykendall, Jane Domagalski, Deacon Ken Russell, and Fr. Brendan Barnicle. We are grateful for our retired members of the Caring Committee: Betty Dixon, Dorothy Gray, Priscilla Haynes, Barbara Josephson, and Fred Terrill. You are all so wonderful!

We are also very grateful to the entire St. Francis family for their love and support, and for their participation in this ministry.

The Caring Ministry meets regularly on the last Tuesday of the month in a ZOOM meeting. We invite others who wish to be a part of a caring ministry to join us -- we welcome new members to join our great group!!

Although operating under COVID restrictions we have been able to function with most of our activities. Our goals for the coming year are to continue all the ways in which we have been able to give caring support, and to look for new opportunities to honor and serve our church family. Please stay in touch with us with ideas and suggestions - we care about each one of you.

Gay Kuykendall, Jane Domagalski

COVID/FIRE FUND

In 2020, St. Francis actively stepped up to provide COVID and Fire relief to those in need in our community. We raised \$12,600 in COVID/Fire relief funds, and we distributed \$11,019 in aid. 46% of the relief was rent assistance. 31% of the relief went to local food banks. 12% of the relief was utility assistance. 10% of the relief went to schools and children. 1% of the relief covered medical expenses. The remaining \$1,581 will be distributed to those in need in 2021.

Sadly, the economic challenges of COVID and the fires is unlikely to disappear quickly. But, fortunately, St. Francis will be ready to help.

Father Brendan

FESTIVAL MINISTRY

The Festival Ministry was formed ten years ago for the purpose of honoring and celebrating important Feast Days in the Episcopal Church, other than Christmas and Easter, which have regular committees working on them.

2020, as we all know was a different and difficult year with COVID. Like all ministries, the Festival Ministry adapted using the state and CDC regulations.

Epiphany: Parishioners donated sweet baby clothes for Salud Medical Center in Woodburn both as outreach to our community, and in remembrance of the Magi who came with faith bearing their gifts. The impressive array of baby items was placed in front of the altar for a blessing. The contributions included diapers, onesies, sleepers, blankets, and many little knitted caps made by the talented people in our church family.

Coffee hour featured a beautiful King's Cake with traditional trinkets in boxes around the cake. Everyone was invited to take home a silver ring as a reminder that we are blessed by God's love and are inspired to let the beautiful Light shine in us and through us, all year long. Thanks to Lauri Horton and Sandi Thompson for the lovely coffee hour, complete with Lauri's collection of Magi nutcrackers.

Unfortunately, Pentecost and Easter were not held due to church closures because of COVID. We were able to have the following events using the state and CDC guidelines.

On September 6, Terri Hoffman selected St. Francis as one of the few churches selected to host a regional retirement reception for Bishop Michael Hanley. The several attendees were spread out through both gardens and the narthex. It was catered by Cutsforth and the Hospitality Ministry for safety and following state COVID safety guidelines. A poster invited attendees to relax in the sanctuary to hear Dr. Holland on our new pipe organ and Bishop Hanley's wife was given a handmade lei in appreciation for all the support she has given Michael. It was a great success!

St. Francis Day: People were invited to bring their animal friends to church that day, and many did, with close to 30 pets attending with their owners. Again, family pictures were taken of each animal. The well-behaved pets attended the service, and each received a blessing from one of the clergy. Unfortunately, we were not able to do a hospitality reception, but each animal received a gift bag to take home. A portion of the open plate offering that morning was sent to the Clackamas County Animal Shelter to support their work with homeless and abused animals.

All Saints Day fell on November first this year with special altar flowers, music and service. There was a double baptism at 10:30 am and a sermon about The Beatitudes and how we can all show God's grace and how He is here for all of us.

All Souls' Day service was the following Monday evening with a service honoring those who have gone before us. People had been invited to submit names of loved ones, (including via internet) and during the service these names were read. The votive candles were lit in memory before or during the service. Fr. Brendan presided at this quiet and moving service, with soft lighting and soft music. Hospitality provided chocolate-truffles set on a silver tray for parishioners to take as they left the service.

