

St. Mark's Episcopal Church
330 E. 16th Street
Upland, California 91784
115th Annual Meeting
January 26, 2025



St. Mark's Episcopal Parish: A Community of Grace

Our Mission: To be a place where love and hope abound:
we welcome everyone to our worship and communion, we help one another
understand God and know Jesus, we nurture our community and the world,
and we celebrate diversity and work for social justice.

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AGENDA

Welcome and Call to Order	Rector
Opening Prayer	Barbara Nalbach, Jr. Warden
Welcome and Introductions of People & Vestry	Rector
Appointment of Clerk	Kay Alexander
Declaration of Quorum <i>(Minimum of twenty-five members in good standing)</i>	Clerk
Minutes of the 114th Annual Meeting <i>(May be dispensed with by a majority vote of those present)</i>	Rector
Commendation of Reports Submitted	
2024 Highlights	Karin Brown, Senior Warden
Financial Report & Budget Presentation	Ken Drew, Finance Chair and Treasurer Marcia Godwin, Assistant Treasurer
Rector's Report	Rector
Elections 2028 Vestry: Dale Biggs, Ginger Rudisill, and EB Stapp 2026 Vestry: Susan Mackall, appointed at the November 2024 Vestry Meeting Convention Delegate: Kathy Walker Convention Alternates are appointed in the Fall. Please contact the vestry if interested. Outgoing vestry: Karin Brown, Ken Drew, Barbara Nalbach; Kay Alexander (appointed)	
Q&A and Other Business	
Remembering	The Rev. Sally Monastiere Daughters of the King
Date of Next Annual Meeting	Clerk
Closing prayer, Dismissal, and Adjournment	
First meeting of new Vestry	

MINUTES OF THE 114TH ANNUAL MEETING

St. Mark's Episcopal Church
Minutes of the 114th Annual Meeting
January 28, 2024

Kimberly Cortner led everyone in singing the Doxology.

Rev. Keith Yamamoto asked each table to appoint a scribe. The names of everyone at the table were recorded. One point was given for each year the person has been a member of St. Mark's. One more point was given for leadership roles. Prizes were given for the most and least points. Rev. Keith explained that the least points were important because they represented the future of the church.

The meeting was called to order by Rev. Keith Yamamoto at 10:50 AM.

The Opening prayer was given by Kimberly Cortner.

Kay Alexander was appointed as clerk for the annual meeting.

Quorum for the meeting was declared. Motion made to dispense the reading of the previous year's minutes – M/S/A.

Rev. Keith introduced the current vestry: 2026 Gail Dean & Kathy Osterkamp; 2025 Karin Brown, Kimberly Cortner, & Barbara Nalbach. Those leaving the vestry are Dean Billman, Marcia Godwin, Sharon Muehlbacher, and Carol Morgan.

Rev. Keith presented the slate for election for the class of 2027 - Bill Brooks, Lisa Drew, Ed Muehlbacher, & Paul Stapp. 2025 vestry Karin Brown, Kimberly Cortner, Barbara Nalbach, & Ken Drew. Convention Delegate, Kathy Walker. M/S/A

Annual Reports from delegates, committees, and ministries are available online. A few hard copies are on each table and can also be requested.

The Financial Report was presented by Marcia Godwin, liaison to the Finance Committee. She showed slides of basic expenses, income, & giving trends. Efforts have been made to reduce expenses. The budget is typically about \$300K income and \$400K expenses. Future rentals, Head Start, and Employee Retention funds should bring in more income.

A Lay Leadership Licensing Program through Bloy House was explained by Kimberly Cortner. The diocese is doing a pilot program with Deanery 6 so classes will be free. They will start after Easter.

The Senior Warden's Report was given by Carol Morgan. Highlights of 2023 were reported (see report in 2023 program).

The Rector's Report was given by Rev. Keith. He highlighted the Outreach programs, collaboration with Deanery 6, extended partnership with the community, children's ministry, pastoral care, lay Eucharistic ministry, Helping Hands, adult education, in person workshops, partnering with Lucy Jones for Disaster Preparedness Program, social media, digital ministry, electronic communication, Breeze & website calendars, and Building & Grounds.

Remembering those who were baptized or passed away in 2023 was led by Rev. Sally Monastiere and Lisa Drew, Daughters of the King President.

The closing prayer was given by Dean Billman.
The meeting was adjourned at 12:00 PM.

Respectfully submitted by:
Kay Alexander, Clerk

VESTRY CANDIDATE BIOGRAPHIES

DALE BIGGS

I have been a member of St. Marks since the late 90's. At this time, I am the Building & Grounds Committee Chair. I have served on the vestry in the past as well as on other boards when we had a school and preschool. The campus of St. Mark's is large and takes a great deal of time to maintain. That is my most enjoyable thing to do. I have served on other guilds as chair also, as the Program Leader for the Red Cross blood drives. I believe that blood drives are a lifesaving event. What I think I like most about St. Mark's is coming early before anyone else arrives to have quiet time to relax. Being a past vestry member will help me learn the new ways of doing things here at St Marks. My vision is to be transparent with all.

SUSAN MACKALL

I joined St Mark's after graduating from University with my Masters in Library Information Services and returning to California in 1973. While working at a local city library, I was a member of the Upland Women's Club participating in their community activities. Later I joined the teaching staff at St Mark's School. I was a member and joint chair of Women of Saint Mark's ECW assisting in organizing fund raisers, Sunday hospitality, and spiritual retreats, Advent and Lenten programs, bible studies and a LEM. I have concentrated on Children Christian Education and Fellowship programs. For me the Episcopal Church represents God's dream for His people. A dream where we share, care, help, say we are sorry and forgive and love. No matter where we come from, how we look, or where we live. As represented in Archbishop's Tutu's book.

GINGER RUDISILL

Born in Torrance, California. Two daughters, one son. BS and CEM (Certified Emergency Manager) Retired from Northrop Grumman as Environmental, Health and Safety Manager. Two beloved dogs. I have been a member of St Mark's since October, 2023, spending much of my time creating the church Disaster plan which included a dedicated Medical Team and Wellness Room. I'm an avid reader and struggling painter. The loving welcome I first received when attending St Mark's cemented my love for this church. I hope to do all I can to maintain the high degree of love exemplified by clergy and parishioners and continue to grow in God's grace.

EB STAPP

My name is EB Stapp, and together with my husband, Paul, we've been members of St. Mark's for around eight years. Before joining St. Mark's, we were part of the Holy Trinity St. Benedict's Episcopal Church community. My daughter, Lyla, attended St. Martha's Episcopal School until its closure in 2000. Our family's bond with the Episcopal Church runs deep, starting with my pagan grandparents who, as children, were among the first baptized by Episcopalian missionaries in the Mountain Province in the early 1900s. In the Philippines, my siblings and I were students at Easter School, a private Christian school founded by Episcopal missionaries, now known as Easter College, where my father served as the principal. After our family emigrated to the United States in 1970, we continued our tradition of attending Episcopal churches. As teenagers, my siblings and I received confirmation instructions from Father Reitz of Trinity Church, Los Angeles, and were confirmed by Bishop Gooden, the oldest living bishop at that time, who was 101 years old when he confirmed us. Our Episcopal legacy continues

with Paul and Ben, who were baptized into the Episcopal Church in 2003. What I cherish most about St. Mark's and the Episcopal Church is the genuine welcome extended to everyone—to worship, to partake in communion, and to question our faith. St. Mark's and the Episcopal Church provide me with hope when I feel discouraged, light when I can't see past the shadows that obscure my way, and permission to question and doubt. Currently, I organize the coffee hour hosts and contribute as a member of the Altar Guild and St. Mark's medical team. In the wider community, I volunteer at a no-kill dog and cat shelter in Claremont and will soon start a new volunteer role with Care for the Caregiver at USC Arcadia. At St. Mark's, my interests lie in promoting initiatives that reflect our commitment to environmental stewardship and assisting wherever I can. I would also be interested in helping increase membership and possibly start a food bank at St. Mark's to help those who suffer from food insecurity.

