



**Holy Cross Episcopal Church  
Carlsbad, CA**

**Annual Reports to the Mission**

**February 21, 2021**

**Faithfully responding to such a time as this**

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# **AGENDA**

## **FEBRUARY 21, 2021**

Call to Order

Opening Prayer

Appointments (recording secretary, parliamentarian, ballot counters)

Parliamentarian Report

Quorum Present

Statement of Qualifications for Voting

Receipt of Minutes of 2020 Annual Meeting

Vicars Remarks

Wardens Remarks

Receipt of Ministry Reports

Election of Delegates to Diocesan Convention

Update on Temporary Space and Next Steps

2021 Budget and 2020 Financial Reports

Outgoing Bishop's Committee Members Thank You

Closing Prayer

Adjournment "Go Forth for God!"



# **MINUTES FROM HOLY CROSS EPISCOPAL CHURCH ANNUAL MEETING**

## **JANUARY 19, 2020**

Call to Order (Senior Warden). Karen Sanchez called the meeting to order at 10:32 a.m.

Opening Prayer - Bishop's Committee member Brian Peterson led us in prayer.

Approve Minutes of 2019 Annual Meeting (Senior Warden). On motion duly seconded, the minutes of the 2019 Annual Meeting as submitted were accepted.

Election of Bishop's Committee (Senior Warden). Karen Sanchez announced the slate of three candidates for four positions, two for 3-year terms, one for a 2-year term and one for a 1-year term. Candidates were Dennis Baggett, Katie Ho and Bob Meloon. There being no nominations from the floor, members then voted for candidates in 1,2,3 order on written ballots provided to eligible voting members. The candidates will be assigned two 3-year terms and one 2-year term based on votes.

Sue Baas and Stacey Craft collected votes and left to count them. When the votes had been counted, Karen Sanchez announced that Dennis Baggett and Katie Ho were elected to the 3-year terms. Bob Meloon was elected to the 2-year term. Karen Sanchez asked that parishioners prayerfully consider filling the final open position with a 1-year term.

Election of Diocesan Delegates. Karen Sanchez said that Stacey Craft and Emily Craft had volunteered to fill the two delegate positions for the convention Nov. 6 and Nov. 7 at St. Paul's, Yuma. They were elected by acclamation. May Chao volunteered to be an alternate.

Warden and Ministries Reports Reports from all ministries are included in the annual report and are available for viewing.

2019 Financial Reports and 2019 Budget (Treasurer) Larry Sebastian said that 2019 was a very good year overall. Pledge total was below goal but plate offerings and investments were up significantly. Treasurer's full report is available in the annual report.

Outgoing Bishop's Committee Members Karen Sanchez noted Tom Mauro's stepping down as Senior Warden and thanked him for his devotion, help and friendship and for his Bishop's committee membership. She also praised outgoing Bishop's committee members Sue Baas and Stacey Craft and thanked ministry leaders for their hard work and service in 2019.

After Father Fred's benediction, the meeting adjourned at 11:15 a.m.

Respectfully submitted,  
Jean Gillette  
Clerk of the Bishop's Committee



## VICAR'S REPORT

Before I get going, I need to thank the Bishop's Committee, Bishop Susan, and our wardens Karen and Katie for the incredible work they have all put in towards the health and safety of this congregation during these times. They are all exemplary leaders, willing to make tough decisions in even tougher times, courageous in their ability to move nimbly and quickly in the name of the Gospel we share.

What an incredibly wild ride this past year has been for all of us. When I came on board in April of 2020, none of us could have imagined all that has taken place. COVID-19 has been the defining feature of my brief tenure to date. We started without any in-person worship together, the loss of B'nai Tikvah, then moved to terminate our lease with Greene Properties, then had drive-in church, then were forced out of that due to rampant COVID in San Diego, then got a deal to get out of our lease and are now heading to a "camp site" for the next several months as we work toward a more permanent home for Holy Cross. I cannot pretend it has been easy, in fact it has been mightily jarring to take on this much at once. I still have not met most of our folks, though I have had so many lovely conversations with folks.



Rev Richard and Maura

Nonetheless, with the circumstances we find ourselves in, I feel we have the right people in place to make the necessary jumps this congregations needs to make in good faith in such a time as this. We have acted nimbly, quickly, and effectively to respond to the moment and to project our future forward, no matter how uncertain these times may be. We will have nearly balanced our budget this year with the termination of our lease, and our future is there to be held in grace with the Holy Spirit as we begin to discern our call as a community in these next steps. It may all feel overwhelming, but it is also an immensely hopeful time, and I am extremely excited for what I feel we may become.

Most importantly, those of you who can have stuck together in this time. By either continuing in some form of ministry amongst each other, or by simply picking up the phone to call your friend in Christ, or by simply being there to see each other on Zoom calls of all varieties related to the congregation. If it were not for you all being involved and working to maintain the body of Christ, the BC and I would simply be spinning our wheels for little reason. You are the body of Christ, Holy Cross, and you are what drives our every decision and our prayerful discernment at every turn. We have all lost so many we love this year, either by death or by drift, that it can be disheartening. Remember that you are not alone, even if we are somewhat physically isolated currently. Even so, we have had a new member or two wander in virtually during this time, so even amid all this, God's good news is proclaimed through this body of Holy Cross.

Please know that Karen, Katie and I continue to participate in the Congregational Leadership Initiative (CLI) put on by the Episcopal Church Foundation (ECF). As part of that process, we

work with a professional coach to help us think through the many hurdles we had and will have. Say a prayer of gratitude for Janice Fitzgerald, our coach, she handles a lot of our questions, assumptions, and emotions with incredible grace and ease. The CLI in turn also brought us into close contact with Donald Romanik, the President of ECF, who has taken a personal interest in our case, and who has preliminarily agreed to help lead us through the revisioning and relocating process. Over the coming weeks the BC will look to gather a group of ten to twelve congregants, along with as many resources as we can bring to bear, to help guide us through this process.

There is great hope to be had, and our revisioning and relocating process will afford us the opportunity to grow into a new form. Holy Cross, much like our namesake, is an ironic twist on the power of death. Just when you think it is all over, it becomes as clear as Easter morning that nothing is over in God's vision, things simply get resurrected in ways no one could have anticipated. We are in that moment between Holy Saturday and that clear Easter morning. We will be able to say alleluia with jubilation!