We celebrated Veterans Day the following Sunday, November 8, and flags were placed on graves in both gardens for those that were in the military. Altar flowers were red, white and blue with American flags. Back by popular demand was the American flag folding ceremony by Doug Horton, Jim Kirk and Mary Kirk,(8:00 am) and Joe Wisecaver, Doug Horton and John Meissner (10:30 am). As the flag was folded, the reader gave the meaning of each flag fold: Life, Eternal life, Honors the Veteran, God, Country, Heart, Armed Forces, the Soldier, Mothers and womanhood, Fathers, God in the eyes of the Hebrew perspective, God in the eyes of the Christian perspective, and In God We Trust.

Our Anglican heritage gives us a rich tradition of celebration for our festival days. Several ministries: Hospitality, Music, Altar Guild, Youth, and Flower have joined with the clergy staff to deepen our awareness, our understanding, and our celebration of these days.

Thank you all who have been involved in this ministry. It has been such a joy to work with you all! Please let us know if you would like to join with this ministry. It is wonderfully fun, and deeply meaningful.

Apryl Garmon, Jane Domagalski

GREETERS

“Good morning and welcome to St. Francis...”

While being a greeter may not seem like a very important position...it really serves an important function.

Greeters have a very positive impact on both visitors and “regulars” at the 8 o'clock service...whether it's welcoming everyone and answering questions or simply directing traffic...personal contact (even behind a mask) is nice to encounter first thing upon entering St. Francis.

COVID has had an impact on our greeters just as it has had on all of the St. Francis ministries...no name tags...quarantine...contact tracing...face masks, etc....but our current “band of brothers and sisters”...6...continues to answer the bell at every service. However...we would welcome at least 2 more members to ease the strain of unplanned absences...weather, illness, emergencies, etc.

If you are interested in becoming a greeter at 8:00 am, please contact James Kirk.

James Kirk

FINANCE MINISTRY REPORT

The year 2020 began as a normal year in the financial life of St. Francis. We started with a workable budget approved by the Vestry in December 2019. Work on the Parochial Report was started collecting data from the previous year. Our Treasurers Dale and Sandi attended a workshop for treasurers and finance committee members presented by to Diocese of Oregon. All was good.

Then in March our bookkeeper Debbie Berthold announced she was taking a fulltime position and we began the search for a new bookkeeper. Rumors were beginning to spread about a virus called COVID and the impact it was having throughout the world, in NYC, the east coast and Seattle. Then COVID shut us down, we could not worship in person or carry on with our normal activities. Suddenly the year 2020 became a year none of us had ever experienced, everything changed, we were making history. Mandates from the governor, health officials and diocese were handed down. Fr. Brendan, the Vestry and Finance Ministry began exploring how we could respond to this situation. We went into action following the guidance received, focusing on safety, precautions, and best practices. The 2020 Budget seemed unworkable.

The Finance Ministry meeting transitioned to meeting on Zoom. We hired Paula Norman as our bookkeeper through connections with Fr. Brendan. An audio/visual fund was established to allow us to broadcast our services over the internet/YouTube. A COVID/Wildfire Fund was established and generously funded by the Parish, providing over \$12,000.00 in relief. The Treads of Love Ministry began and were kept busy making over 2,000 mask and transitioning into making baby blankets, burp cloths and hats for the Salud Center for Epiphany.

In October, Joyce Campbell and Traci Cronkite stepped away from the Finance Ministry. They both served the church and ministry with passion and commitment. We Thank them for their service. In November Doug Horton and Steve Stevens joined the Finance Ministry.

Throughout the year our revenues decreased, open plate was lower, and pledges came in at a slower rate. Our expenses were also lower from being unable to operate as normal. By the end of the year our income was down, pledges came in under budget, however open plate came in over budget. Expenses came in underbudget. Given these facts, we are delighted to report we ended the financial year with a \$15,999.44 surplus. WOW!!! The final payment was paid to Rose City Organ Builders in December 2020. The remaining balance of the loan from the Diocese is \$44,000.00 with interest not accruing until December 2021. The End of Year Financial Statement is posted in the hallway outside the offices.