DIOCESAN CONVENTION

Kathy Walker

I have been at St. Mark's since 1987, I was an Aide at the school for several years, and have served on many committees. I am currently on the Buildings and Grounds committee, St. Fiacre- the garden guild, Liturgical Arts, the Altar Guild; I sing in the choir, I am the music librarian; in addition I assist the head of security, I maintain the archives for the church, and I am a counter.

I have several hobbies, gardening, astronomy, fly fishing, reading, and knitting. I love opera and most types of music. I hike in the local mountains and like to travel. I take care of my grandchildren a few days a week.

I have been a delegate to convention for many years and have enjoyed the opportunity to serve St. Mark's in this capacity immensely. It is a wonderful experience because you get a deeper sense of the larger church, and you meet people from all over the diocese. I love how we this diocese is changing and I want to be a part of the change. I find a deeper sense of spirituality when and after attending the convention. I would love to serve St. Mark's as a delegate to convention again and again.

CONVENTION DELEGATE REPORT 2024

Inside Out Church

129th meeting of the Episcopal Diocese of Los Angeles

I hope all of you will visit the diocesan website at www.diocesela.org/convention. I could go on and on with the details of this convention; however, in trying to keep this short I will say that although this was a one evening and one day convention it was amazing.

Friday night we had a delicious dinner followed by the showing of the movie Philadelphia 11. It's an important piece of the history of the Episcopal Church.

The procession for the Eucharist on Saturday was all women, most of whom were clergy. I got in line where I was told to be and found out I was in front of The Rev. Dr. Carter Heyward, one of the Philadelphia 11. We listen to a sermon by Rev. Norma Guerra, who preached dynamically in two languages sentence by sentence. She challenged us compellingly to do the sacred work that needs to be done: to stand with our LGBTQ siblings, people of color, our children and youth whose future is uncertain, and with the women around this country who are afraid of losing their autonomy.

Then we heard from the Rev Dr. Carter Heyward. I could quote her over and over again, but the best thing to do is go to the convention website and listen to her speak. "My call to myself; my call to us, is to stay alert and not let ourselves be lulled into any kind of quiet complicity by pretending we are above politics or outside of it." She also said that, "It is morally imperative to ponder how to love through the hatred experienced on both sides."

We heard Bishop Taylor's address in which he talked about the Episcopal Identity of love, peace and justice. He asked us, what are we afraid of? Human dignity is not up for grabs. We need to be chaplains to the culture in crisis.

The important business of the convention was done, including Canon Andy Tomat reporting on the budget. St. Andrews Irvine has been a mission for many years and we voted to make them a parish. Several resolutions were read and passed, proposed changes to the constitution and canons were read and voted on. Resolutions referred from the 81st General convention and amendments were read and approved. One was marriage rites for inclusion in the Book of Common Prayer. A224 Amended Article X with clarifying amendments, D049 Article II of the Constitution is amended to increase the number of bishop suffragans in a diocese. In the mean time we were electing people to different positions in the diocese.

Some of the reports and addresses were posted later on the website because of the length of the convention.

The address by The Rev. Canon Melissa McCarthy, Canon to the Ordinary was posted later as well. It is just as inspiring as the others.

Once again please go to the Website, www.diocesela.org/convention. There is so much more information available.

Respectfully Submitted,
Kathy Walker
St. Mark's Convention Delegate

DEANERY 6 ANNUAL MEETING

October 22, 2023, 3:55 pm

Those present; Rev. Susan Scranton Grace Glendora, Rev. Fennie Chang, Janice Lee St. Thomas Hacienda Heights, Rev. Judy Heffron, Patricia Holt, Bryan Bennett St. Paul's Pomona, Rev. Jay Tillitt St. Peter's Rialto, Rev. Keith Yamamoto, Dale Biggs, Kathy Walker, St. Mark's Upland, Dana Radcliff St. John's La Verne, Susan Payne St. Ambrose, Dean Linda Allport Bloy House,

Welcome and call to order by President Dale Biggs.

The Agenda was accepted and the minutes from the October 2022 meeting were approved as written.

Treasurer's Report: Susan Payne gave the treasures report there is 6082.42 in the banks account.

President's Report: Dale Biggs thanked everyone for their hard work and said that he had very much enjoyed the collaborative deanery events and hoped that they would continue.

Program Group on Missions: Lovely picture of Violet with her mothers. Updates could be found through the Episcopal News

Diocesan Council: Rev. Jessie is finishing a 3 year term. Money up to \$1500 was approved for the rental of space and showing of the film The Philadelphia 11, was approved by the Deanery Executive Council on October 12. The film will be shown on. 4th at 10 Am at the Laemmle in Claremont.

Deanery collaborative events: Nov. 10-11 Diocesan Convention in Riverside, Dec. 2 Advent Quiet Day at Christ Church Ontario, Dec. 10 Deanery 6 blue Christmas, Advent Soup Suppers Dec. 6 at St. Paul's, Dec 13 at St. John's, Dec. 20 at St. Mark's

Elections: Representatives to Diocesan Council Lay and Clergy. Mother Judy Hefferon volunteered to be the Clergy Rep. Still looking for a Lay rep. Deanery Youth Delegate Lilli Edeson from St. Ambrose. Treasurer Bryan Bennett, St. Paul's President Carol Morgan St. Mark's. All elected by acclamation.

Motion to add Carol Morgan and Bryan Bennett as new signers on the Deanery 6 account at Chase Bank. MSC

Bloy House Partnership: Dean Linda Allport spoke about the collaboration with Deanery 6. "This program will offer practical, customized courses to train lay leaders in your churches for the licensed lay ministries of preacher, worship leader, and pastoral leader as well as the governance roles of warden, treasurer, and vestry/BC member." This program will start after Easter in 2024 in either April or May. This program will help all churches in transition and will be finished by mid-June.

Dean's report Rev. Keith Yamamoto: Thank you to all of the outgoing officers and welcome to the incoming officers. Thank you to Rev. Jennifer Hughes and Rev. Jessie Smith for organizing the showing of the film Philadelphia 11. It was wonderful being at the 60 anniversary of St. Thomas' Hacienda Heights. Thank you Rev. Fennie. Deanery 6 has a wonderful opportunity to embrace lay leadership through this collaboration with Bloy House.

Mother Judy closed the meeting with prayer.

Adjourned at 4:45 pm

Respectfully submitted,

Kathy Walker

SENIOR WARDEN'S REPORT

It has been my pleasure to serve as your Senior Warden for this past year. I have enjoyed working side-by-side with a great leadership team. Rev. Keith continues to provide compassionate leadership and pastoral care for our parish. Our Vestry members have worked diligently to be responsible and thoughtful stewards of St. Mark's church and lay leaders for our community. I am thankful that many members of St. Mark's Church are actively engaged in small group ministries that reflect our mission and values to welcome everyone to our worship and communion, help one another to understand God and know Jesus, nurture our community and the world, celebrate diversity and work for social justice. You can find full reports from various parish ministries and committees in the Annual Report. I will briefly share some highlights from this year.

Worship at St. Mark's continues to be offered in-person and concurrently online. Digital ministry has expanded to include additional sound equipment, cameras and monitors in the sanctuary and our parish hall. Our greeters, ushers, readers, Lay Eucharistic ministers, choir and musicians, flower and altar guilds make St. Mark's a welcoming place to worship. We especially thank Serena Beeks and Gigi Garner for their music program leadership during the absence of a music director. Several of our parishioners participated in the Bloy House Lay Licensing Program for Deanery 6. John Flasher, Dr. James Brown, and Kimberly Cortner are now licensed lay ministers able to preach and lead worship with already consecrated bread. Several of our

vestry members also to attend the Governance Tract of the Bloy House Lay Licensing Program to learn how to perform leadership roles within our church.