Rev. Richard

## **OFFICIAL CHANGES TO THE CHURCH REGISTER IN 2020**

### **Confirmed:**

None

### **Baptized the following into the Christian faith:**

Max Petersen (infant)

### **Transferred in from other Episcopal Churches:**

Jack Cumming

Valerie Cumming

### **Joined by Transferring Baptism:**

Lois Baxter

Jennifer Baxter

Tim Baxter

### **Removed by Request:**

Trina Deanne Keane Baggett

Dennis Baggett

### **Transferred out to other Episcopal Churches:**

None

### **Commended to God the souls of the following (Lost by death):**

Lee Mommsen

Peter Laubach

Jan Hire (not a member recorded on our books but a beloved friend of Holy Cross)



## SENIOR WARDEN REPORT

Despite 2020 being an incredibly trying year, the mission and vision of Holy Cross - *to worship, share, and exercise the servant ministry of our Lord Jesus and to be known as an open and welcoming church* - has carried on uninterrupted (though it's certainly been different than what we knew before!).

When I reflect on our experiences this past year as a faith family, I am in awe at what we have accomplished together! We began the year celebrating and thanking Rev. Roger for his



Our 1st livestream via  
Facebook live with Fr. Thayer!

ministry with us and baptizing Max Petersen. The following week we welcomed Fr Thayer as our supply clergy. How quickly things changed from that joyous start to the new year (not because of Fr Thayer, who was a such a blessing!). By the second Sunday of March it was *church at home*, livestreamed to you via *Facebook* and then on to Zoom when we were informed that clergy and laity over 65 were not permitted to gather even for the livestream.

As the reality of the pandemic continued to unfold and the challenges of not being able to gather for in-person worship continued, we enhanced and expanded our livestreaming capabilities to include our new *online.church* platform and our *YouTube Channel*. Through Jack Cumming's incredibly generous donation we installed new cameras and other equipment to provide for a much more dedicated and expanded livestreaming technology allowing us to hold livestreamed services and drive-in church. And, most wonderfully, when we return to in-person worship we will be able to livestream our services for those who are unable to join us in-person! By end of April we were offering an online mid-week service and by late August we added a second

mid-week service. Our adult formation programs have meet virtually each Sunday - online via Zoom as well thanks to Bob Meloon's leadership.

We come to church to be fed in Word and Sacrament and to be sent forth to spread the Word of God by our being a living Sacrament through our servant ministry. While we were not able to do this in the manner in which we are accustomed to for much of last year so many of you stepped out in faith, no doubt with a bit of trepidation, and learned to "Zoom", learned how to record yourself reading a lesson and/or a hymn for the Sunday service. You continued to welcome guests to Holy Cross - for both online worship and adult forum - some known, some new, from as far away as the east coast. During this past year our homeless friends continued to need to eat and our *Neighbors in Faith Ministry* continued to respond preparing and serving a monthly meal. When the numbers of people who were food insecure grew you responded with overwhelming generosity to our drive-by drop off events. And, throughout the year you have done what Holy Cross does best, opened your hearts, checked in on one another and continued to be the welcoming Open Minds, Open Arms of Holy Cross.

As we were navigating the beginnings of these rapidly changing challenges, we called our new vicar! The Rev. Richard Hogue began his ministry with us April 1, 2020 (when all is said and done, we will be able to look back and laugh at that date no doubt). What do you say to your



new vicar, who is serving as a vicar/rector for the first time, on his first Sunday worshiping with his new congregation, who is where?... Out there in the cloud somewhere, we hope! Welcome Rev. Richard, we are delighted you are here and we look forward to worshiping and serving in ministry with you.



Rev Richard's 1st Sunday with Holy Cross!

It was with sadness that the Covid pandemic exposed an additional challenge for Holy Cross. With the loss of B'nai

Tikvah rental income we conducted a careful analysis of our financial position and it exposed a clear issue: we could not sustain continuing to spend the approximately \$10,000+ per month on rent and other facility related costs (insurance, utilities, etc.) without the risk of depleting our reserves before the lease ended. After prayerful discernment and discussion your Bishop's Committee, working with Bishop Susan, diocesan staff, and financial consultants assigned to us by Bishop Susan, in late June 2020 we requested an early termination of the lease from our landlord, Greene Properties. As you know, by end of 2020 Greene Properties remained silent on any proposed settlement. We were blessed with \$48,870 in assistance from the diocese in the form of a Covid grant, PPP funding, waiver of our Common Life Share for 2 months and waiver of pension payments for 2 months and a \$5,000 grant from our landlord. Without that assistance we would have had to rely heavily on our reserves in 2020. Sadly, all of this led us to eliminate the secretary position in our 2021 budget and at year-end we said goodbye to Kathleen who is now enjoying retirement.

I am blessed to serve with a faithful group of individuals who take their ministry seriously and serve with gratitude. I want to say a personal note of thanks to the Bishop's Committee, our Bookkeeper, Muriel, our Treasurer, Larry, our Clerk, Dave, and Rev. Richard. This past year has been particularly challenging and each of these folks have been amazing. We couldn't have navigated all of this without them. We are saying goodbye to Brian as his term ends and the field education portion of his seminary training began in January, where he will be assigned to another parish in the Diocese and would no longer be eligible to serve on the Bishop's Committee at that point in his program anyway. We also say goodbye to Dennis who resigned from the BC in December due to personal reasons.

As you read through the following reports, please know it was a challenge for these folks to write them this year. They too are missing all that we didn't get to do through our many amazing ministries. They too are missing the loss of fellowship, being fed spiritually and just being together in-person as a faith-family, as well as mourning the loss of our building and saying goodbye to a space where a child(ren) was/were baptized, where they received holy communion, etc. As I said earlier in this report, when I reflect on our experiences this past year as a faith family, I am in awe at what we have accomplished together! I give thanks to God for all that God has accomplished through you and our parish. I give thanks to God for each and every one of you, because you are a part of why this has even been possible. This past year has been very challenging with Covid and our lease issue, especially when we add to it our own personal struggles, the racial tensions in our community and nation, and the political climate. I watched you navigate the challenges of the pandemic and these other challenges with



faithfulness and grace. By God's grace and your generosity, we remained "open" and ready to welcome ALL with *Open Minds, Open Arms*. We continue to adjust and trust, confident that God has a plan for Holy Cross and we know that with faith the Holy Spirit will guide us.

THANK YOU to all who gave from their heart of their time, talent, and treasure throughout the year and stood by us! Above all, thank you to our Lord, for the blessing of being called to service in our Lord's holy name.

With gratitude,  
Karen

## JUNIOR WARDEN REPORT

Usually the Junior Warden at Holy Cross keeps the facility maintained as well as stocked with supplies. As I stepped into the position just before quarantine occurred, I have only needed to buy very limited supplies (for COVID transmission prevention) and upkeep on the building was also minimal, just a few routine prescheduled service calls to keep the infrastructure in working order. In light of the fact that we are now exiting the lease, my facilities responsibilities will be changing in as yet unforeseen ways.

