



CHRIST EPISCOPAL CHURCH



ANNUAL Report 2023

**Prepared for
Annual Meeting of the Parish
February 4, 2024**



Christ Episcopal Church Eureka
Steadfast and Growing
Since 1870

We seek to glorify God, follow Jesus Christ, and serve all people through the power of the Holy Spirit, as a community of companions walking together in the Way of Christ's Love for all.



Our Core Values

Worship
Discipleship
Fellowship
Outreach
Hospitality

AGENDA

- Announcement of Candidates (*Candidate Questionnaires – Pages 4-6*)
- Further Nominations (*no second required*)
- Motion to Close Nominations
- Voting eligibility*
- Appointment of Tellers
- Polls are open for one hour/announce end time
- Tellers have ballots if needed.
- Prayer for Parish
- Other Reports
- Necrology
- Video Montage of Pre-Sabbatical 2023
- Treasurer's Report – Budget for 2024
- Looking Forward Towards 2024
- Comments for the Good of the Parish
- Video Montage of Joy Mass
- Rector's Recognition Award
- Closing Hymn – All Are Welcome
- Closing Prayer
- Meeting Adjournment
- Sung Dismissal

Who May Vote? The Church Constitution, Section 3.1, states: Determination of Members; Voting Members

The members of this Parish shall be people who have received the Sacrament of Holy Baptism, whether in this or another Christian Church, whose baptisms have been recorded in this Church, and who meet such other criteria as are prescribed by the Canons of The Episcopal Church and the Diocese. All members sixteen years of age and over shall be considered adult members, provided that, only those members of legal age (i.e. at least 18) who, at the time of any Parish meeting, have been communicants of record and givers of record upon the records and books of this Parish for a minimum of six months and who have received Holy Communion in this Parish a minimum of three times in the preceding year shall be qualified to vote at said meeting. {NC I.17.1 and I.17.2; DC 36.3}

VESTRY CANDIDATE

Ian Haynes | Vestry Candidate Questionnaire

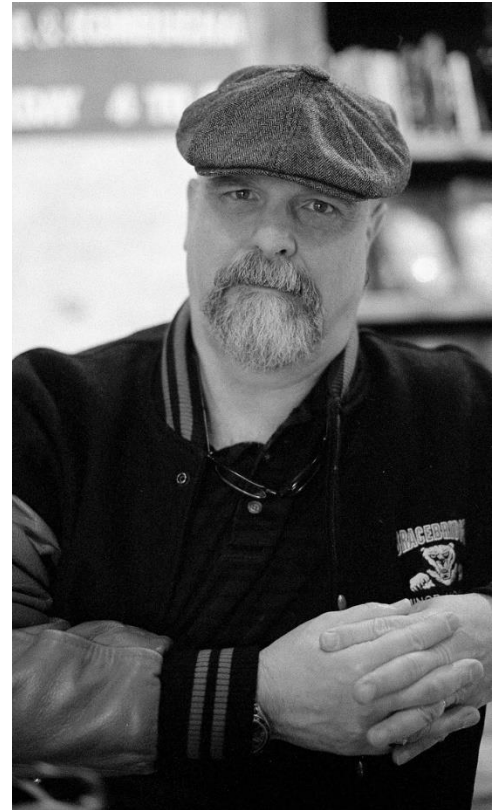
Allow me to introduce myself, I am Ian Haynes. We relocated to Eureka in August of 2022 in order to be close to family. I retired from the automotive world in June of 2022 after a 35-year career. I hold a BS with majors in Mechanical Engineering and Aeronautical Engineering & Science from the University of California, at Davis and a Masters of Business Administration from Michigan State University. I am a Registered Professional Engineer in the Province of Ontario. My first gig fresh out of UCD was at Rocketdyne, then a division of Rockwell International, in Canoga Park, California. I spent two years working on Expendable Launch Vehicles (ELV) Combustion Devices and about three years working on Space Shuttle Main Engine (SSME). Why yes, I AM a Rocket Scientist. From there, I entered the automotive world.

Beth calls me “Gizmo Duck”. This is from a morning cartoon that the kids used to watch – Dark Wing Duck – and his “Q” (James Bond reference) was Gizmo Duck. According to her I can fix just about anything.... she has forgotten the Sylvania television thermal incident.