The Fellowship and Coffee Hour Hospitality committees have ensured that St. Mark's continues to be a community of care and social engagement. We have enjoyed our annual social events such as our community outreach Easter Brunch and Egg Hunt, Trunk or Treat Halloween event and the St. Nicholas dinner. This year, EB Stapp organized the purchase and selling of St. Mark's coffee mugs with the St. Mark's lion and a quote or biblical verse, as a fundraiser and to incorporate environmental sustainability practices in our social gatherings. Ginger Rudisill organized our Disaster Preparedness protocol and member contact lists so that we can check in with parishioners during emergency situations. Sadly, this is a timely project as we have faced recent fire and windstorm dangers. Being prepared to respond to crisis situations is an important component of community care for St. Marks. Our Membership committee, under the leadership of Vestry member Lisa Drew, updated contact information on Breeze and developed Breeze access protocols to improve communication with our church members using this platform.

Managing the business, financial and maintenance responsibilities of our parish are critical and often daunting tasks of our Rector Rev. Keith, vestry, church staff (Rose and Shari), Finance, and Building and Grounds committees. I thank you all for the time and care you put into maintaining the smooth operation of our parish and campus grounds. This year I especially thank our treasurer, Ken Drew, for the extensive volunteer hours he put into reconciling and updating our financial records for accurate reporting to the Vestry, an congregation; as it took time to replace our bookkeeper. We are very happy

to welcome Shari Hardy as our new bookkeeper and thankful to Marica Godwin who served as Assistant Treasurer and maintained oversight of our financial audits and other important financial transactions.

We are greatly appreciative of the work done this year by Carol Morgan on our Venue Rental project. Venue rental activities have now been incorporated into the Building and Grounds Committee. A beautiful venue rental webpage has been developed on our Church website. I encourage everyone to view it and share our venue rental opportunities with your friends. We recently established a "pilot" partnership with "As You Like It" (AYLI), a catering service seeking venues for various receptions they cater. We hope that this promising collaborative working relationship will lead to new venue rental opportunities and will provide assistance with managing our scheduled events. We have had successful short term rental opportunities this year and are considering other rental proposals, such as with Core Athletics, a community-based program interested in renting our soccer field. As shared in announcements during worship services as reported in our recent Good News newsletter, the vestry has decided not to pursue a long term lease with San Bernardino County Head Start. We are still committed to using our Christian Education Building for the education of children and we will continue to pursue other partnerships to fulfill this mission.

Our Buildings and Grounds Committee, led by Dale Biggs with regular and active assistance from Vestry liaison Paul Staff, worked very hard this year. They completed, or are in the process of completing, many necessary repairs and maintenance projects with vestry approval; such as replacing the HVAC unit in the choir loft; light replacements; repair to leaking conduit in the library building; painting rooms in the Christian education building, repair to the east railing; repair of the water main; add safety film to the Narthex windows and the Chapel slider. The Committee developed a priority list of needed repairs to the parish with hopes that the congregation can help raise money for these important maintenance projects. They also

organized clean-up days where many volunteers came together to clean up our campus and clean out our storage bins. Thanks to all that participated- many hands make for light work!

In summary, I feel blessed to be a long standing member of St. Mark's Episcopal Church. You have been my loving and supportive faith community for over 28 years. While I have completed my service on the Vestry and as the Senior Warden, I will continue to share my time, talents and treasure with my St. Mark's family. My future projects will involve developing adult education forums on topics including Hospice Care; and on Asset mapping for our Church. I also hope to re-engage our Communications Committee and look forward to working with those interested in this ministry.

Thank you and bless you.

Dr. Karin Brown, Sr. Warden

COMMITTEE REPORTS

BUILDINGS AND GROUNDS

For the Building & Grounds Committee, 2024 was a very busy year. We met weekly on Zoom the 2nd Tuesday of the month. Below are some of the committee's significant projects and accomplishments.

We developed and regularly updated a list of priority projects ('Needs List'), which we were shared with the congregation on Digital Ministry boards.

We removed the dilapidated handicap access ramp on the Library and replaced outdoor lighting on the Christian Education Building and Library.

We repaired a leak into the basement of the Library, which allowed us to move the bell controller from the Choir Loft to the back of Room 29. Additional repairs are planned to try to staunch water intrusion into that room during very heavy rains, like we had last winter.

We replaced the air conditioning unit in the Choir Loft.

We cleaned up and re-painted upstairs rooms in the Christian Education Building that we then successfully rented to a tutoring business over the summer. We also cleaned and de-cluttered preschool rooms for use by short-term renters.

We had major workday in July to discard old furniture and other equipment and items from the school and in storage bins.

Committee members contributed to preparation and success of events hosted by other ministries, notably Trunk-or-Treat and the Foothill Family Shelter Thanksgiving Basket distribution events.

As part of the Disaster Preparedness effort led by Ginger, Dale created maps of shut-offs of all the major utilities and led tours of the sextons and other congregants of the major emergency locations. We also oversaw the addition of a protective film on the large windows between the Narthex and Sanctuary, and the large glass doors near the Guild Room to prevent them from shattering in the event of a disaster.

Carol led efforts to begin renting out some of our spaces, which included developing rental agreements, preparing spaces, advertising, and hiring and supervising attendants. Through her initiatives, we also explored possible revenue-generating opportunities such as establishing cell phone towers and electric vehicle charging, as well as building affordable housing on the less-used parts of our grounds. She will describe her efforts in a separate report.

Members of B&G participated actively in discussions and visits with San Bernardino County Headstart to investigate a long-term rental of our vacant education facilities. They also helped pursue and formalize a new venture to establish a new private preschool at St. Mark's (Foxberry), which will hopefully start in mid-2025.

Thanks to Dale's coordination and outreach efforts, St. Mark's hosted 5 successful Red Cross Blood Drives in the Parish Hall in 2024.

We thank the other members of the committee for their time, energy, and commitment:

Kate Flannery Carol Morgan (Venue Rental)
Kathy Walker Chris Watson
Ginger Rudisill (Emergency Preparedness/Disaster Team)

We also greatly appreciate the regular participation in meetings and activities by Rev. Keith and Marcia Godwin.

Respectfully submitted,

Dale Biggs, Committee Chair
Paul Stapp, Vestry Liaison

COMMUNICATIONS

The Communications Committee held meetings on Zoom throughout the year. The committee is responsible for the oversight and maintenance of St. Mark's website (Constant Contact/Breeze, Good News, Venue Rentals, Live-Stream, For Children), the digital marquee, social media accounts (Instagram, Twitter or X, Goggle, Yelp, etc.), and the collection of photographs of church events.

The website is updated on a weekly basis, which at a minimum includes the Bulletin for Sunday's Service.

Social media is posted/updated one to five times a week on St. Mark's Facebook and Instagram accounts depending on activity. The goal is to share prayer, community, and events with people far and near.

The Digital Ministry Team handles the weekly service livestreams on Facebook and YouTube, as well as the digital bulletin board in the Parish Hall. Please see the 2024 Digital Ministry Annual Report for a complete description and discussion.

A special thank you to all that worked on the Communications Committee.

Respectfully Submitted,
Ed Muehlbacher
Communications Committee Liaison, Vestry

FELLOWSHIP SOCIAL EVENTS

Susan Mackall, Coordinator | Betty Farrell, Co-Coordinator
Active Ministers: Kathryn Barbour, Myrna Dole, Sylvia Ochoa, Connie Williams, Melissa Diaz, Barbara Nalbach, Judy Hartman
Auxiliary Members: John and Vicki Levario, Gigi Garner

The past year has been a vibrant and fulfilling period for the St. Mark's Episcopal Church community, thanks to the Fellowship Ministry's dedicated efforts to foster togetherness and joy.

On March 16th, the Parish Hall was adorned in green for St. Patrick's Day. Parishioners shared a potluck corned beef and cabbage dinner, followed by lively Irish dancing and music from the Tamora School of Irish Dancers.

Spring Celebrations:

In April, our Potluck Easter Brunch and the Great Easter Egg Hunt brought families together to celebrate the Resurrection. Even rain couldn't dampen the children's excitement as they searched for eggs hidden in the Sanctuary. Fellowship members added to the fun with a festive photo backdrop featuring the Easter Bunny.