Most of my efforts this last year have been as follows:

- supporting the Senior Warden and Vicar in logistical planning for meetings, services, and budget/lease strategizing
- meeting with the Bishop's Committee monthly
- attending extra Bishop's Committee meetings for budget, lease, and other timely subjects
- assisting in the creation of the re-opening plan
- participating in the CLI conference, subsequent coaching, and ongoing project

Respectfully submitted,  
Katie Ho

## WORSHIP AND FORMATION MINISTRY REPORT

### Formation



Some of our Zoom participants

It is with a deep sense of gratitude that I dedicate this report to our own Bob Meloon, without whom we could not have accomplished such great Formation discussions and presentations for us all to participate in. His gracious leadership in this all-important aspect of our common life as a community of disciples is worthy of much praise. Bob is a treasure, and he makes sure to treat others that way as well. Thank you, Bob!

We will likely stick with the Zoom formation format until such time as it is safe to gather face-to-face, and even then we will not give up the technological ability for people to participate from afar, it is simply part of our DNA now, and we are better off for it.

Unfortunately, our formation for young families and children has slowed due to the pandemic. It is increasingly difficult for families to make time to dedicate towards their various extra-curriculars. Much of this can and will return in some form once society is in a more vaccinated state of being, allowing for more interaction than we have become accustomed to as we enter the second year of the COVID pandemic.

## Worship

While recording over Zoom was good for a time, I cannot write this worship report without acknowledging the many amazing gifts given to us through the generosity of Jack Cumming. Personally, I love being able to worship with you all live, even with occasional hiccups, than simply by recorded services. Jack, thank you for bringing in a necessary element for our current and future worship. Holy Cross is forever grateful for you!

And how could I not also thank our own Jack Cater, tech wizard and constant prayerful presence to all our worship these days. Jack has learned a brand-new system, and as if his resume weren't long enough already, now he can add part-time broadcaster/live streamer to the list. For a church of our size to accomplish and acquire what we needed to even in this time is a minor miracle. Both the Cater and Cumming families made this miracle possible.

If you feel any call, by God or by someone at Holy Cross, to participate in our weekly worship, we still need readers and prayers to be recorded weekly, and someday, live again. At that point, we'll need ushers and other ministers, so if you're called, again by God or someone at Holy Cross, you can help that way! There will be more ways to contribute as we come out of COVID and figure out our way in the near and long term.

Blessings,  
Rev Richard



## ALTAR GUILD MINISTRY REPORT

As 2020 dawned, the Holy Cross Altar Guild looked forward to its usual duties of preparing the church for regular services, the many festivals of the church year, as well as weddings, baptisms, funerals and other events in our life of common worship. This included preparing

the Nave and Sanctuary for Lent, “resetting” for Easter, decorating for Advent and then for the Christmas services. This work is done quietly and diligently by Jean Gillette, Sue Sebastian, Mary Lou Vanderpool, Muriel Wahl and myself, often with the assistance of spouses, friends and Godly Play helpers. We also prepare the portable communion kits for our Eucharistic Ministers. As part of our Saturday afternoon/Sunday morning preparations, Altar Guild members set up for Sunday morning coffee hour. Hospitality coordinator Joyce Nehlsen assisted with setting out cups and condiments.

This joyful work began with our first January service and we looked forward to welcoming our new Vicar, The Rev. Richard Hogue, on Palm Sunday.

And then it was March. In keeping with Diocesan and other pandemic safety protocols, in person worship was suspended and the Altar Guild's duties greatly reduced. We made sure the Sanctuary lamp was replaced weekly and responded to requests by Rev. Richard as our virtual services migrated to drive-in services and back to virtual. Filling the altar candles and changing the frontal and hangings and vestments according to the seasons of the church year were taken care of quietly and with devotion.

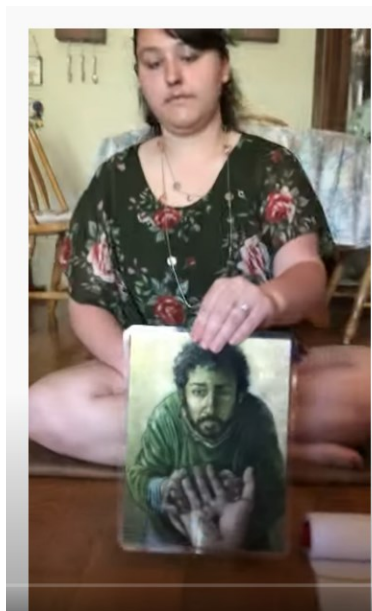


Zolner's Palm Sunday door decoration

While we do not know what 2021 will bring, all of us look forward to resuming our weekly and special duties in service to Holy Cross Episcopal Church.

Respectfully submitted,  
Judy J. Cater

## GODLY PLAY REPORT



Stacy's YouTube lesson

The Godly Play program started the year with up to 5 children twice a month in the 9-12 year old class. Stacy Craft continued as main storyteller for the older children.

The 3-9 year old group continued weekly with up to 3 children attending with Sue Sebastian, Judy Cater and Sue Baas as storytellers.

When Covid 19 closed our doors, we took a week off to figure things out and decided to continue lessons by posting links to YouTube Godly Play lessons for the families to enjoy at home. Stacy Craft, with Emily Craft's help, volunteered to record lessons for the older children's class. These were also posted with links for our families.

Stacy's and Emily's move to Billings, Mt. during the summer break (6/14-9/1), has left us without the more personal lessons. We continued posting YouTube Godly Play lessons through the end of the year.



We look forward to being together in Craig's Room again and continue our heartfelt thanks to:

- Elizabeth Burr and all in our congregation who have contributed to our children through Craig's memory.
- Stacy and Emily Craft for sharing their time and expertise by providing lessons for our children.
- Stacy Craft, Sue Sebastian, Judy Cater and Sue Baas for sharing the stories and wonders of God's word.

Respectfully submitted,  
Susan Baas

## **EVANGELISM REPORT**

2020 was a year of transition and hardship for Holy Cross. While we were blessed to call our new Vicar, the pandemic fundamentally changed how we worshipped, gathered, and outreached others. In re-reading the Evangelism Ministry report from last year, I struggle to write this one, as the contrast is stark and the loss makes me sad.

When I was first appointed co-chair of this ministry in 2019, I wasn't sure I even knew what Evangelism meant. What I did know was that I loved being part of Holy Cross' inclusive and welcoming community of faith, and was proud of all the outreach ministries we supported, despite our relatively small size. As Julie Tinney once said, Holy Cross is a 'small but mighty church that does great big things'.