This was a challenging year! We faced many obstacles! We will continue to monitor and be good stewards of our Treasury. Please ask us any questions about our finances.

The Finance Ministry,

Doug Horton, Paula Norman - Bookkeeper, Dale Rushton – Co Treasurer, Steve Stevens, Sandi Thompson – Co Treasurer, Betsy Yacob – Jr. Warden, Richard Martens – Investment Liaison, and Fr. Brendan Barnicle

GALS NITE OUT BECAME GALS NITE IN

We meet the first Thursday of the month at 6:30 pm by zoom. This is a time to have your favorite beverage and to enjoy each other's company and to build friendships. (Note: you access zoom through the Thursday Compline Zoom site). All St. Francis women are welcomed. We look forward to the day that we can again go out to eat together.

Sandi Thompson

KNITTERS AT ST. FRANCIS

There are many talented knitters, in our church family and community, who give generously of their time and talents.

This year we have knitted baby caps for Salud Medical Center in Woodburn, as part of our collection of baby items for Epiphany Sunday. The donation to Salud included many sweet little hats, including those from a friend of St. Francis, Becky Clayton, who herself knitted over 100 bright patterned caps. The Sewing Ministry contributed over 80 crib quilts which they bundled with many of the hats and a burp cloth into coordinated bundles.

In the past we have also knitted purple baby hats to support the "Period of Purple Crying" program sponsored by the Legacy Hospitals and the National Shaken Baby Association. New parents receive the purple caps as gifts from the community to remind themselves that their baby may well go through a period of very normal crying.

Many thanks to all who take part in this sweet way of giving. The baby items always bring smiles, from both the givers and the receivers.

Jane Domagalski

LADIES LUNCH GROUP

This lunch and conversation ministry is for all women of St. Francis. We meet at noon on the 3rd Monday of each month. This year we switched to Zoom with a theme for the day. Some of the fun ideas were to wear/share the oldest thing in your closet (fur stoles were plentiful!!!!), what is the story about a piece of jewelry you have, "off the wall" – sharing something hanging on a wall at home and read a tee shirt day. We got to know each other better, learned a little but laughed a lot. We will continue with zoom until it is safe to meet in a restaurant.

Watch the bulletin and weekly email for reminders and how to log into Zoom. Grab a sandwich or a cup of soup and join us. We always welcome newcomers.

Peggy Danford, Sandi Thompson

LAY EUCHARISTIC MINISTER AND INTERCESSORS

LEMs are individuals who assist the Deacon with the setting and clearing up of the Eucharist for the priest. Under normal circumstances they also administer the wine to the Congregates during the

Communion period. They Process with the cross at the beginning of the service and Recess with the cross at the end of the service. They read the Psalm and lead the congregation in the Nicene Creed.

Intercessors: The Intercessor is a member of the congregation who leads them in reading the prayers of the people, prays with the priest before they prepare the Eucharist. During normal circumstances, the Intercessor will be available for the congregation to pray with them during and following the Communion.

My job is to schedule the LEMs and Intercessors, weekly, usually in three or four month periods.

Peggy Danford

MEMORIAL GARDEN COMMITTEE

The members of the Memorial Garden Committee met several times for routine pruning and maintenance tasks in both Gardens. A pruning workshop was held in March. The fountain in the Bell Tower Garden was completely renovated. Annuals were planted in both Gardens before Easter that lasted throughout summer and early fall.

The committee seeks volunteers for pruning and routine maintenance tasks particularly in the East Memorial Garden. Please contact Judy Bruce if interested.