May's Mother's Day Hospitality Hour received special attention, thanks to the Fellowship Ministry's support.

Summer Preparations:

July and August were spent planning for the busy holiday season, ensuring every detail would reflect the spirit of St. Mark's.

Fall Festivities:

September saw the Parish Hall transformed into a charming ice cream parlor for our annual Ice Cream Social—a sweet and fun-filled afternoon of fellowship.

October brought St. Francis Day and a vegetarian potluck after the Blessing of the Animals. Later in the month, our Annual Trunk or Treat event delighted over 350 participants with creatively decorated trunks, music by DJ Professor, and medals for the best-decorated vehicles. True to St. Mark's mission of grace, parishioners donated hot dogs, chips, and water, which were distributed free of charge.

Holiday Cheer:

In December, the Fellowship Ministry brought the Christmas spirit to life with the St. Nicholas Dinner. To reduce costs, members prepared a delicious meal featuring tri-tip, a baked potato bar, mac and cheese, and more. The Parish Hall was transformed into a Gingerbread House and Christmas Forest Scene, creating a magical atmosphere for children visiting Santa. The evening included our beloved Ugly Christmas Sweater Contest, with medals awarded for the most festive creations.

Looking Ahead:

The Fellowship Ministry at St. Mark's Episcopal Church has been instrumental in orchestrating a rich variety of events, strengthening bonds within the church and the broader community. As we celebrate these successes, we also recognize the importance of recruiting and retaining new ministers to sustain these meaningful traditions.

Respectfully Submitted,
Betty Farrell, Fellowship Co-Coordinator

FINANCE

We appreciate our parishioners for their financial commitment to St. Mark's. We have faced persistent budget deficits since 2020. We largely covered deficits from 2020-2022 through federal Paycheck Protection Program funds (almost \$600,000). We also paid off our large loan in 2022 through an anonymous donation. We had to draw down savings by about \$125,000 in

2023. Due to two extremely generous donations towards the end of 2024, we avoided having a substantial deficit again in 2024. Without those donations, totaling \$88,000, we would have depleted our savings and needed to implement additional cutbacks in 2025.

As shared last year, we are prayerfully making progress towards a sustainable and growing St. Mark's. We have continued to restructure our operations and reduce many expenses. However, we have had large increases in our utility bills and health along with rate increases in other areas.

Pledges for 2025 have increased by four households (58 to 62) and pledges for our operating fund have increased 2%. We have also had steady donations to the Building Fund that pays for major projects. We had additional large donations to replace the air conditioning unit in the choir loft and to supplement our diocesan grant to do initial repairs related to water intrusion in the lower level of the library.

Ongoing congregational giving is not enough to keep up with inflation or close the deficit. The Vestry, Finance Committee, Stewardship Committee, Building and Grounds Committee, and others have been working steadily to develop additional sources of income. We have increased fundraisers and established a venue rental program. We rented space to a tutorial center in Summer 2024 and are preparing for Drew Field to be used for an after-school athletic program. Additional rentals and partnerships are being developed. We have not received any checks from our 2023 Employee Retention Credit application. The IRS froze application processing due to fraud and has been slow to resume payments.

We have started every year since the pandemic with what looks like only "five loaves and two fish" to fund our parish and support a wide range of ministries. By God's grace and the generosity of our community, we have been able to spiritually grow, welcome newcomers, and thrive. Your continued prayerful support of St Mark's is appreciated as we strive to have our finances reach a sustainable level and enable us to fulfil our mission.

Special thanks are extended to Ken Drew for his service as Treasurer this year and past service with the Finance Committee. Derek May has also provided volunteer legal counsel on our personnel practices, contracts, and rentals. The team working on venue rentals, led by Carol Morgan, has done a lot of work this past year.

Respectfully submitted,
Marcia Godwin, Assistant Treasurer

St. Mark's 2025 Adopted Church Budget (Operating Fund)

Income:

- Projecting a return to regular giving levels after receiving two, one-time donations in 2024 of about \$88,000. Some ongoing growth is assumed.
- Included income for approved rental of Drew Field and special event rentals, but not new rental proposals.

Expenses:

- Rector base salary increase to \$68,840, new state-required minimum for exempt employees, which also increases tax and pension costs. Last pay raise was in early 2020.
- Increases in health insurance, almost \$2,000 per year.
- Utility and insurance increases.
- Reduced costs by 2/3 for copier lease after expiration of remaining contract
- Includes some shifts between staff and contracted service line-items (music director vs. guest musicians, IT services, bookkeeping)
- There are some services carried over to 2025 that we had first anticipated in 2024.

Description	2024 Budget	2024 Projected	2025 Budget
Income			
Church Contributions	\$289,000	\$369,285	\$300,000
Designated/Operating	2,380	3,706	\$3,500
Other Income	1,150	33,540	\$24,150
<i>Transfers from Savings</i>	<i>4,000</i>	<i>See below</i>	<i>4,000</i>
Total Income	\$296,530	\$406,531	\$331,650
Expense			
Rector	\$120,932	\$118,081	\$124,859
Other Staff Costs	85,998	56,844	\$85,756
Outreach	35,301	35,300	\$37,200
Office Supplies/Srvcs	23,950	22,481	\$11,750
Membership Incorporation	3,500	2,584	\$3,000
Worship	8,150	27,252	\$8,400
Parish Life	3,100	125	\$3,800
Christian Education	1,600	767	\$1,600
Maintenance/Utilities	94,076	114,297	\$116,800
Finance/Services	36,700	27,684	\$44,350
Venue Rental (direct)		4,933	4,000

Total Expense	\$413,308	\$410,348	\$441,515
Net Income	-\$116,778	-\$3,817	-\$109,865

Transfer note. Funds of \$65,405 were transferred from a Divestment Investment Trust (DIT) account in 2024, but are not included in the church budget table. They are savings that may need to be drawn down in 2025. The 2025 budget anticipates a new withdrawal from earnings from DIT savings.

Other Funds

We also have designated funds (Flowers, Haiti, etc.) and pass through donations for outreach (Foothill Family, TOUCH, Episcopal Relief & Development, etc.)

The Building Fund pays for facility and other major projects.

St. Mark's 2024 Building Fund Activity

Description	2024
Contributions Transferred In	\$40,241.00
Diocesan Grant	5,000
Total Income	\$45,241.00
Expenses	\$19,210.00
Fund Balance, Dec. 31	\$83,927.00

There are 17 Building Fund pledges for \$23,108 for 2025.

\$1,940 of the balance is to be used for the library water intrusion project in 2025. The Building and Grounds Committee recently approved funding for several projects and has a prioritized list of projects. Therefore, the balance is expected to be drawn down in 2025.

MUSIC DIRECTOR SEARCH

We reconvened our music director search committee in Fall 2024. We greatly appreciate everyone who visited and supported Larry Goddard during his illness and through hospice care. Larry's son, Ben, also has expressed his appreciation to the St. Mark's community for our care and support.

We have been able to have a purposeful search process due to the service of our interim music directors and guest musicians. So far, our committee has interviewed several

candidates on Zoom and has had in-person visits/auditions with our choir and band members. We are encouraged by the progress we are making and the candidates we have interviewed so far.

Search committee members:

Canon Serena Beeks, advisory

Kimberly Cortner

Lisa Drew

Marcia Godwin

Garrett Kenehan, advisory for band

Kathy Osterkamp

The Very Rev. Keith Yamamoto, Rector

STEWARDSHIP

The St. Mark's Stewardship Committee works to encourage parishioners to share not only their treasure, but their time and talents with our church community. This year, our Walk in Love pledge campaign reminded us that we all have many gifts we can share and that we are companions for one another during times of need. I invite you to give thanks for the many people who have walked with you in love, supported you in your faith, and shared their gifts with our church family. We have received a total of 66 pledges totaling \$239,390, up from last year's total of 56 pledges totaling \$233,450. Our goals for 2025 include working to educate church members on the importance of pledging a donation and how each pledge affects our annual budget, as well as continuing to organize a variety of fundraising activities that our members enjoy. As well, after being elected president of my union at Chaffey College, I will be stepping down as chair of the Stewardship Committee. The stewardship committee is a wonderful way to help your church thrive and I invite you to please contact me, Rev. Keith, or any vestry member if you are interested in serving on this committee.