Evangelism and Outreach are often the same ministry in other churches. I came to think of the difference this way: Outreach is all of our welcoming ministries in the larger community. Evangelism is all of our welcoming ministries within our own community of Holy Cross. Evangelism is also everything we do to make sure people know about Holy Cross, and specifically our inclusive mission of Open Minds, Open Arms. So, Evangelism is both fellowship and marketing. Weekly



newsletters, our website, and posts on social media. Greeting folks as they arrive to worship and welcoming newcomers. Coordinating coffee hours and brunches for us to visit together afterward. Staffing a table at Pride by the Beach in Oceanside, and walking together in the San Diego Pride parade, so the LGBTQ+ community will know we are here, and who we are. Just to name a few things from 2019.

This year was different. COVID-19 closed California in mid-March. Rev. Richard's first Sunday with Holy Cross was pre-recorded from his home, and like many Sundays to follow, brought to us by Zoom. For the remainder of 2020, our in-person fellowship and all of our outreach ministries were suspended (Neighbors in Faith being the sole exception). The small but mighty church had to abruptly pivot from Outreach and Evangelism to creating and maintaining an online church.



I am proud to say we have done this, and then some. Even before Rev Richard's first Sunday in April, as soon as we were notified of the shutdown in March, our service the following Sunday was recorded and made available online, with the help of Jack Cater, Fr. Thayer, Karen Sanchez and Katie Ho. The following Sunday, Deacon Seth, Mike Collier, and Stacy Craft joined Karen and Fr Thayer in recording the service, and for the final Sunday in March the other members of our Bishop's Committee - Brian Petersen, Dennis Baggett, and myself, were added to the mix. We have continued to record Sunday services and post them on our new YouTube channel ever since then, so anyone with an internet connection could watch these recordings anytime. I am saying "we" a lot here, but the real credit and many thanks for all this online work belong to our master technician, Jack Cater, who along with our Senior Warden Karen Sanchez and Rev Richard, has worked tirelessly to ensure our worship service continued online throughout the year. And as it turns out, this 2020 pivot is ALSO Evangelism.



Art from the Heart:  
Quilt by Sue Sebastian

Once Rev Richard arrived, it expanded even further: Evening Prayer Wednesday nights, Contemplative Prayer on Thursdays thanks to Brian Petersen, and Adult Education Forums on Sunday afternoons thanks to Bob Meloon and Robyn Hill. And of course, thanks to our new Vicar. You can read more about Worship and Formation elsewhere in this report but I mention it here to say it is ALSO Evangelism. And sure enough, we had new folks find and join us in 2020 through our new online presence.

We did have two months before the pandemic. Thank you to Cathy and Jim Zolner, who led our Greeters, and to Joyce Nehlsen, who coordinated fellowship in January and February, while we were able to still gather in person.

In February, Judy Cater coordinated our parishioner art show, Art from the Heart. Many thanks to Judy for her work on this and for all the Holy Cross artists who shared their talents: Sue & John Baas, Pat Canney, Jack & Judy Cater, Daniel Bissler & Randy Echito, James Haydon, Robyn Hill, the Ho Family, Larry Kucera, Bob Meloon, Ron Neumann, Sue Sebastian, Tobert Schulte, Ann Thayer, Bella Usova, John Wickman, Cathy & Jim Zolner.



Art from the Heart

Although our ministries from 2019 were suspended in 2020, we did make a donation to the North County LGBTQ Resource Center in November, during its annual fundraiser, because we could not hold our annual Thanksgiving Day meal together. This was a \$250 donor match that was leftover from fundraising for the Thanksgiving Day meal in 2019.

More kudos: For Linda Collier, whose Holy Cross Facebook posts have never slowed down, and whose excellent photos I often co-opt for our Instagram account.

Thanks beyond measure to Karen Sanchez, who in addition to serving as our Senior Warden, has continued to create and send out our weekly newsletter, which has been invaluable in keeping us all connected during this extended time of physical distance.

Finally, thank you to our new Vicar, the Rev Richard Hogue. I was proud to be on the Search Committee that found you and the Bishop's Committee that called you. I am so grateful you are here.

With the ending of our lease before the end of the pandemic, there is much grief over the loss of what we once were. And, there is a lot of Evangelism work ahead of us in order to continue and further expand our inclusive mission in 'the new normal'. It is harder to give free hugs through Zoom, but has never been more important than it is now. We don't yet know what our future holds, but we can still hold each other up; I hope you will join us.

Respectfully submitted,  
Marci Stafford



## OUTREACH MINISTRY

Like all other ministries at Holy Cross, our outreach was significantly impacted by the COVID-19 pandemic and the resulting restrictions that were placed on in-person activities. However, in the spirit of faithfulness and resilience that is so characteristic of our Holy Cross community, our volunteers and leaders still found ways to provide a helping hand to those in need in our area. This dedication and enthusiasm for being God's hands and feet in the world helped to make Holy Cross one of the few churches in our diocese that remained active in outreach during 2020.



We began the year with a full slate of planned outreach activities. Ongoing programs such as Wounded Warriors, cards for St. Jude's Ranch, and gardening/landscape work at All Saints Cemetery continued at the beginning of the year but had to be postponed indefinitely with the shutdown orders in March. This shifted the focus of our outreach efforts to one ministry in particular: Neighbors in Faith. Our Neighbors in Faith ministry started 2020 with an abundance of supplies from our December 2019 donation drive and a growing community of people from all walks of life, housed and unhoused, that met once a month at Magee Park in downtown Carlsbad for a meal and spiritual fellowship. Due



to the county health regulations that closed public parks, Neighbors in Faith was forced to make a logistical adjustment along with the other groups that worked together to provide meals to the marginalized each night of the week. The meal service was moved to Church of the Advent in Carlsbad Village, where much of the inside of the church was repurposed for the preparation and serving of meals in a safe and socially distant manner. Our volunteers from Neighbors in Faith worked alongside members of St. Patrick's Roman Catholic Church on the last Monday of each month to put together "to-go" bags of food that could be handed out to those in need.



During the summer months of 2020 we were blessed repeatedly with God's provision for this ministry in the form of timely donations and growing partnerships. When supplies of hand sanitizer for our unhoused friends started to dwindle, we contacted Misadventure Distillery in Vista who generously provided 2 gallons of their locally produced liquid sanitizer for us to distribute into individual bottles. The Diocesan Service and Justice Coalition helped to connect us to resources for handmade masks. And in June and July, we held several successful drive-thru donations drives where members of Holy Cross were able to drop off non-perishable food items and food storage supplies. In August, Joyce Wayman took over the role as the lead coordinator for Neighbors in Faith, and has done an outstanding job of reaching across the community to build partnerships and to find volunteers to help with the ongoing work of the ministry. Many thanks to Joyce for her hard work in the past year, as she continues to keep Neighbors in Faith going strong in 2021!