I have served as a lay reader and an usher here at Christ Church. While we were in Windsor I served as Warden, lay reader and Gizmo Duck. When in Bracebridge, I was the one who went up the wobbly ladder to change out ceiling fans in the church... 25 feet. After replacing motor bearings, I had to climb back up the ladder to reinstall the fans. I also served as a lay reader and guest drummer for a performance of... yeah, The Little Drummer Boy.

I can be of use to The Green Team or wherever else there is a need. But, I’d prefer NOT climbing up ladders to service/install ceiling fans in the church... the fact that gravity sucks is the very first lesson an engineer learns.

I may also be of use with respect to the fabulous music program here at Christ Church. I have been drumming since I was 12 and am still actively doing so. Everything needs a back beat.

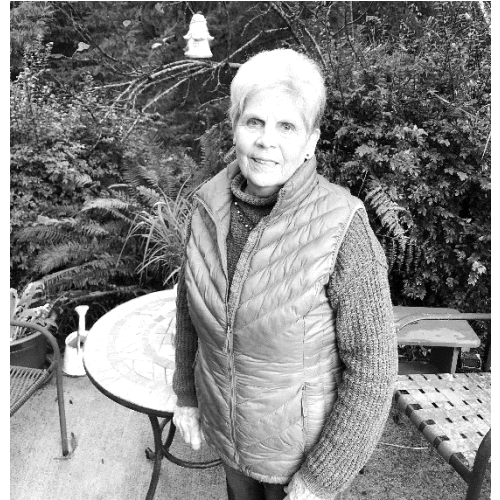


VESTRY CANDIDATE

Lyn Klay | Vestry Candidate Questionnaire

1. What attributes or talents will you bring to the Vestry?

I am a life-long Episcopalian, born and raised in Palo Alto where I attended St. Mark's Church until 1997. I then was a member of St. Francis in the Redwoods in Willits until I moved (for the second time to Eureka) in 2001 and have been a member of Christ Church since September 2001. At St. Mark's I served on their Vestry as both Junior Warden and Senior Warden; at St. Francis I was on the Mission Commission and was the assistant Treasurer. I have been on Christ Church's Vestry three times. I served as Senior Warden from 2014 to 2017 during which time we went through the rector search which resulted in the calling of our current rector, the Rev. Dr. Daniel D. London.



2. What ministries have you participated in within the last two year at Christ Church?

I am a member of the Choir (joined in 2001), serve as a Lay Eucharistic Minister, Lay Reader, and Intercessor. I also currently serve on the Finance Committee, Stewardship Committee, Personnel Committee, Emergency Response Team, Concert Committee and Coffee Hour Contributor.

3. Which leadership area do you believe you could help grow, expand and be an advocate for?

Besides the Vestry's commitment to support the Rector and assist with the ongoing work of Christ Church, I would like to help in any way with the following goals:

Living within our financial means, continuing with our outreach to the community, growing the congregation, support Joy Mass to incorporate children and youth within the congregation, continue to support lay leadership within the congregation and communicate the work of the vestry with the congregation.

VESTRY CANDIDATE

Royal McCarthy | Vestry Candidate Questionnaire

1. What attributes or talents will you bring to the Vestry?

I was born here in Eureka, graduated from Eureka High, went on to college at Oregon State University graduating in Civil Engineering. I went on to serve as a pilot in the US Air Force. After the service I came back to Eureka and have worked as a civil engineer until my retirement in 2016.

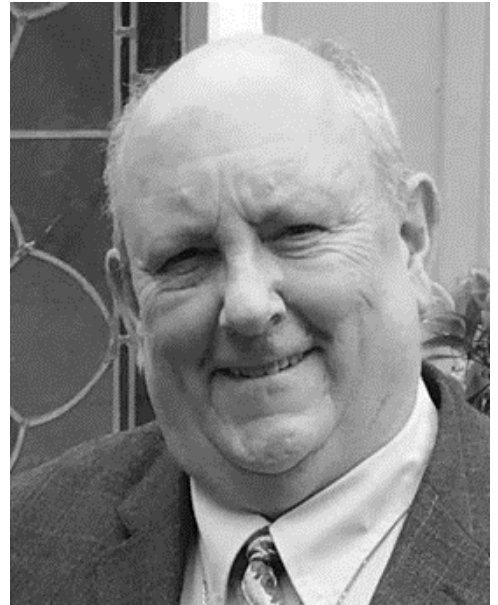
Now that I am settled into retirement, I would like to continue offering my services and expertise to the parish as a member of the Vestry. I would like to use my knowledge and energy to support the continued growth of Christ Episcopal Church.