Submitted by Melissa Diaz

WORSHIP

Sundays

1st Sunday of the Month:

Blessing of Life Hallmarks & Milestones

Band and Children's Catechesis at 10AM

Youth Ministry at 11AM

2nd Sunday of the Month:

Healing prayer and anointing by the

Daughters of the King in the chapel

Vestry Sunday

Children's Catechesis at 10AM

Daughters of King meeting at 11:30AM

3rd Sunday of the Month:

Children's Catechesis at 10AM

Youth Ministry at 11:30AM

4th Sunday of the Month:

Children's Catechesis at 10AM

Epiphany

While Epiphany is marked every January 6th, in 2024 it was celebrated on Sunday January 7th. As we do each year, we provided house blessings and marking of the church doors with the current year.

Lent

Ash Wednesday 2024 coincided with Valentine's Day. Again St. Mark's offered it's very popular "Drive Through" distribution of ashes in the front parking lot, and again we had a great response marking the first day of Lent. Holy Week services were a diocesan collaboration. The Wednesday Tenebrae services were held at each respective church. Maundy Thursday was held at St. Mark's. We shared an Agape Meal in the parish hall, followed by foot washing and striping of the altar. Good Friday and Stations of the Cross was held at St Mark's at noon, lead by Daughter's of the King. St. Paul's Pomona held a Good Friday evening service. Partially due to our smaller and aging choir, the Easter Vigil was held at St. Ambrose Claremont.

Easter

Liturgical Arts did another fantastic job decorating the sanctuary and altar. Appropriately, Easter Sunday was our largest attended service of the year. Several volunteers from Fellowship organized the popular Easter egg hunt on the south lawn for the children.

Pentecost

May 19th we marked the day of Pentecost by wearing red to church to symbolize the flames of the Spirit. Several talented parishioners volunteered to read portions of the Gospel in their native or acquired languages.

From May 26th through December 1st, we maintained ordinary Sunday services, with occasional officiating lead by assisting priest Rev. Sally Monastiere and other guest supply priests when Rev. Keith took a well deserved summer break.

John Flasher, Kimberly Cortner, and Jim Brown became licensed Worship Leaders for the Diocese of Los Angeles through Bloy House.

Advent

Advent 2024 began on Sunday December 1. We marked the season with an Advent Wreath near the altar and one for our homes. Again members of Liturgical Arts lead by Canon Serena Beeks, Kathy Walker, Ann Porter, Christy Hyder, and volunteers at large helped to produce beautiful Christmas decorations for the sanctuary.

Christmas

The Nativity Pageant was performed on December 22nd and it was a lovely intergenerational program lead by Susan Mackall. Christmas Eve was celebrated in an afternoon service with the band, and again at 9:30 PM with the choir. Attendance this year was unfortunately lower than usual.

Loving Our Neighbor

Thankfully Covid has diminished in severity and prevalence, but it still continues to have a community presence. We continued to support a safe and healthy worship space by encouraging those who should wear a mask to do so. Masks were encouraged to be worn by those serving others in close face-to-face proximity by hospitality hosts, ushers, greeters, Sunday School teachers, and Eucharistic ministers. When exchanging the Peace, we acknowledged everyone's space and sensitivities; some offered elbows, fists, or a peace signs, and we responded accordingly.

At communion consecrated wine was distributed via individual disposable plastic cups.

Special Thanks

A special thanks goes out to all the members of the flower guild, altar guild, baker's guild, ushers, lectors, LEM's, digital ministry, liturgical arts and choir, who unselfishly give of their time and talent to make every Sunday service at St. Mark's a beautiful and special experience. As we all know, many of you are serving in multiple roles and it is extremely important that you are publicly acknowledged for all that you have done and continue to do for St. Mark's Church and Parish.

Jim Brown Worship Chair

MINISTRIES

BIRTHDAY CARDS

Coordinator: Lisa Drew

Card Ministers: Linda Collins, Gail Dean, Evangeline George, Sylvia Ochoa

The purpose of this ministry is to remember all church members on their birthday with a birthday card. Our ministry supports the mission and ministry of St. Mark's by strengthening inclusivity and a sense of belonging to the St. Mark's community. We enjoy letting church members know that St. Mark's remembers them on their birthday.

Our card ministers send out birthday cards to church members on a monthly rotation. This was the last year for Evangeline George, who retired this summer after many years as a card minister. Her position will be filled by Margaret Vinnedge, who will begin her service in 2025.

We need your help to keep our birthday list current, so please let me know if you are not receiving a birthday card. Birthday card ministers are people with legible handwriting and time to sign cards, address and stamp envelopes, and mail cards over a month-long period. All materials are provided. To update birthday information or to volunteer to be a birthday card minister, contact Lisa Drew at prayers@stmarks-upland.org.

Submitted by Lisa Drew

BOOK CLUB

Baking communion bread St. Mark's Book Club continues to meet on the third Saturday of each month to discuss a book chosen by the membership in a parishioner's home. We enjoy the intellectual exercise and warm hospitality offered us.

Maggie Vizio

BREAD BAKERS – STE. HONORÉ

The purpose of St. Honoré Guild is to provide communion bread for our Sunday church services as well as other Eucharistic services throughout the year. Members of the guild include Connie Williams, Lisa Drew, Melissa Diaz, Yvette Jauregui and our newest member Nathan Williams. This year we savored all the goodness of Jesus through the art of bread making during the Bread of Life series. The bakers made a different bread for each week. We enjoyed Artisan, Focaccia, Sourdough and White bread. We spent the five weeks analyzing how to understand bread as a metaphor for Jesus. Anyone interested in joining this fulfilling ministry can contact Connie Williams. We will train!

Respectfully submitted,
Connie Williams

COUNTERS

The counters are responsible for the counting of the collections of the various services throughout the year. They check each check for the signature, the date, it has to be within a certain time period, and where you have designated the funds to go. If you do not designate where you want the donation to be posted they have to put it in the operating/ general fund.

Cash donations are treated the same. They have to make sure that the checks and cash add up to the same amount that was entered into the computer program. The counters are Chris Watson, Ken Drew, Barbara Nalbach, Ann Porter, Serena Beeks, Kate Flannery and Kathy Walker.

Respectfully submitted,
Kathy Walker

DIGITAL MINISTRY



The Digital Ministry Team:

Bob Mattus (Lead), Craig Gillette, Dr Jim Brown, Kay Alexander, Rob Garretson, Paul Stapp, Joel Bolton, Michael Diaz, Emilo Diaz. Gwen Vinnedge (Facebook and Instagram Lead).

Digital Ministry serves approximately 10 to 15 individuals each Sunday that watch the livestream broadcast from a remote location. In 2024, Digital Ministry has livestreamed 54 worship services (52 Sundays and 2 added Worship Services. Total attendance via live stream was 642 viewers (335 on Facebook and 367 on YouTube). Digital Ministry also livestreamed one memorial service and provided audio support for 2 funerals (not live streamed). During one memorial service, Digital Ministry demonstrated the capability to provide recorded audio in the sanctuary. Digital Ministry provides the Sunday readings to the livestream audience during the regular 2024 Sunday services, and provides the song lyrics to the congregation in an effort to reduce paper consumption at the Sunday service In addition, Digital Ministry enhanced the capability to live stream outdoor activity such as the Palm Sunday outdoor celebration or the chalking of the church doors. Through a generous donation, Digital Ministry added one new Point-Tilt-Zoom (PTZ) camera in the sanctuary. For the Sanctuary audio system – three new speakers have been upgraded in the Sanctuary. Digital Ministry added an electronic bulletin board in the church office and church hall to display both upcoming and past St Marks events.

We welcomed three new members: Kay Alexander, Emilio Diaz and Micheal Diaz. Recruitment and training of Digital Ministry members continues. **We are always looking for additional volunteers to support the ministry!**

Plans for 2025

One additional video PTZ camera will be added at the lectern in the Sanctuary and an enhanced remote video capability will be added.