In 2020 Holy Cross continued to collect greeting card fronts for St. Jude's Ranch

for Children in Nevada. The residents repurpose them into new cards which earn them spending money when they are sold. Two packages were sent, one in March and one in early December. We continue this ministry and with the exception of Hallmark and American Greeting cards (copyright issues) all brands and occasions are accepted.

Toward the end of 2020, we were also excited to hear that our Wounded Warriors ministry would have the opportunity to resume in a limited capacity. Thanks to Tom Mauro for his ongoing leadership of one of Holy Cross's longest running ministries! While we certainly



miss the connection and fellowship involved in both Neighbors in Faith and Wounded Warriors, we are also grateful to have the chance to reach out to those most in need during these extraordinary times.

Respectfully submitted,  
Brian Petersen

## VICAR SEARCH



Our search process began on March 2, 2019 when the Rev Canon Allisyn Thomas met with the BC to provide direction and an overview of the process to help us prepare for our vicar search and the transition period. The BC was charged with establishing two committees, *Profile and Search*, that would guide us throughout our search process. We were encouraged to be open to where the Holy Spirit may be leading us.

The first step in the process was for members of the congregation to complete the Church Assessment Tool (CAT), an on-line instrument that would help us gauge the strength, vitality, and trends in our church. We completed this during the month of April 2019 and on May 27, 2019, results of the CAT survey were presented to the BC and Search and Profile Committee members along with information on how to understand and interpret the data.

With the results of the CAT survey completed, and the information gathered during our Cottage Meetings (discerning our call to become a parish), the *Profile Committee* began their work and on September 22, 2019 our search went live for 60 days, posted on our website, the Office for Transition Ministry website and advertised on the *Episcopal News Service*. Applicants were invited to review the three documents that had been prepared: (1) a job description with qualifications, skills and characteristics sought in our next vicar; (2) the OTM (Office of Transition Ministry) Profile Report; and, (3) our Mission Profile which included our history, mission, ministries, future goals, who we are, what we value, what our hopes and dreams are, and what qualities we are looking for in our next Vicar, along with our Website, Facebook page and our Newsletter.

At this point the process transitioned to the Search Committee whose responsibilities included receiving, reviewing, and screening applications, conducting interviews, and then presenting a list of one or more finalists to the BC who would then decide, in consultation with the Bishop's Office, on calling our next vicar.

In early 2020, the Search Committee completed the video interview process and presented a list of one or more candidates to the BC, who then decided, in consultation with the Bishop's Office, on calling our next vicar. On March 1st we called the Rev Richard Hogue as our new Vicar and he celebrated his first Sunday with us on April 5th.



Although the process is transparent, the names of ALL candidates and personal information, including sex, location and other items that might identify a candidate, are kept in strictest confidence by the Search Committee and by the BC.

We thank the congregation for your prayers, support, and patience during the process. We are deeply grateful and blessed that the following individuals accepted the call to serve in their respective roles in this process:

**Profile Committee:** Karen Sanchez - Chair; Linda Collier, Ron Neuman, and Jon Simpson.

**Search Committee:** Art Wahl - Chair; Elizabeth Burr, Emily Craft, Grant Ford, Bob Meloon, Marcia Pierce, Chaplain; and Marci Stafford.

Respectively Submitted,  
Karen Sanchez, Chair – Profile Committee and Art Wahl, Chair – Search Committee

## **STEWARDSHIP REPORT**

In late summer Mike Collier was given responsibility for the Stewardship ministry. Subsequently, a Stewardship Committee consisting of Mike and Pat Canney was been formed, they are seeking a third member. An initial goal is to establish a “Year-Round” stewardship effort, additional programs that focus on more than the annual pledge campaign. Possible ideas include stewardship of our environment and stewardship of our health. If you are interested in being involved in this important effort, please contact Mike.

The biggest news regarding Stewardship in 2020 was the annual pledge campaign. Given the Covid-19 situation there were no other stewardship events or projects to speak of. Many thanks to the members of our great church who pledged for 2021. While the pledge campaign results were commendable given the uncertain circumstances we find ourselves in, we unfortunately did not meet the reduced 2021 stewardship goal, finishing \$10,000 short of the goal of \$187,000. This number is similar to the \$12,000 in unmet pledges for 2020. Were it not for the unexpected early release from our building lease, we would be facing a huge budgetary deficit for 2021. May God Bless Holy Cross.

Respectfully submitted,  
Mike Collier

## **TREASURER’S REPORT**

(See pages 19 - 25 for Balance Sheet and 2021 Budget and 2020 Financial Reports)

The 2021 Budget recently approved by your Bishop’s Committee and the 2020 Treasurer’s Year-End Report are provided for your information. Note that the budget will be revised to reflect our move from the building once the details have been finalized. Last year, we approved a Budget for 2020 which called for a Gross Profit of \$250,382 and a projected Net Loss of (\$22,049). Remarkably as we look back at our financial results at the end of March 2020, we were substantially over Budget at the Gross Profit level and had Net Income of \$50,405. Despite the first signs of the COVID virus and the news B’Nai Tikvah was leaving,