2. What ministries have you participated in within the last two year at Christ Church?

Acolyte, Lay Eucharistic Minister, Stream Team, Joy Mass (general goffer), Project Manager for Fish Memorial Wall and Walkway, Labyrinth Team, Personnel Committee, Finance Committee and Worship Committee.

3. Which leadership area do you believe you could help grow, expand and be an advocate for?

Wherever I am needed.



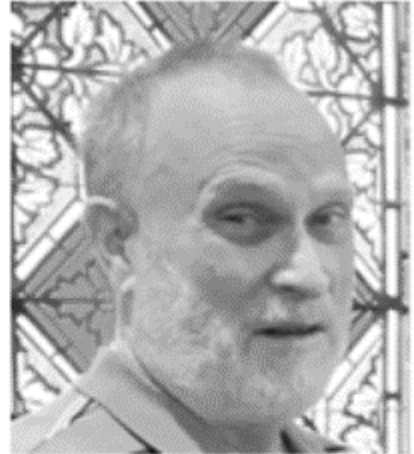
NOMINEES FOR LAY DELEGATE TO THE DIOCESAN CONVENTION



ROBIN CARDONA



RONI CARLSON



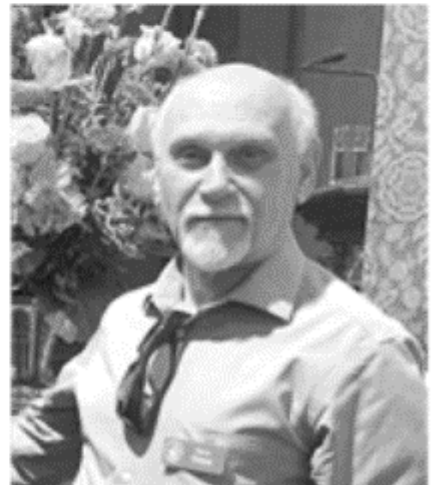
DANIEL HAFER



**ELIZABETH
HARPER-LAWSON**



CATHERINE MACE



STEVE PRESTON

NOMINATION AND ELECTION OF FIVE CONVENTION DELEGATES: These are important positions that represent our parish in the decision-making Annual Convention of our Diocese. Any voting member of the parish may self-nominate at the Annual Meeting. Christ Church can send five delegates to the convention. Any runners-up will be elected as alternates. This year's Annual Convention will be online (no travel); and the full early registration fee for delegates and alternates can be reimbursed by the church if desired.

Nominations for Convention Delegates will be accepted from the floor.

ANNUAL REPORT – The Rev. K. Lesley McCloghrie | Associate Rector

The writing of an Annual Report provides the opportunity to reflect on the events of the year past and so, in my areas of ministry, what were some of the highlights?

The most notable was perhaps the covering of Fr. Daniel's sabbatical. After five years of serving at Christ Church, he left us to enjoy a well-deserved sabbatical time. I had been asked to serve as sabbatical priest in his absence and was very happy to fill this need. It was a joy to once again serve at the altar each Sunday, to preach, and to undertake the many other pastoral and administrative needs of the parish. In these tasks I had the willing assistance of many. Pastors Jeri Gray-Reneberg, Dan Price and Karen Stanley shared in the preaching of God's word, with Pastor Jeri covering the Sundays I was on break. Archdeacon Pam Gossard and Deacon Anne Pierson also preached and helped enormously with parish pastoral care and outreach.

Each week of the sabbatical time, I met with our Senior Warden Steve Preston, to talk over the week's events, address any concerns, and discuss future plans. I found these conversations very valuable, thank you Steve. The absence of the Rector can be unsettling for congregations, and my thanks go to Thomas Swanger our Administrative Assistant, who was not only a great support to me, and but also provided a seamless transition into and out of the sabbatical time. Our regular monthly Vestry meetings continued and we were able to accomplish usual business and many of the organizational tasks asked of us by the Rector.