Bob Mattus
Digital Ministry Lead

FOOTHILL FAMILY SHELTER

The Foothill Family Shelter is a transitional housing program based in Upland, California that was started by the members of St. Mark's Episcopal Parish. The Shelter has (28) 2-bedroom, 1-bathroom apartments that are utilized to provide temporary transitional housing for local families in need. We serve the cities of Upland, Rancho Cucamonga, Ontario, Montclair, Claremont, and Pomona. In 2024, we housed (44) adults and (56) children in our service area and we are looking to make a greater impact in the years ahead.

The demand for services in our area is high, but the impact of donations received from St. Mark's is high. In 2024, our parish was able to grant every Christmas clothing wish that was submitted by the residents. The food pantry supplements not only our shelter residents, but also some of the most needy families in our area, and your contributions have helped sustain this part of our program.

Looking forward, our annual gala will be held at Padua Hills Theatre on May 15, 2025 - your support at this and other events is greatly appreciated. Please connect with me for any information on Foothill Family Shelter, we are always looking for new volunteers or individuals looking to donate their time and/or treasure.

Sincerely,
Melissa Diaz
Board Secretary, Foothill Family Shelter

HAITI PARTNERSHIP

Our deepest thanks to all parishioners who continue to support the Haiti Fund through donations and/or the purchase of Haitian goods. Your donations and purchases in 2024 totaled \$11,742.56 which provided support for teacher salaries, meaning the school is still able to remain open, providing a safe place for the children of local subsistence farmers to continue their education despite the chaotic situation in the nation's government and the instability for the country and its people. In the past, we sent checks which were flown to Haiti via a missionary air service which goes once a week when possible. When it arrived in Haiti, it was picked up from the port at Les Cayes in the far southwest, as flying into Port-au-Prince is too risky both for the missionary flights and for the person trying to pick up the mail. It was then deposited in the bank locally, and then the bank waited for the check to clear before making the funds available. That meant it could take as long as six weeks for the funds to get to the school. With our most recent transfer just a few days ago, we have opted for wiring the funds, and are awaiting word that it has all worked out just fine.

Your prayers for all of Haiti, and especially for the people of Trianon, for the Head of School Louis Fleuristal, and for our partner priest the Rev. Jean Alphonse, are much appreciated. They pray for us weekly, and were the first to send email messages concerned that we might be near the fires in Los Angeles and assuring us of special prayers for our safety. When there is news from Haiti, it is usually very bad, but what is not reported are the hundreds of little rural Episcopal schools and the ministries of other churches being carried on faithfully all over the country by local people in service to each other.

Respectfully submitted,
Guen Vinnedge and Serena Beeks, Co-chairs

LAY EUCHARISTIC MINISTERS

LEMs assist the clergy at the altar each Sunday and at other services that include a Eucharist. They also participate at memorial services and weddings. It is a requirement by the diocese that all LEMs participate in the training program "Safe Church, Safe Communities."

Those serving at the 8 am service include Canon Serena Beeks, Dale Biggs, Dean A. Billman, Linda Gomez, and Cheryl Ward. Those serving at the 10 am service include Kay Alexander, Dr. Jim Brown, Karin Brown, John Flasher, Brandon Hewgill, and Craig Gillette. Kathryn Barbour served at the 10 am service from January through July. We added Luke Beardsley to our awesome team in March. Thank you all for your service to St Mark's.

Respectfully submitted,
John Flasher, Scheduler of Lay Eucharistic Ministers

LAY EUCHARISTIC VISITORS

We have resurrected our visitations to people who have been unable to come to church for various reasons. We attempt to establish and/or maintain contact with our church members who are in assisted living facilities or who are infirmed or frail—by sending cards, making phone calls, and offering prayers. We even visit people who have not been regular members of St. Mark's. Those who serve as Eucharistic Visitors include Kathryn Barbour, Dale Biggs, Kimberly Cortner, John Flasher, Rosalyn Foster, Ralph Monaghan, and Rev. Keith Yamamoto. Please inform the Church office if you or anyone you know wants a visit.

Respectfully submitted,
John Flasher, Scheduler of Lay Eucharistic Ministers

LECTORS

I schedule for both the 8:00 AM and 10:00 AM services as well as some of the special services for various seasons of the year. We currently have only four lectors for the 8:00 AM service and eighteen for the 10:00 AM service. In the 8:00 AM service one lector covers both the Old Testament and New Testament lessons, as well as leading the congregation in the reading of the psalm appointed for that Sunday. Another lector leads the Prayers of the People, so two lectors for each service. At the 10:00 AM service we assign one lector for the Old Testament and psalm, another for the New Testament reading and a third for Prayers of the People.

I am pleased to say that our lectors do a great job, and they are a pleasure to work with. Everyone is very willing to fill in for others when scheduling becomes a problem. We have sufficient lectors for 10:00 AM but we are really short of lectors for the 8:00 service. Consequently, it is not uncommon for a lector to be assigned two or three weeks in a row and only get a break occasionally.

Like virtually every ministry, doing the scheduling has allowed me to get to know members at both services that I might not otherwise, and has occasionally opened opportunities to share both our faith and struggles. It is a pleasure to serve with those who serve God's people in this way.

Sincerely,
Greg Hewgill
Lector Coordinator/Scheduler

LITURGICAL ARTS

The Liturgical Arts Committee facilitates and coordinates different kinds of art to enhance the church during the various liturgical seasons, with the hope that people will have the opportunity to worship with all of their senses, and in ways other than the spoken or written word. Right now Christmas has departed, but the stars and angels remain up during Epiphany to show us the way to enlightenment or comfort or healing or whatever it is we are seeking, particularly this year in the recent challenges to our sibling churches in the January wildfires. All of that will come down for Lent in March as we bring the Stations of the Cross back to the sanctuary and then prepare for Easter to bloom in April. Red signifies the Holy Spirit on Pentecost, and then the long, green season through the summer and fall as green turns to bronze, and then we will be back to Advent, preparing gradually for everything to be ready for Jesus, culminating on Christmas Eve.

We invite participation from anyone who is interested, and we were happy last fall to again receive the contributions of members of the Youth Group, who helped folded origami doves with the names of our departed loved ones for All Saints' and All Souls' Day, November 1 and 2. Liturgical Arts and the Flower Guild together celebrated the arrival of a new "tallest tree" which had all of its wiring in the trunk and did not necessitate a treasure hunt through the branches for wires from the different sections to match up (or not) with the next section -- a huge time-saver. The Christmas stars doubled in number this year thanks to a gift from Robert Cunningham. We will try to post dates well in advance for such activities as putting up and taking down stars. (The taking down is MUCH quicker than the putting up.) Creating art can be a prayer or a meditation, an act performed with love as we think about the different interpretations various people might have. You may believe that you are not artistic, but everyone is an artist when it comes to putting up the Christmas forest with the Flower Guild or hanging up butterflies.

Membership on the Liturgical Arts committee is fluid and includes anyone who shows up to work on a project. It also includes people who have moved away, such as the Muhns and

Robert Cunningham who encourage us from afar, and even those whom we love but see no more, such as the Rev. Lee Harris, who continues to provide us with inspiration.

Respectfully submitted,
Serena Beeks, Chair

MEN'S BREAKFAST

The 2024 year saw our Men's Breakfast come back and we enjoyed meeting together once again. We started meeting in our parish hall for a potluck breakfast with everyone bringing something from home. I'm looking forward in 2025 to having as many breakfasts as we can. We need to get all our dates on the parish calendar to be booked in advance.

When met all are welcome to attend our breakfasts. The breakfast is hosted on the second Saturday of the month at 8:00 AM. We will have our first breakfast in January in the parish hall. If someone was willing to host a breakfast at their home, we would be open to that too. I want to thank all who have attended any of the Men's Breakfasts in 2024. It is a really good time. Look for notices in the Good News and a signup sheet in the parish hall.