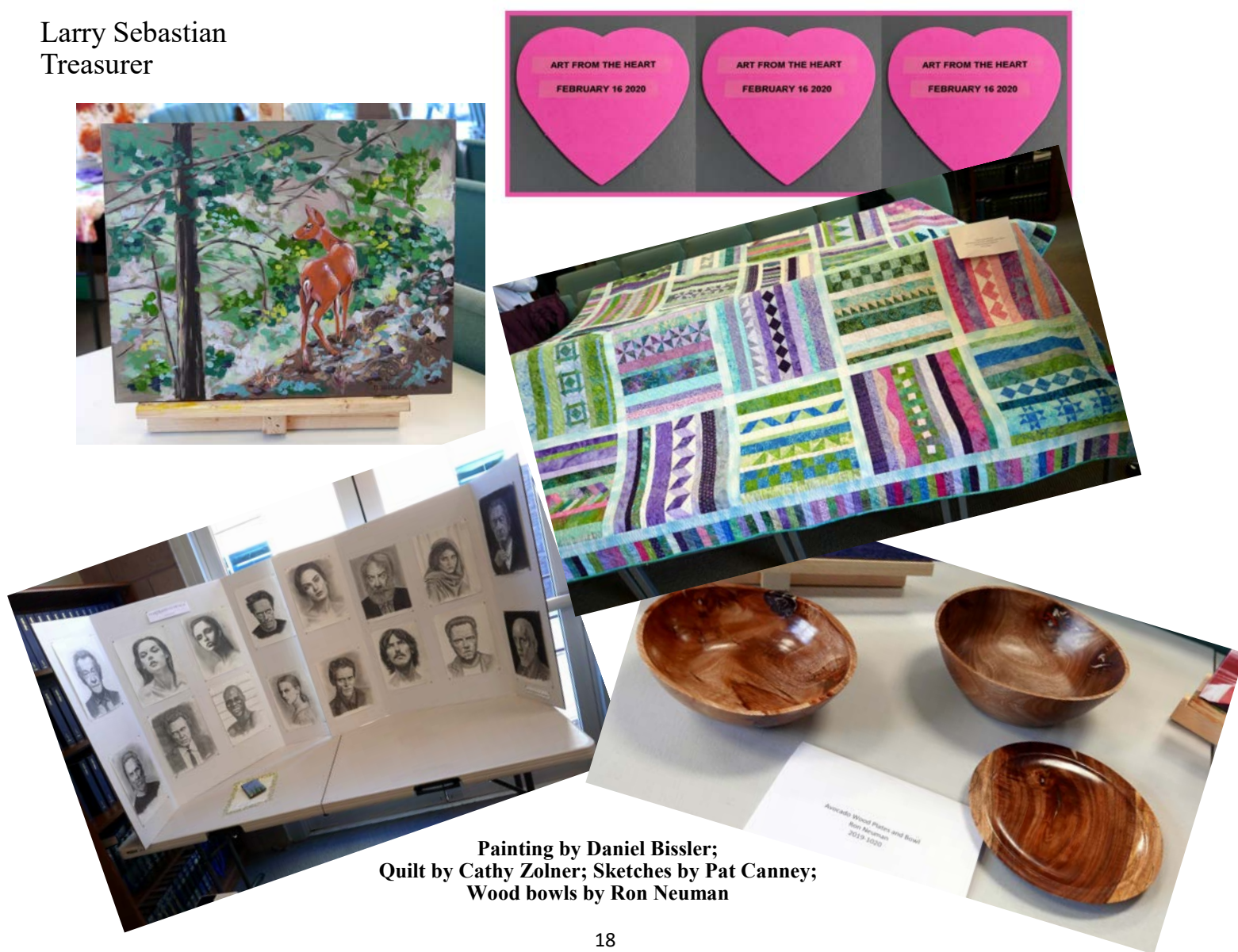
we finished the first quarter with excellent results. As the year progressed and COVID19 started to take its toll with the lock down and restrictions on in person services, we experienced shortfalls in budgeted income for Plate and Pledge Income.

However, assistance from the diocese in the form of \$18,000 from the government's Payroll Protection Plan(PPP) and a \$22,000 COVID Grant as well as a three month waiver of our Common Life Share payments and a two month waiver of our Pension Payments helped keep greatly assisted us. Operating Expenses were under Budget for the year by \$37,000 also contributing to the income gains.

The Bishop's Committee approved the use of \$20,000 from our reserves to offset shortfalls in plate and pledges. We received a donation \$10,000 during July from a parishioner designated to purchase a complete streaming set-up with multiple cameras. That enabled us to begin streaming our Sunday Services which helped filled the void of being unable to meet inside.

At the close of the year, the Bishop's Committee, with the assistance of the Diocese, entered into negotiations to cancel our lease with Greene Properties. After several months of negotiations an agreement was reached and our lease will be terminated at the end of February, 2021 with a substantial buyout.

Larry Sebastian  
Treasurer



# BALANCE SHEET AS OF DECEMBER 31, 2020

	Total
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1000 Assets	
1100 Cash and Marketable Securities	
1110 Chase Checking Account	46,108.74
1200 Ameriprise Financial	
1200-4 Acct. 4133 - Securities	
1215 Stock Donations - Pledge	0.00
1216 T Rowe Price Div Gro Investor	20,012.37
1217 Endowment Fund - Svgs Cert	1,153.48
Total 1200-4 Acct. 4133 - Securities	\$ 21,165.85
1200-9 Acct. 9133 - Securities	
1220 Fidelity Advisor Floating Rate	0.00
1221 Franklin Income Advisor	0.00
1223 Templeton Global Bond Adv CL	0.00
1225 Fidelity Advisor Real Estate	13,969.32
1226 Lord Abbett High Yield CL F	0.00
1227 Templeton Global Balanced Advis	0.00
1228 Eaton Vance Short Duration	19,919.09
1229 First Eagle Global CL 1	21,339.46
1230 John Hancock Bond CL 1	13,831.61
1231 Oakmark Investor CL	19,547.11
1232 Ivy INTL Core Equity CL 1	12,791.04
1234 Vanguard Small Cap Value ETF	16,537.74
1235 Fidelity Advr Emerging Mkts Inc	0.00
1236 Franklin Convertible Secs Adv C	7,697.28
1237 Fidelity Advisor New Mkts Incom	10,838.20
Total 1200-9 Acct. 9133 - Securities	\$ 136,470.85
1210 Cash Fund - Acct 9133	8,633.56
1213 AIMMA (Ameriprise Money Mkt	2,034.24
1249 CDs - Consolidated	0.00
Total 1200 Ameriprise Financial	\$ 168,304.50
Total 1100 Cash and Marketable Securities	\$ 214,413.24
Total 1000 Assets	\$ 214,413.24
Total Bank Accounts	\$ 214,413.24