Judy Bruce

MISSION DISCIPLESHIP & EVANGELISM (MDE) Outreach Committee

MDE outreach must be a visible expression of our Christian life in the community as we follow Christ in loving our neighbors as ourselves. In our giving we mindfully show God's love as we support people in need. And we incorporate the expression of the Holy Spirit in us as we ask for guidance in how to reach out to others. The MDE Committee has convened for about fourteen years now. It is only with your support, though, what we are able to reach out as a strong presence! This year has been like no other because of COVID. As you know, we had to totally change our Thanksgiving and Christmas outreach format for the sake of safety. Instead of all of you being able to purchase food and gifts for 35 to 38 school families, or to choose to donate financially, we needed to ask for donations and buy gift cards for both food and gifts. But even though we could not see our receiving neighbors, we could pray for their welfare during a tough time and continue to do so. School counselors got the gift cards and beautiful St. Francis greeting cards to families who came to school to collect them.

Other ways we have reached out this year are taking many pounds of food to our local food bank (donated by all of you); providing week-end food to school children each week (Backpack Buddies) and care food packs to the homeless; connecting with our local community seeking to support individuals who have particular acute needs. This year we have also partnered with the COVID Fund regarding the acute needs.

We sent more support to the Clackamas Service Center to help with showers and other service to the homeless. We contributed to infants and mothers at the Salud Clinic in Woodburn once again. We sent help to the Portland Rescue Mission's Shepherd's Door, which helps homeless mothers and children to receive material needs, as well as job training and spiritual support. We also give quarterly contributions to the Wilsonville Food Bank, Wilsonville Community Sharing, Hogar Infantil (which houses and provides schooling for both poor and orphaned children in Mexico), and the Northwest

Housing Alliance. This year in the spring we are planning an “Auction of Faith” to raise some of the funds needed to support our outreach. We could do more.....

These are many of the ways MDE is working to better carry out our part in the role of the Church. The things we do only can happen because of the generosity and caring of our congregation, who both participate in and add to the MDE committee efforts with their own. You are the foundation of everything we are able to do. And this year, especially, we need your ongoing help to support this outreach to our neighbors both near and far. Thank you all for your loving help.

Mary Ann Schroeder for MDE Outreach

PASTORAL VISITATION MINISTRY

The following is a report of the purpose of the group. However, due to the restrictions of COVID, visitation has largely been done by telephone. Deacon Ken organized a group of parishioners who regularly call others in the directory in order to identify any needs in our church family. The clergy, as always, respond to crisis calls.

The Pastoral Visitation Ministry is a subcommittee of the Caring Committee, and each member of the Visitation Committee is a member of the Caring Committee as well.

The Visitation Committee’s task is to identify members of St. Francis Church for whom attendance in our community is difficult due to illness or lack of mobility. The Committee then makes arrangements to visit those parishioners, allowing them to connect with us, keep up to date on our ministry, and receive communion. We believe that it is important to let them know that we still care about them and that they are not forgotten.

Members of the Visitation Committee visit parishioners in their homes, adult daycare centers, nursing homes, and hospitals. We often take the Sunday Church bulletin, cookies, and flowers from the altar.

If you are interested in being a part of this ministry, please let Fr. Brendan or Deacon Ken know.

Jane Domagalski

STEWARSHIP

2020 was a most unusual year with COVID impacting many aspects of our lives and challenging us to find new ways to continue the work of our many parish ministries.

When the Stewardship Ministry resumed meeting during the summer months, we wondered how we could possibly conduct a meaningful and successful Fall Stewardship Campaign with in-person services limited to 25 attendees and many parishioners viewing services online. What could we possibly choose as a theme? And how could we celebrate the culmination of our efforts with COVID restrictions?

As we reflected, we realized that in spite of COVID, we were very blessed individually and as a parish. The work of our many ministries was continuing and even expanding. We were conducting more services than ever and leveraging technology to conduct meetings and continue the work of the church. We felt very grateful and asked everyone in the parish to focus on Gratitude and the many

ways in which they were blessed. We shared our own stories of gratitude and other parishioners joined us in sharing the importance of St. Francis in their lives.

We are so grateful that the parish responded with 107 pledges for 2021 totaling \$296,795, including 14 new pledges. This is the largest number and dollar amount of pledges in the history of our parish!