Dale Biggs

MEN'S COFFEE FELLOWSHIP

A small group of men from St. Mark's meet at Starbucks Coffee in Upland on Wednesdays from 10:30 am to Noon. The coffee shop is located at the Colonies Crossroads, 1943 N Campus Ave. Unit D, Upland, 91784, near the 210 Campus Avenue interchange. Regular attendees are Bill Brooks, John Flasher John Levario, and Ed Muelbacher. We usually just sit and chat about any subject that comes up. You do not have to drink coffee to join us.

Respectfully submitted,
John Flasher, Scheduler of Lay Eucharistic Ministers

PARKING GUILD

The parking participants are usually called upon a few times a year. If parking is needed, I would like to get 3-4 people to help park. Usually I'll have 1 or 2 people in the front parking lot directing cars to the handicap parking. It's helpful in trying to keep the front lot open for people that are least able to walk and use the stairs. The other volunteers I'll put in our back parking lot.

The parking guild people need to arrive about 30 minutes early to get ready and go over where or how we will park the automobiles. The goal is to keep traffic moving and not block the driveway. The person at the front will hand out and map once all the onsite parking is full. The map will have directions to the closest parking on the street to St. Mark's.

There are occasions when we have facility attendants help. And they are, Adam Angulo, Gabriel Aleman, Joseph Montanez and Lionel Yang.

Many Thanks to our Parking Guild: Paul Stapp, John Flasher, Rachel Ferguson and Ed Muelbacher.

Respectfully submitted,
Dale Biggs, Guild Chair

REDCROSS BLOOD DRIVE

Since July 2020 we've hosted 22 blood drives, and collected 628 units of blood with 647 donors. We've had 69 power red and 98 first time donors. Our current badge is Premier Blood Partner. Our average units collected is at 29 per drive. The Red Cross says 25 units collected per drive is a successful blood drive.

In 2023 we held 5 blood drives. Collected 130 units of blood and had a total of 151 appointments filled.

In 2024 we held 5 blood drives. Collected 159 units of blood and had a total of 181 appointments filled.

For 2025 we have 5 blood drives scheduled. The first blood drive January 17, Friday from 1-7PM in our parish hall.

Since the start of our blood drives in 2020 we have had 8 volunteers help with greeting donors when they come in, and help with set up, take down and close up. Most of the volunteers I'm expecting to help in 2025.

Respectfully submitted
Dale Biggs
Program Leader

RECOVERY GROUPS

Al-Anon and Compulsive Eaters Anonymous continue to meet weekly in Room 30 on Tuesday evening and Saturday morning, respectively.

SANCTA SOPHIA CHAPTER OF THE ORDER OF THE DAUGHTERS OF THE KING®

The Sancta Sophia chapter of the Daughters of the King—part of an international and interdenominational order of women who take a vow of prayer, service, and evangelism—holds monthly meetings on the second Sunday of each month to pray and study, share contemplative spiritual practices, and conduct chapter business. In 2024 we held 10 meetings. The chapter currently has 21 members. The officers are Karin Brown, president; Gail Dean, Vice President; Carol Morgan, secretary, and Nancy Kinney, treasurer. The Very Rev. Keith Yamamoto serves as our Chaplain. Other members of the Sancta Sophia chapter are Clare Bangao, Kathryn Barbour, Mandy Bennett, Linda Collins, Kimberly Cortner, Lisa Drew, Andrea Flasher, Rosalyn Foster, Edwina Golightly, Lynda Grauso, Andrea Griffin, Elizabeth James, Bettie Lovekin, Barbara Nalbach, Ellen Skivington, Alice Tokatly, and Susan Venzke. One of our members, Lisa Drew, serves as Secretary for the Los Angeles Diocesan Board of the Daughters of the King. Several members represented our chapter at both the Spring and Fall Diocesan Assemblies.

Most of our members are active in a variety of ministries within and beyond St. Mark's. Our chapter service to the St. Mark's community includes maintaining the St. Mark's parish prayer list, which is updated regularly. Daughters include this list in their daily individual prayers and those who are able also meet every Thursday morning via Zoom to pray through the list. In October we sent hand-written letters to the families of St. Mark's members who had passed away since All Saints' Day 2023 and Daughters read the names of deceased loved ones as part of the service on All Saints' Sunday 2024. A DOK daughter also reads names during the Annual Meeting at St. Mark's Episcopal Church, to be held on January 26, 2025. Our DOK Chapter organizes a prayer vigil on Maundy Thursday, and Stations of the Cross service on Good Friday. We provided healing prayer following the Eucharist on the second Sunday of each month and facilitated several parish donation drives for the Foothill Family Shelter. These drives resulted in 38 baby items, 20 women hygiene items, 109 general hygiene items for men, women, and children, 577 food items, and 345 school supply items, for a total of 1,089 items. This includes all items that were part of Thanksgiving baskets. We wish to thank all in the St. Mark's parish for their continuing and generous support of our ministries.

Submitted by Karin Brown

SAINT MARK'S MUSIC

- Interim Choir Director

Last year at this time we were praying for the recovery of Larry Goddard's badly broken leg and looking forward to his return right after Easter. As you know, the discontinuation of his cancer-preventative medicines while his bones were knitting together led to his cancer coming back with a vengeance, and we mourned his death in May. Although he was only with us for sixth months, his infectious love of music, the organ, the harpsichord, the choir, and all musical groups with which he came in contact left an impact far greater than the shortness of our time together would suggest.

The music director search committee has been in action since the summer, and we continue to meet candidates. We are fortunate to have the services of regular organist substitutes Ken Rudolf and David Wheatley. Kathy Osterkamp again served as Summer Cantor while the choir was off and Serena Beeks has continued with the music planning and coordination. The choir has been faithful and risen to the occasion so many times, including supporting the music for memorial services when requested and of course the vast oceans of Christmas music enjoyed at the end of December. We were delighted to welcome a new member in December, a former student at St. Mark's School. All musical activities at St. Mark's welcome new members, and the choir is no exception. Come and join us!

For those of you who love data, we sang 166 different hymns out of the Hymnal in 2024, in addition to a sprinkling of hymns out of the other Episcopal Hymnals. The choir sings three services per month, or four when a month has five Sundays, so approximately 40 Sundays plus a few miscellaneous other services (Maundy Thursday this year, and Christmas Eve.) We generally sing four or five hymns each service. If you do the math, you can see that there was not much repetition! We'll continue to work to bring a breadth of music to worship so that everyone gets to sing favorites now and then.

Respectfully submitted,
Serena Beeks, Interim Director

- Band Director

In the last year, the Saint Mark's Band has seen many changes. From the passing of Music Director, Larry Goddard, to multiple changes in band members, the band has continued to explore new contemporary music. Lance and Barbara Farr, who were with the band for many years, finally decided to stay closer to their home. They faithfully drove to rehearsals at least once a month for 7 years after they moved to Corona.

All band members are in multiple bands outside of church. This can present conflicts with rehearsals and Sunday morning worship at times. So, we try to remain flexible with band members to accommodate their very busy lives. Current band members include Rob Garretson, Garrett Kenehan, Gigi Garner, and when available, Nathaniel Jauregui, Michael Schinler, and Laura Schinler. We would love another vocalist who can harmonize. On Christmas Eve, Tomi Adegoke joined us on vocals for the early service.

As of January 2025, the band rehearses on Thursdays from 7:00-9:00 pm. We often have to change up our schedule, because our band members work full time. Flexibility is key.

In the past year or so, the band has learned and introduced at least 30 new songs. Usually, I try to introduce a new song as either a prelude, postlude, or as special music during the offering or communion. We try to rotate these songs several times, so parishioners can hear the songs several times before we try to introduce it as a congregational sing-along.

So, you might hear or sing some of the same songs month after month, as we try to teach the congregation new material. As a conscientious effort to provide somewhat gender-neutral language in our new worship tunes, I will sometimes adjust the lyrics to be less "dominant", patriarchal, or gendered. The use of second person pronouns is often more appropriate, referring to "god" as "You", instead of he, him, she, or her. And sometimes, I might use both he/she or him/her, so the congregation may choose the pronoun which feels best to them.