Our Staff and Worship Committee meetings continued over the summer, and my thanks go to Music Coordinator and Organist Merry Phillips for her support and, as always, for the glorious music she provides to enhance our worship. Thanks also to Kathy Clague and our Altar Guild as well as all our other worship leadership teams. Throughout the summer months the church was beautiful and there was always a full contingent of volunteers to help lead our services.

As the summer unfolded, I was grateful for the continuing work done by our virtual 'engineers', and video vergers, Thomas Swanger, Paul Gossard, Royal McCarthy and assistants Heidi Erickson and Michael Tipton. Their dedication to providing ongoing live streaming of our worship services continues to enrich our parish community in so many ways.

On Sundays July 9 and August 27, we held Coffee Hour Parish Conversations. These were designed to give people the opportunity to share insights, ask questions and share concerns about the parish sabbatical time. The conversations were well attended and productive. On Sunday July 30, Fr. Mack Olson, the Diocesan Missioner for Church Life, visited Christ Church, celebrating the Eucharist and talking with us at each Coffee Hour.

Pastor Karen Stanley and I led a summer lunchtime Bible Study, during which we discussed the scriptures for the upcoming Sunday. These meetings were very well attended, and each week we enjoyed interesting and lively conversation. Thank you to all who participated. Another offering was a short course on Anglican Poetry. I led the reading and discussion of selected works of several poets. These works included those by John Donne, George Herbert, Christina Rossetti, William Blake and T.S. Eliot. Unfortunately, this series was cut short when I contracted Covid.

The work of the Stewardship Team began in earnest during the summer, and continued after Fr. Daniel's September return, culminating in a successful barbeque and auction.

Aside from the sabbatical coverage, I continued my work as Associate Priest at Christ Church, serving as requested by Fr. Daniel. As Regional Dean for the Semper Virens Deanery, I attended the annual Deans'/Board of Trustees' Retreat in Auburn and the monthly Board of Trustees Meetings, luckily held on Zoom. I served at St. Paul's, Crescent City once each month except for our sabbatical time, and at our other local congregations as requested.

2023 was a busy year and a good one, thank you, to one and all.

ANNUAL REPORT – The Rev. Jeri Gray-Reneberg | Associate Rector

At the beginning of 2024 and at the conclusion of my first full year of service, I thank God for the opportunity to be a Priest Associate at Christ Church. It's been a busy year for the parish, with Fr. Daniel's sabbatical and the passing of some dear people whom we all miss, even as we remember their ministries and give thanks for their lives among us. It's also been a busy year for me.

During this year, I participated in many Sunday services and other activities of the parish. In addition, I participated in community and church events and attended both Clergy Conference and Diocesan Convention. I also preached and presided in other congregations as requested and when able.



My priestly and other acts at Christ Church this past year include:

- Preached and presided at Christ Church on July 23 and August 20
- Presided at Christ Church on June 11 and November 26 (Christ the King)
- Preached at Christ Church on April 16 and December 17 (Gaudete Sunday and the 36th anniversary of my ordination)
- Wrote articles for the monthly Chronicle, with the exception of the months of May and August
- Participated in Worship Committee meetings: January X 2, February, March X 3, April X 2, May X 3, June, September, October, November, December
- Wrote annual reports for the parish, The Episcopal Church, and the ELCA
- Attended the parish annual meeting
- Acted as Lector for Good Friday and Easter Vigil
- Sang "Sure On This Shining Night" for the Musical Prelude on Christmas Eve with my daughters Linden Gray-Reneberg and Wren St. Gray
- Attended both Clergy Conference (Healdsburg, May) and Diocesan Convention (Cameron Park, November)
- Participated in Clericus (deanery clergy) gatherings on October 7 and December 13
- Officiated in a committal for a family associated with Christ Church at Sunset Cemetery (January)
- Represented Christ Church in Ferndale at a Peace Gathering led by the Sisters of Perpetual Indulgence (January)
- Had conversations with Fr. Daniel about a Letter of Agreement

My involvement with other congregations includes preaching and presiding at these congregations on these dates:

- Our Savior's (Ferndale) and Christ Lutheran (Fortuna) Churches on January 29, March 12, April 23, May 14, June 18, July 30, August 27, October 22, November 19, and December 3. These two congregations, who make up the Eel River Parish, have recently called a new pastor who will begin serving at the beginning of March.
- St. Paul's Episcopal Church, Crescent City, on June 4 (Trinity Sunday)
- The United Congregational Christian Church (Eureka) on July 2
- The Arcata United Methodist Church on August 13

Other events/acts/community group meetings:

- Sierra Pacific Synod Assembly new bishop election (September, online)
- Pastoral visits to a dying parishioner of Calvary Lutheran Church (three times in April)
- Installation of a new clergy colleague at the Lutheran Church of Arcata (October)
- Online meetings of the Convocation of California Lutheran University as a representative of the Sierra Pacific Synod; and online meetings of the Clergy for Reproductive Freedom Steering Committee (Northern California)

In 2024, I plan to preach at Christ Church on Ash Wednesday, and on other dates as requested (as with presiding). This year, although my one-Sunday-a-month will end as of the beginning of March in Fortuna and Ferndale, I will begin to preach and preside at Calvary Lutheran (Eureka), usually the last Sunday of the month, as Pastor Pat Higgins begins to take regular time away (Perry and I are technically members of Calvary, as the synod requires membership in a Lutheran congregation). My daughter Wren's baby is due in March, so I am holding space for that blessing in March and April, as she has requested. On April 22, Perry and I will celebrate our 35th wedding anniversary.

As I look back on 2023, it is with deep gratitude and appreciation for Christ Church's glorifying, following, and serving – and I would add one more: inspiring, which is a consequence of the other three. Thank you for your friendship, encouragement, and opportunities to witness your gifts in action and to use my own in service to the Triune God. Soli Deo Gloria!

DEACON 2023 ANNUAL REPORT

The following highlights some of the activities of Christ Church deacons Anne Pierson and Pam Gossard.

Outreach

- Active member of Christ Church Outreach Committee (Pam)
- Community involvement at the Betty Kwan Chinn Day Center and Betty's House, the medical respite facility in partnership with St. Joseph Hospital (Pam)
- Returning as a chaplain at St. Joseph Hospital (Anne)
- Participation in Humboldt Interfaith activities
- Serving on the McKinleyville Community Advisory Committee (Anne)
- Camp Living Waters (Pam)

Worship, Fellowship, Hospitality, Discipleship

- Proclaiming the Gospel, participating in the Liturgy of the Word and table, preaching in worship services, healing prayer ministry
- Active participation with Centering Prayer in the Chapel
- Engaging in Pastoral care, especially during Fr. Daniel's Sabbatical
- Memorial Services

- Active participation in virtual and in-person monthly Staff and Worship meetings
- Singing in the choir and Evensong (Pam)
- Attendance at Vestry meetings (Archdeacon Pam has seat and voice)
- Participation in Sacred Saunters
- Vestry Retreat (Pam)
- Attendance at regular clergy meetings
- Deanery Clericus (clergy) meetings
- Participation in deanery Morning Prayer Zoom worship (Pam)
- Anne was elected to the diocesan Standing Committee at November Convention
- Pam co-chairs diocesan Revival Prayer Team
- Pam continues as one of two Archdeacons in The Episcopal Diocese of Northern California, regularly meets on Zoom with Bishop Megan and The Ven. Margaret Grayden
- Attendance at monthly Commission on Ministry meetings--As an Archdeacon Pam has seat and voice.
- Participation in diocesan Day of Discernment virtual event and in-person Discernment Weekend (Pam)
- Participation in Association for Episcopal Deacons (AED) and Archdeacon and Directors (A3D) activities and conferences
- Networking with deanery, diocesan, Province VIII, and The Episcopal Church deacons
- Responsible for pre-ordination retreat for Transitional and Vocational Deacons (Pam)
- Participation at Ordinations at Trinity Cathedral twice a year (Pam)
- Conducting series of Zoom sessions with Transitional Deacons (Pam)
- Attendance at the in-person Clergy Conference in May
- Monthly planning meetings for and attendance at the November Diocesan Convention
- Regular participation in Diocesan Clergy and Leadership Zoom meetings