<b>Accounts Receivable</b>	
<b>11000 Accounts Receivable</b>	10,002.97
<b>Total Accounts Receivable</b>	<b>\$ 10,002.97</b>
<b>Other Current Assets</b>	
<b>12000 Undeposited Funds</b>	0.00
<b>1400 Prepaid Assets</b>	0.00
<b>1420 Prepaid Rent</b>	0.00
<b>Total 1400 Prepaid Assets</b>	<b>\$ 0.00</b>
<b>Total Other Current Assets</b>	<b>\$ 0.00</b>
<b>Total Current Assets</b>	<b>\$ 224,416.21</b>
<b>Fixed Assets</b>	
<b>1500 Property, Building, Equipment</b>	
<b>1570 Kitchen Equipment</b>	1,213.01
<b>1571 Accumulated Depreciation</b>	0.00
<b>Total 1570 Kitchen Equipment</b>	<b>\$ 1,213.01</b>
<b>Total 1500 Property, Building, Equipment</b>	<b>\$ 1,213.01</b>
<b>Total Fixed Assets</b>	<b>\$ 1,213.01</b>
<b>TOTAL ASSETS</b>	<b>\$ 225,629.22</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
<b>2000 Current Liabilities</b>	
<b>2100 Accounts Payable</b>	2,520.00
<b>2110 Deferred Restricted Income</b>	0.00
<b>2200 Prepaid Pledges</b>	9,600.00
<b>Total 2000 Current Liabilities</b>	<b>\$ 12,120.00</b>
<b>Total Other Current Liabilities</b>	<b>\$ 12,120.00</b>
<b>Total Current Liabilities</b>	<b>\$ 12,120.00</b>
<b>Total Liabilities</b>	<b>\$ 12,120.00</b>
<b>Equity</b>	
<b>3000 Net Assets</b>	
<b>3100 Unrestricted Funds</b>	0.00
<b>3110 General Fund</b>	30,150.94
<b>3120 Restricted Facility Fund</b>	0.00
<b>Total 3100 Unrestricted Funds</b>	<b>\$ 30,150.94</b>
<b>3200 Temporary Restricted Funds</b>	0.00
<b>3201 Bishop's Fund</b>	0.00



3203 Building Fund	117,112.76
3203-1 Restricted Facility Fund	31,805.00
3205 Children's Ministry	0.00
3206 Coffee / Food / Receptions Fund	0.00
3208 Evangelism	72.49
3209 Flowers	1,402.81
3210 Pastoral Needs Fund	1,631.65
3218 Website	260.48
3219 New Vision	0.00
3220 Altar Supplies	0.00
3221 Endowment Fund	0.00
3222 Grant - Streaming Ministry	0.00
3223 Grant - Streaming Sunday Tech Support	5,000.00
3224 Grant - Organized Pastoral Education	2,000.00
3250 Memorials	
3268 Memorial - Jan Hire	0.00
3269 Memorial - Lee Mommsen	0.00
<b>Total 3250 Memorials</b>	<b>\$ 0.00</b>
3280 Outreach	
3281 Outreach - Epis. Refugee Netw.	118.10
3282 Outreach - Children & Family	660.00
3283 Outreach - La Posada Shelter	40.00
3285 Outreach - Seniors - MOW	50.00
3286 Outreach - Wounded Warriors -WW	25.00
3287 Outreach - General	810.14
3288 Outreach - Immigration Ministri	0.00
3289 Outreach - LGBTQ	1,375.62
3290 Outreach - Neighbors in Faith	1,740.34
<b>Total 3280 Outreach</b>	<b>\$ 4,819.20</b>
<b>Total 3200 Temporary Restricted Funds</b>	<b>\$ 164,104.39</b>
<b>Total 3000 Net Assets</b>	<b>\$ 194,255.33</b>
32000 Unrestricted Net Assets	1,848.57
Net Income	17,405.32
<b>Total Equity</b>	<b>\$ 213,509.22</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 225,629.22</b>
Wednesday, Feb 10, 2021 08:44:55 AM GMT-8 - Cash Basis	

# 2020 FINANCIAL RESULTS AND 2021 BUDGET

						2020 Actual	2020 Budget	2021 Budget
					Income			
					4000 · Operating Revenue			
					4100 · Operating Unrestricted Revenue			
					4110 · Plate Offerings + Easter, Chris	4,837	19,000	2,000
					4120 · Pledge Payments	177,937	189,502	177,025
					4134 All Saints American Catholic Church	400	2,400	0
					4140 · Rent Receipts - CBT	3,600	14,400	0
					4145 · Maintenance Payments - CBT	900	3,600	0
					4150 · Investment Interest & Dividends	5,919	4,000	2,300
					4155 · Realized Gain/Loss on Investmen	(34)		0
					4185 · In-Kind Donations	1,177	2,000	0
					4196 · Other Income	29,102	1,000	1,000
					Total 4100 · Operating Unrestricted Revenue	223,838	235,902	182,325
					4500 · Operating Restricted Revenue			
					4520 · Flowers	664	2,100	0
					4524 · Altar Supplies	50	50	0
					4530 · Coffee / Food / Receptions	0	100	0
					4563 · Streaming Grant	10,000		
					4580 - Christian Ed /children	0	680	
					4583 - PPP Grant	9,002	0	
					458X - COVID Grant	0	0	0
					Total 4500 · Operating Restricted Revenue	19,716	2,930	0
					Total 4000 · Operating Revenue	243,554	238,832	182,325
					5000 · Non Operating Revenue			
					5100 · Non-Operating Unrestricted Reve			
					5110 · Envelope, Special Offerings	569	600	0
					5115 · Faith Street	441		0
					5170 · Memorials	300	600	0
					5180 · Other Non-oper. unrestrict inc	0	100	0
					Total 5100 · Non-Operating Unrestricted Reve	1,310	1,300	0
					5500 · Non-Operating Restricted Income			
					5520 · Bishop's Fund	0	100	0
					5530 · Pastoral Needs Fund	0	500	0
					5540 · Outreach - Children & Family	125	1,200	0
					5545 · Outreach - Epis. Refugee Netwrk	983	1,150	0
					5547 · Outreach - Immigration Ministri	0	500	0
					5552 · Outreach - La Posada Shelter	40	500	0
					5555 · Outreach - General	0	1,500	0
					5558 Outreach - Neighbors In Faith	1,610	2,500	0