We also were able to gather together to celebrate by hosting an outdoor COVID safe luncheon. Our celebration was well attended, and it was great fun seeing people we had not seen in many months.

Our focus items for 2021:

- Return to Normal
- Focus on our Vision for St. Francis and Stay the Course
- Formalize our Planned Giving Program

Carole Biskar, Doug Horton, Mary Kirk, Richard Martens, Stephen Shaw, Fr. Brendan Barnicle.

SUNDAY SCHOOL

The Sunday School program was continuing small, but steady, until March, when COVID restrictions curtailed many activities. We are sorry to have missed the Palm Sunday procession with the live donkey from the Hammersleys, and the Easter egg hunt and the Flowering of the Cross. All things that would have been special for our young people.

The teaching staff has missed being with the young ones, so at Eastertide we sent bouquets of tulips to the young people to show them they were thought of by us all. In the summer they were all sent a beautiful book, "The Very Best Day, the Way of Love for Children". Copies of the book are available in the information center for grandparents to take home for their families.

On Christmas Eve we had a Pageant at St. Francis, with a talented and beautiful young cast.

Sunday School has not begun again, but there are packets for the young people to work on during church, or in the narthex with a teacher on occasion. The young people who do attend presently have been very active as lectors during the service.

Our young people are really the best! We are very proud of them!! We look forward to a regular Sunday School in the year ahead.

Jane Domagalski

Threads of Love Sewing Ministry

In the summer of 2019, a group who enjoy sewing started meeting for the purpose of creating some additional quilts for the parish Comfort Quilt collection. As we embarked upon this mission, we received a request to sew costumes for the Christmas pageant.

Fast forward to 2020...new projects continued to present themselves and we answered every request!

Face Masks

COVID arrived in March and there was a serious need for PPE, so we learned to sew fabric face masks with the following results:

- Sewed 2,060 fabric face masks which were mailed to over 20 states from the East Coast to the West Coast, and from the Canadian to the Mexican borders. They were mailed to hospitals and clinics, doctors' offices, retirement homes and assisted living facilities, migrant clinics and agricultural workers, prisons, and other organizations in need.
- Through donations and the sale of face masks to parishioners and customers of Cutsforth's in Canby, we raised over \$2,200. This enabled us to purchase additional fabric and donate \$1,000 toward the purchase of videotaping equipment to film our services. Through a "matching funds" agreement with St. Francis Parish and Cutsforth's, almost \$3,000 was donated to the Canby Food bank.

Passion Play Costumes

We sewed costumes for the Passion Play that was cancelled, but they are ready and waiting for a future Holy Week.

Birth of a Ministry

In the summer of 2020, we realized that we were no longer just an ad hoc group with a one-time mission, we were a real ministry of St. Francis Church. After discussion, we selected the name, "Threads of Love Sewing Ministry" because it encompassed all the various projects we have embarked upon.

Baby Blankets

Thanks to the funds we raised and the fabric and other donations of many, we sewed 93 baby blanket ensembles for our annual baby shower for Salud Medical Center in Woodburn. In partnership with the Knitting Ministry many of these ensembles included a hand-made infant cap in addition to a colorful baby blanket and burp cloth. This was so much fun that we will make this a year-round project, making "sew ready kits" available to anyone who wants to make a blanket ensemble.

Comfort Quilts

In between the above projects, we completed three additional Comfort Quilts during 2020, bringing our total to eight.

We are committed to "Sew On" and look forward to new projects in 2021. If you are interested in joining us, please contact one of us.

Jean Atwell, Carole Biskar, Mary Kirk, Dale Rushton or Betsy Yacob.

USHER REPORT

Like all our ministries, the intrusion of the COVID pandemic early in the year forced us to make changes. When we returned to in-person worship we combined the greeter and ushering functions. We assumed responsibility for ensuring a record of attendees so that we can react should we experience an outbreak of the virus. With the installation of video streaming equipment later in the year, we assumed responsibility for its operation. Operating the equipment has proven to be somewhat of a challenge but we are thankful for our dedicated volunteers who have leaned into this important new ministry. Our weekly worship service is now being watched in 18 to 25 homes by an estimated 30 to 40 people. These are parishioners who otherwise would not be able to worship with us each Sunday.