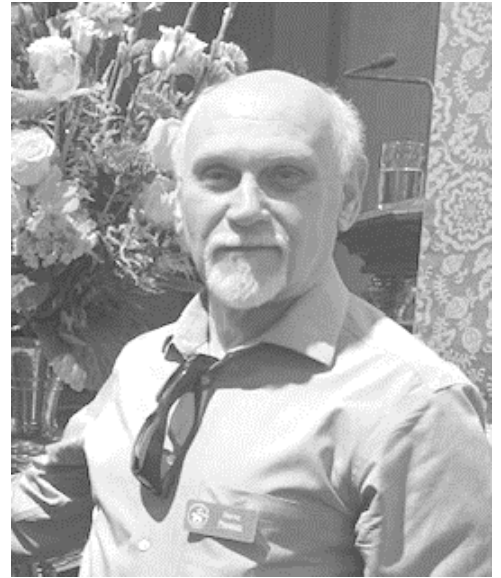
As deacons, our charge and greatest joy continues to be one that is attentive to and supportive of both existing and new ways members of our congregation can reach out to our community fulfilling our mission of glorifying God, following Jesus Christ and serving all people through the power of the Holy Spirit and our vision to be a community of companions walking together in the way of Christ's love for all.



SENIOR WARDEN REPORT – Steven Preston | Senior Warden

When Fr. Daniel appointed me Senior Warden on February 5, 2022, I had four major goals:

1. To support the ministry of our Rector, Fr. Daniel DeForest London, and to watch over the well-being of him and his wife, Dr. Ashley Bacchi (a traditional and primary responsibility of a Senior Warden).
2. To support and encourage the return of parishioners to in-person worship, service, and fellowship as we and the community continued to emerge from the extended isolation of the Covid-19 pandemic.
3. To nurture and support our Lay Leaders as they sought to reinvigorate and re-populate our Lay Ministries as we emerged from the extended isolation of the Covid-19 pandemic.
4. To model “servant leadership” for our Lay Leaders, Lay Ministry members, and parishioners.



During 2023, these goals continued to guide my activities as Senior Warden.

We began 2023 in “Recovery Mode,” both from the Covid-19 pandemic and from the earthquakes on December 20, 2022 and on New Year’s Day 2023 (during our 10:30 service). During 2023, our church life has seemed to return to “normal,” that is, much like things were pre-Covid, even as Covid is still with us. Our attendance at services and events continued to grow, with the return of almost all regular congregants from 2019. And toward the end of 2023, we began to see some new worshippers continue with us with some regularity.

In response to the earthquake devastation in Humboldt County, particularly in Rio Dell and Loleta, parishioners, led by Nellie Thompson, delivered our Project (Re)Start Bedroom and Bathroom Bins to the resource center in Rio Dell. Thanks to generous donations during worship, over \$2,500 in grocery and gasoline gift cards were also delivered for distribution to folks in that area who were in desperate need from the earthquakes.

Major developments at Christ Church during 2023 were our Rector’s Sabbatical Leave, the formation of our Green Team, the development of the new Joy Mass Family Service, the launch of a Vestry Page in the monthly *Chronicle*, a successful Stewardship Campaign, and the hiring of a Sexton.

During the Rector’s much-deserved and much-anticipated **Sabbatical Leave**, from May 22 through September 9, we were guided by our Sabbatical Priest, Mtr. Lesley McCloghrie, assisted by our Sabbatical Team. The Team began preparations with Fr. Daniel in September 2021. During the Sabbatical, we were gifted with the preaching of Mtr. Lesley, Pastor Jeri, Pastor Karen, Pastor Dan, Archdeacon Pam, and Deacon Anne. There was a Liturgical Bible Study on Wednesdays, an Anglican Poetry Series in August, and two Parish Check-In coffee hours. After his joyous return on September 10th, Fr. Daniel shared about his Sabbatical travels and learning, including narrating video slideshows during the Advent Soup Suppers.