						2020 Actual	2020 Budget	2021 Budget
					5559 · Outreach - LGBTQ	250	450	0
					5565 · Outreach - Seniors - MOW	171	350	0
					5570 · Outreach - Wounded Warriors -WW	36	500	0
					5585 · In-Kind-Donations	1,048	1,000	0
					Total 5500 · Non-Operating Restricted Income	4,263	10,250	0
					Total 5000 · Non Operating Revenue	5,573	11,550	0
					5700 · Investment Unrealized Gain/Loss			0
					5105 · Unrealized Gain/Loss on Invstmt	11,570	0	0
					Total 5700 · Investment Unrealized Gain/Loss	11,570	0	0
					Total Income	260,697	250,382	182,325
					Gross Profit	260,697	250,382	182,325
					Expense			
					6000 · Expenses			
					6100 · Church Program (Outside Work)			
					6110 · Diocesan Mission Share Pledge	21,564	28,650	27,502
					Total 6100 · Church Program (Outside Work)	21,564	28,650	27,502
					6200 · Outreach (Social Justice)			
					6215 · Outreach - Seniors - MOW	197	500	0
					6220 · Outreach - Wounded Warriors -WW	295	500	600
					6226 · Outreach - La Posada Shelter	0	250	0
					6227 · Outreach - LGBTQ	250	500	0
					6228- Outreach - Neighbors in Faith	1,610	2,500	0
					6230 · Outreach - Children & Family	125	250	0
					6235 · Outreach -Epis.Refugee Netwk	983	200	0
					6260- In-kind Donations	999		0
					6240 - Outreach - General			0
					Total 6200 · Outreach (Social Justice)	4,459	4,700	600
					6400 · Parish Expenses			
					6410 · Clergy			
					6411 · Vicar Stipend	25,173	23,000	33,000
					6412 · Vicar Housing	18,625	23,125	24,000
					6413 · Vicar SS Offset	74	0	0
					6414 · Vicar Travel	0	600	0
					6415 · Conferences	91	600	0
					641X · Professional Development	25	0	750
					641X · Telephone		0	450
					641X · Auto Expense (Mileage, Parking, etc)		0	0
					6417 · Supply Clergy	2,100	2,550	750
					6418 · Supply Clergy Travel	264	200	145
					6420 · Pastoral Clergy Travel	0	200	0
					6421 · Group Insurance	6,870	7,350	8,652
					6422 · Pension	5,885	8,302	10,260
					6427 - Deacon	0	500	0
					Total 6410 · Clergy	59,107	66,427	78,007

						2020 Actual	2020 Budget	2021 Budget
					<b>6450 · Administration</b>			
					6451 · Secretary	10,377	15,000	0
					6452 · Work. Comp. Insurance	182	200	0
					6453 · Office Supplies / Postage	487	700	600
					6457 · Copier / Printing	2,526	3,050	2,750
					6465 · Computer H/W / S/W	2,159	300	500
					6469 · Telephone	3,250	2,700	3,400
					6472- Admin. Assistant		0	0
					6473 · Stewardship Campaign	0	300	0
					6475 · Social Security Taxes	826	3,240	0
					6476 · ADP Service Charges	191	350	190
					6477 · Investment Maintenance Fees	1,581	150	500
					6478 · Bank Service Charges	140	200	200
					6481 · Conferences Other Personnel	0	450	100
					6483 · Faithstreet Expense	8		
					6482 · Other Exp. - Misc.	665	1,200	910
					<b>Total 6450 · Administration</b>	<b>22,392</b>	<b>27,840</b>	<b>9,150</b>
					<b>6500 · Facility</b>			
					6501 · Rent	85,932	93,850	96,663
					6502 · Common Area Fees	14,476	16,260	16,750
					6503 · Storage Facility Rent	1,956	2,054	2,054
					6504 · Ontario Refrigeration	1,444	1,500	1,500
					6505 · Sexton / Janitor	3,105	4,800	4,800
					6506 · Custodial Supplies	219	250	250
					6507 · Repairs & Minor Improvements	2,568	3,750	0
					6508 · Utilities	4,006	6,700	6,000
					6509 · Insurance - Facility	1,394	900	1,098
					6510 · Security System	1,287	1,250	980
					6512- Other Property Expense	59	350	100
					6511 · Property Taxes	0	2,000	2,000
					<b>Total 6500 · Facility</b>	<b>116,446</b>	<b>133,664</b>	<b>132,195</b>
					<b>6550 · Evangelism (Servanthood)</b>			
					6551 · Advertising / Evangelism	599	1,400	525
					6552 · Pastoral Needs Fund	0	500	0
					6553 · Evangelism - Inclusion	0	500	0
					6555 · Babysitter	0	0	0
					6556 · Food / Receptions / Fun Events	22	1,500	0
					6563 · Discernment Support	677	0	
					6558 · Website Maintenance	150	150	150
					<b>Total 6550 · Evangelism (Servanthood)</b>	<b>1,448</b>	<b>4,050</b>	<b>675</b>



					2020 Actual	2020 Budget	2021 Budget
6600 · Worship & Formation (Spir.Dev.)							
6601 · Organist					1,500	8,300	0
6602 · Sub Organist / Guest Musicians					0	150	0
6604 · Altar Supplies					916	400	400
6606 · Flowers					664	1,750	0
6608 · Music / Organ Maint.					467	500	0
6609 · Church School - Godly Play					0	1,200	400
6610 · Adult Education					71	100	400
6612 · Youth Program					0	200	100
6613 · Streaming Grant Expense					10,000	0	0
6613 · Streaming Ministry					2,703	0	1,200
Total 6600 · Worship & Formation (Spir.Dev.)					16,321	12,600	2,500
6900 · Other Expenses							
6937 · Faithstreet Fees					451	0	0
6940 · In-kind Donations					1,092	2,500	0
Total 6900 · Other Expenses					1,543	2,500	0
Total 6400 · Parish Expenses					217,257	247,081	222,527
Total 6000 · Expenses					243,280	280,431	250,629
Total Expense					243,280	280,431	250,629
Net Ordinary Income					17,417	(30,049)	(68,304)
Other Income							
7400 · Release of Temp Restricted Fund					228	8,000	0
Total Other Income					228	8,000	0
					228	8,000	
NET INCOME (LOSS)					17,645	(22,049)	(68,304)
DRAW ON RESERVES					22,000	0	0

## CLERGY

The Rev. Richard Hogue, Jr, Vicar - [vicar@holycrosscarlsbad.org](mailto:vicar@holycrosscarlsbad.org)  
The Rev. Theodore O. Atwood, Jr., Associate Priest  
The Rev. Walter L. Edelman, Assisting Priest

## WARDENS, BISHOP'S COMMITTEE, AND STAFF

<b>Senior Warden</b>	Karen Sanchez - <a href="mailto:seniorwarden@holycrosscarlsbad.org">seniorwarden@holycrosscarlsbad.org</a>
<b>Junior Warden</b>	Katie Ho
<b>BC Members at Large</b>	Mike Collier
	Marci Stafford
<b>Treasurer</b>	Larry Sebastian
<b>Clerk of Bishop's Committee</b>	To be Appointed
<b>Bookkeeper</b>	Muriel Wahl
<b>Facilities Manager</b>	Grant Ford
<b>Registrar</b>	Linda Collier
<b>Musicians</b>	Supply

### The Episcopal Diocese of San Diego

2083 Sunset Cliffs Boulevard  
San Diego, CA 92107-2535  
The Rt. Rev. Susan Brown Snook, Bishop

[www.edsd.org](http://www.edsd.org)

Office: 619-291-5947

### Holy Cross Episcopal Church

2510 Gateway Road  
Carlsbad, CA 92009-1727

[www.holycrosscarlsbad.org](http://www.holycrosscarlsbad.org)

Office: 760-930-1270

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