God is spirit. Spirit has no gender. We are, indeed, limited by language, which is often gendered. So, while many may relate to God as Father or He, others may view god as feminine or both. Even the word, "god" is a masculine word. It is not possible to rewrite every song lyric, nor would I want to. We do not want to erase all gender, but we do wish to try to make our language more balanced, or *somewhat* more gender neutral, if possible.

Occasionally, I will rewrite an old lyric which tends to perpetuate themes of dominance over. While the word "LORD" in the Bible should be translated as "Yahweh" or "the I Am that I Am", and not "lord" as in someone who uses or abuses power over others, it is often difficult to distinguish the difference in lyrics. So, I might find another word to replace "lord" which is less laden with connotations of dominance over. Names like Creator, Maker, One, Peace, etc

might have a more positive impact. Again, I am not rewriting all songs or lyrics, just occasionally trying to make them less gendered or dominant, or to remove violent language and images.

In May of 2024, the church agreed to temporarily pay me (Gigi Garner) a part-time salary until a new music director could be found. I am happy to transition to a new leader as soon as possible. And will gladly help with transitioning the team, if and when, a new music director is hired.

As part of my work for the team, I spend approximately 25-30 hours a month on Band Music. I try to match up lyrics to Sunday scripture readings, find new, relevant songs, set up monthly song lists, rewrite any lyrics as appropriate, download the music from our two databases (CCLI and One), make sure it is in a "singable" key, edit the songs for length, send sheet music via email to band members, practice, and then rehearse with the band every week. I make sure Rose (and now Bob) have the lyrics to the songs for the bulletin and now the big screen. I maintain contact with the band members through text and email about once a week.

Most song lists are set up at least one month ahead, in order to allow the band to learn new material, and to provide at least a couple of weeks for Bob to create the slides for the big screen.

In peace,
Gigi Garner

SAINT PETER'S GUILD

St Peter's Guild is a recreational group that meets each Wednesday at 9:00 AM to play cards in the Guild Room or church library. Unfortunately, this past year has suffered a decline in participants. Consequently, the main card game has been pinocle.

Anyone interested in playing pinocle or starting another game should send a message to stpeters@stmarks-upland.org

SEXTONS GUILD

Thank you to the members of the Sexton Guild for 2024. We'll have some new sextons for 2025 and some that will be stepping down. We will welcome back Alma Zook to the new year.

I say thanks to Carol Morgan, Kimberely Cortner and Team Foster (Greg & Roslyn) for their help in being closing sextons. They were securing the church building after services. Members staying on as sextons will be Stanley & Sally Kozaka (Team Kozaka), Ken & Lisa Drew (Team Drew). Larry Shade will also stay on as our official opener on Sunday morning.

Our sextons make the time and effort in seeing that the church is opened and closed on Sunday mornings. Our opening sextons arrive early and get the church ready for Sunday morning service. We plan to have the church open at 7:30AM. The closing sexton stays until all are gone and can close and lock up for the day.

If anyone is interested in being a sexton, please let me know and we'll arrange a meeting to go over everything.

Respectfully submitted,
Dale Biggs, Sexton Guild Chair

SUNDAY SCHOOL

This year we finished Year One of the new combined curriculum of Godly Play and Catechesis in June. We began creating and using Year two curriculum in August. The children participated in the hiding of the Alleluia signs in February and the Alleluia balloon release in March. We managed to perform the Nativity play on the Fourth Sunday in December through the help of adult volunteers. Our attendance has been up and down this year. We have had a couple new families but their attendance is not consistent.

Submitted by,
Susan Mackall

T.O.U.C.H MINISTRIES

The collected weekly donations to this ministry are taken to Ontario each Tuesday morning to a storage area rented from Fortress Church. Items included throughout the year, and very much appreciated are: fast food gift cards, hygiene supplies (toothbrushes/paste, bars of soap, sanitary items, deodorant, etc.), t-shirts, rain ponchos, socks, gloves, warm hats, gently used clothing for men and women. Food items are also donated throughout the year. These include cup-o-soup (lightweight, but generally easily filled with the necessary hot water at various venues), small tins of tuna fish, meat sticks (Vienna sausage-type items), jars of peanut butter, all good items to provide protein. Some other foods from other groups have included fruits and vegetables that also get handed out 5 mornings a week.

Twice a year a sit-down served meal is provided, generally around Easter and Christmas, though not on the actual holidays. St. Mark's folks have helped with these by helping with set-up, serving, and cleanup. Connie Anaya, the founder of T.O.U.C.H., is always thankful for what St. Mark's provides through material donations, checks directly to T.O.U.C.H., to help cover it expenses (rent for the storage of above, gas for the truck used to pick up donated items of food, occasional bikes, clothing), as well as the personal presence of volunteers. At those meals gently used or new donated clothing is also set out for clients to choose from. Generally, there are more men than women, and there is, at this time, one family with two young children. New volunteers are always welcome!!

Respectfully Submitted,
Kathy Osterkamp

VENUE RENTAL

This has been the inaugural year for our Venue Rental ministry. Preparations involved doing much research into state and local requirements regarding renting space, serving alcohol, hiring people, and pricing, etc. We created forms for renter information, rental agreements and alcohol service agreements. We hired Facility Attendants to watch over events and make sure the renters follow our guidelines. We created a web page on St. Mark's website for Venue

Rental. We completed an agreement with As You Like It (AYLI) Events & Catering to start a mutual referral arrangement. We worked with the marketing personnel at AYLI to help set up our advertising to the community and improve our search engine optimization (SEO) for online searches. We are now advertising our venue rental on our electronic marquee on 16th Street, Eventective, Instagram, Facebook, and Yelp. You can check us out at Venues at St. Mark's on these platforms to see information and photos of our spaces. We rented space for 18 events in 2024 including a music concert, summer tutoring program, graduation party, vow renewal, several memorial services, business meetings, Christmas party, and two large events for Foothill Family Shelter. We even rented out our parking lot for a neighbor who was hosting a large gathering in their home. We recently completed an agreement with a business that offers physical education classes for home schooled children. They will use Drew Field and part of our parking lot for their classes twice a week. Our earnings were modest for the first year as we navigated our pricing and expenses. Most importantly, please tell your family and friends about renting space at St. Mark's for their next gathering. We offer moderate prices for indoor and outdoor spaces. We would love to talk to them and give them a tour.

--Carol Morgan, Venue Rental Coordinator

YOUTH FOR CHRIST

The mission of Saint Mark's youth group is to provide a place and a time for adolescents to be nurtured into young adulthood, fostering lasting relationships between each other and church community members of all ages so that all can learn from each other and grow in Christ together. The youth group is open to all young people from 6th grade on up and meets every first and third Sunday of the month in Room 18 after the 10:00 AM service.

This year we studied a Climate Justice curriculum from the National Episcopal Church, discussed the meaning of Lent and Pentecost, learned how to use the Bible and a concordance, and enjoyed meeting with Joel Bolton to hear about his year spent teaching in Kenya. We are currently working on a skit to teach the congregation how to best use recycling containers, trash containers, and green waste containers during coffee hours and special meals, and plan to gift green waste containers to the church after our presentation.

Youth group members have become involved in the church community as a LEM, as a band member, as acolytes, and participants in the nativity play. Other service to the church included assisting with the succulent plant potting on St. Francis Sunday, helping with food distribution and clean up at Trunk or Treat, assisting the Liturgical Arts Guild by creating origami doves for aerial art displays, and sending Valentine's Day cards, Easter cards, and Christmas cards to homebound parishioners.

Submitted by Lisa, Peter, and Ken Drew, Advisors

2025 REMEMBRANCES

Baptisms

Reilly Slater

Hugo Chok

Burials

Joel Lamore

Gordon Jones

Elizabeth Sanford

Murray DuVall

Tola Osunsanmi

Lawrence Goddard

Marriages

Shelby Lin Stone/Aaron Douglas Huff

Bruce and Elizabeth James (wedding vow renewal)