Early in 2023, we formed our **Green Team** to lead our church’s response to the General Convention and our Diocesan Annual Convention calls to assess, plan, and implement moves toward carbon neutrality by

2030. Junior Warden Jim Hendry, Vestry member and Facilities Team Leader Heidi Erickson, Senior Warden Steven Preston, and Fr. Daniel London have been on the Team from the beginning. They were joined in March by parishioner Beth Haynes. While taking part in several online webinars about forming Green Teams and various aspects of planning and achieving carbon neutrality, they also formulated a Mission and Vision Statement (which Vestry approved), have been assembling data on our energy usage, facilities and equipment, and preparing for an energy efficiency assessment by a diocesan contractor, which is scheduled for the first week of February 2024.

The Team has also launched a Tip-of-the-Month page in the *Chronicle* (very ably written by Beth), and is laying plans for other projects and events in the parish in 2024. Vestry also approved the Team's request to establish a Creation Care Fund to pay for "environmentally related expenses at Christ Church Eureka," which has already received \$450 in donations, plus the \$1,650 from the Stewardship Auction. (Please see the Team's report for more details.)

One of our major new ministries is the **Joy Mass Family Service**, held in the Chapel every Sunday from 9:30-10:00 am. Conceived by Fr. Daniel, a Joy Mass Team started meeting with him in late January to plan the launch of this children's service on October 1, 2023. A grant of \$3,500 was applied for and approved by Episcopal Community Services of the Diocese, and the funds have enabled the purchase of a computer, television, television stand, supplies, and publicity for the service. Since it started, attendance has fluctuated but has been steady, with the children, parents, grandparents, and other adults experiencing a joyous time of worship and community-building.

With visuals on the 75" TV, guitar-led singing, fun story-time, a meaningful confession and offering, a simplified Eucharist, and a snack afterward, children and adults alike are finding new meaning on a Sunday morning. As Fr. Daniel said in the *Times-Standard* article on September 30th, the goal of the Joy Mass Family Service is "to provide a new, fresh and fun way for children to come to Jesus and to give them the greatest gift they'll ever receive: a relationship with the living God." We will continue these services, and hope that over time they also bring new families into the larger life of Christ Church.

In June, we launched the **Vestry Page** in the monthly *Chronicle* newsletter, listing the members of our Vestry, and re-capping, in article form, the deliberations and decisions from the previous month's Vestry meeting.

Thanks to the faithful and dedicated work of our **Stewardship** Committee, a successful BBQ Luncheon Pledge Campaign "kick-off" was held on Saturday, October 14th, with the in-gathering and blessing of 2024 pledges on the first Sunday of Advent, December 3rd. It was themed "Rooted in Abundance" and used free materials from TENS (The Episcopal Network for Stewardship). We can report that members of our congregation responded enthusiastically, with pledges for 2024 of \$266,370 (as of December 31, 2023), a 4.8% increase over 2023 pledges of \$254,230. There were several new pledgers this year as well.

At its evaluation meeting on November 29th, the Committee agreed to continue its work throughout the year, and is planning to sponsor a parish workshop in the spring on budgeting, estate planning, and planned giving. All the 2023 committee members have agreed to continue on the committee in 2024. (Please see the committee's report for more details.)

And finally, in December we welcomed a **new part-time Sexton**, Mike Robnett, who also works part-time at St. Alban's Arcata. His faithful work relieves many lay volunteers of custodial duties, while adding polish to our worship environment. Hiring a Sexton has also produced significant savings over the commercial cleaning service we had been paying.

As I leave Vestry and my role as Senior Warden after the February 4th Annual Meeting, I look forward to continue serving as Green Team and Stewardship Committee chairs, being part of the Joy Mass and Usher Teams, and leading the Centering Prayer group on Tuesday evenings.

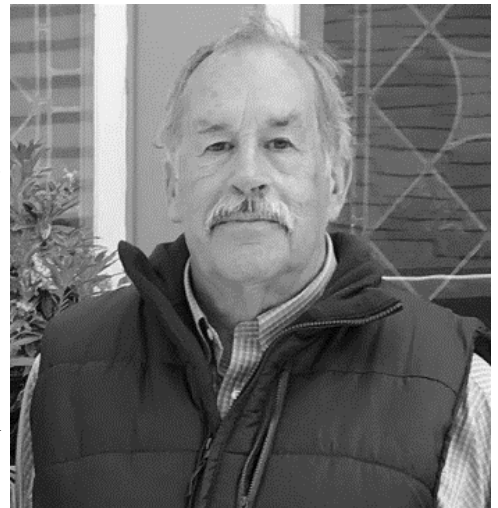
We give thanks to God for the presence of the Holy Spirit, nurturing us into all grace.