We extend our thanks to our dedicated greeters, ushers and video operators, Jane Domagalski, Jim Munyon, Rob Campbell, John Vaught, Mark Stewart, and Jason Olson.

Richard Martens

WILLIAM TEMPLE HOUSE THRIFT STORE DONATIONS

Named after Episcopal Bishop William Temple and founded in 1965, William Temple House is an important non-profit social service agency that helps support individuals and families from throughout the Portland metropolitan area with a variety of resources, including affordable mental health counseling, spiritual care, and emergency assistance for healthy food, hygiene items, clothing, dental and vision care, rent, utilities, and more.

You can be assured that your thrift store item donations will go for a good cause given that the Thrift Store is a major source of funding for this social service agency. You may place donations in the bins in the hallway outside the offices where a list of appreciated items is posted. You may notify the office if you would like a receipt for tax purposes.

Gary Thompson

0	2019 Budget & Adjustments				2020 Budget	2020 Budget	2021 Budget	
Actual 2017	YTD Actual 2018	Proposed Budget 2019	YTD Actual 2019		Proposed Budget 2020	Actual 2020	Proposed Budget 2021	
				Notes				Notes
249,353	238,707	238,500	277,863	1	291,141	268,548	296,795	1
30,191	42,407	30,000	24,052		24,000	24,894	20,000	
4,396	2,229	4,000	3,997		4,000	4,699	2,500	
4,465	2,934	4,000	4,621		4,500	2,792	1,500	
2,399	5,877	5,000	9,759		6,000	13,607	6,000	
9,036	5,451	4,500	4,311	2	4,500	5,295	3,300	2
			23		0	0	0	
							0	
					9,560	0	9,729	3
299,840	297,605	286,000	324,626		343,701	319,837	339,824	
	-1%	-4%			20%	-1%	-1%	
38,064	42,144	43,986	43,980		44,747	44,748	44,103	
58,127	44,242	43,315	39,302	3	79,308	78,949	82,752	
15,791	8,100	7,797	13,692		14,275	14,207	14,895	
9,948	6,181	5,300	134		4,200	0	0	
322	188	175	32		175	348	175	
1,000	500	500	905		3,000	3,029	2,000	
1,150	4,449	2,500	3,762		5,858	1,416	1,000	
118,703	80,432	60,962	58,807		106,816	97,949	100,822	
15,631	26,919	32,325	31,784		35,444	35,660	37,216	
15,631	26,919	32,325	31,784		35,444	35,660	37,216	
24,976	25,579	26,275	26,143		38,880	37,686	40,824	
400	600	1,000	850		500	-	500	
7,452	8,308	8,510	8,154		8,867	7,223	7,875	
							2,000	
4,284	3,458	3,480	1,940		7,000	1,454	1,500	
							2,600	
6,091	13,267	14,000	16,546		14,000	11,071	12,600	
52,753	52,810	53,265	53,633		69,247	57,434	67,899	
187,087	161,111	168,262	144,224		211,507	191,043	205,938	
15			-3			(23.00)		
					2,400	0	2,400	

5,942	7,305	7,650	7383		7,650	5,043	7,600	
270	383	25	828		1,000	286	0	
520	1,453	1,000	1,235		2,500	2,316	2,500	9
			794		750	348	750	
3,648	5,231	5,550	4,386		5,500	3,940	5,500	
440	956	1,100	816		500	664	750	
3,378	3,552	3,750	4,226		4,200	5,885	6,500	10
6,550	6,231	7,000	7,362		7,000	7,982	8,500	
5,035	10,210	8,000	7,653		8,000	7,541	8,000	11
14,665	15,543	16,500	16,819		16,000	13,826	16,000	
5,585	4,997	6,000	5,296		5,500	5,349	5,500	
47,248	57,061	56,575	56,795		61,000	53,157	64,000	
363	206	650	1,183		1,750	690	1,000	12
1,380	763	1,750	975		1,750	2,875	1,500	
500	500	500	500	5	500	500	500	
973	679	950	848		950	436	1,000	
1,684	1,302	1,600	2,077		1,600	1,769	1,600	
252	392	500	208		500	442	500	
3,898	4,726	5,000	5,059		5,100	1,852	4,000	
419	751	500	516		750	692	500	
2,249	2,321	3,000	2,537	6	5,780	3,189	3,500	
2,303	1,984	5,000	2,580		3,800	1,954	2,500	
							500	
501	328	500	200		500	491	1,000	
		0			500	0	0	
0	0	500	0		0	0	0	
14,522	13,951	20,450	16,683		23,480	14,890	18,100	
286,921	274,267	289,273	261,701		340,734	303,838	332,141	
	-4%	5%	-5%		18%		-3%	
12,919	\$ 23,338	-3,273	62,925		2,967	15,999	7,683	

1	107 pledges
2	Assumes modest rental income
3	Assumes 4% of Endowment Fund of \$243,321
9	Includes rectors expenses
10	Includes rectors cellphone
	Assumes \$2700/year in roof and \$800/year in window washing, other expenses from Building Fund
11	Assumes \$2700/year in roof and \$800/year in window washing, other expenses from Building Fund
12	Combination of Youth and Adult formation

Resources for the Journey

St. Francis of Assisi Episcopal Church Five Year Pro-Forma Budget

Revenues	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Budget	2021 Budget	2022 Budget	2023 Budget
4110-00 - Pledge	\$274,642	\$238,282	\$249,353	\$239,707	\$277,863	\$268,549	\$296,795	\$311,635	\$327,216 Assumes 5% annual increase
4120-00 - Open Plate	\$32,470	\$36,474	\$30,191	\$43,517	\$24,052	\$24,894	\$20,000	\$24,000	\$24,000
4130-00 - Special Offerings	\$3,868	\$3,995	\$4,396	\$119	\$3,997	\$4,699	\$2,500	\$4,000	\$4,000
4150-00 - Flower Offerings	\$4,094	\$4,903	\$4,465	\$4,439	\$4,621	\$2,792	\$1,500	\$4,500	\$4,500
4210-00 - Investment Income	\$444	\$1,719	\$2,399	\$5,877	\$9,759	\$13,607	\$6,000	\$6,000	\$6,000
4310-00 - Net Rental Income	\$3,141	\$4,196	\$9,036	\$5,451	\$4,311	\$5,296	\$3,300	\$5,000	\$5,000
Endowment transfer							\$9,729	\$10,215	\$10,726 Assumes 5% annual increase
Prior year surplus/deficit								\$7,683	\$26,557
Kuzman for Organ								\$23,000	\$23,000
Total Revenues	\$318,660	\$289,568	\$299,840	\$299,110	\$324,603	\$319,837	\$339,824	\$396,033	\$430,999
Operating Expenses									
5000-00 Diocese of Oregon	\$38,676	\$45,240	\$38,064	\$42,144	\$43,986	\$44,748	\$44,103	\$46,500	\$51,727 Assumes 14% of prior year
Personnel	\$178,242	\$187,124	\$188,585	\$162,360	\$169,262	\$191,044	\$205,938	\$216,235	\$227,047 Assumes 5% annual increase
Organ Payment								\$23,000	\$23,000
Office & Physical Plant	\$74,507	\$49,950	\$47,249	\$57,061	\$56,575	\$53,157	\$64,000	\$65,280	\$66,586 Assumes 2% annual increase
Programs / MDE	\$20,949	\$12,336	\$14,523	\$13,951	\$20,450	\$14,889	\$18,100	\$18,462	\$18,831 Assumes 2% annual increase
NET TOTAL	\$6,286	-\$5,082	\$11,419	\$23,594	\$34,330	\$15,999	\$7,683	\$26,557	\$43,809