I conclude with a request that we all remember and practice the following:

***Within every challenge lies opportunity!
The task is to find the opportunity and to fulfill it!***

JUNIOR WARDEN ANNUAL REPORT – Jim Hendry | Junior Warden

It has been an exciting year being the Junior Warden on Christ Church's Vestry. As you may know, the Junior Warden is one of the people responsible for maintaining the safety and viability of our Church facilities. Our facilities include the Smullin House at 1404 H Street, Eureka, the Transfiguration House (and Church Rectory) at 1633 D Street, Eureka, and the main Church and Lewis Hall, Office/Apartment, Education Building, Zander Room which includes the Choir Room and meeting room and the Chapel of our Merciful Savior all located at 825 15th Street and H Street, Eureka.



Many years ago, the Smullin House was gifted to the Church. It has had a variety of uses over the years but for some time, as an outreach to the community, is rented to a non-profit organization who helps others in need. The Smullin House will soon require painting. The bids that have been obtained are between \$23,000 and \$30,000. No work has progressed to date, but we should not neglect it for long.

At the Transfiguration House, we have been more successful. The earthquake last winter caused cracks in the sheetrock downstairs and in the stairway, and spackle in the rounded corners was broken and fell off. This damage was repaired when the Rector was on Sabbatical. The front porch, in sad shape, was removed and disposed of. The framing was re-leveled, and new cedar planking was installed and stained.

In the Church itself, new sound speakers and microphones were added to enhance the high quality of our live streaming capabilities. A new ceiling light and wall switch was installed in Lewis Hall to illuminate the new icon, and names were placed under the paintings of the twelve disciples also hanging in Lewis Hall. A wall mirror was installed in the new Choir vesting room created in the Education Building. LED lights were installed above the sink in the Pierson Room, and an electrical socket was added by the white board in that room. A broken opaque glass panel in the Chapel was replaced by sandblasting a clear piece of glass. At our 15th Street entrance, a broken security light was replaced, and a broken downspout in the Chapel Courtyard was repaired. Before the beginning of the Joy Mass service, the Chapel sign was moved from the lawn along 15th Street and reinstalled in the corner of 15th and G Streets.

Activities with our Church apartment began with evicting the renter due to months of non-payment of the rent. We disposed of all things left behind, and had the apartment professionally cleaned. The entire apartment was repainted, and the stove, refrigerator, and washer were replaced. Replacement of the single pane windows was considered, but due to Historical Heritage requirements, was not undertaken at this time. A dead-bolt lock was added to the kitchen door, and smoke alarms and CO2 detectors were installed. A rope ladder was provided for upstairs window evacuation, and a fire extinguisher was placed in the kitchen if needed. The low-level toilet in the Church office was replaced with one that is ADA compliant.

The Facilities Committee, led by Heidi Erickson, was busy during the summer of 2023 when members of the Church came out and spent a Saturday (more than one) weeding the church parking lot and other areas of the grounds. Due to the work of Steve Preston, John and Vickie Patton, Francis and Gigi Rivinus, Lyn Klay, Bev Olson, Julia Lawson, Thomas Swanger, Kathy Clague and many others who gave their time to help beautify our church facility, including Peg and Howard Gardner who kept us well hydrated. Since then, Julia Lawson has been sweeping, cleaning and keeping the Saints Martha and Mary's Courtyard looking beautiful on a weekly basis. Also, Elizabeth Harper-Lawson has joined the group and is the point person for the upcoming Transfiguration Yard project that will happen this year.

Also, during the past year, Heidi Erickson and I met with a painter to discuss the cost of painting the parts of the church building that need painting the most. The estimate will be forthcoming.

The Church carport was in need of attention and the rusted metal pipes supporting the roof were replaced with 4" x 6" pressure-treated posts on new cement footings. Handicapped parking was relocated under the carport, with tenant parking alongside.

With consideration of paving our parking lot at 14th and G Streets, in April I sent a letter of inquiry to Eureka City Hall about the condition of the city-owned alley between the lots. No reply was received. In November, our Office Administrator sent the same letter from the Church computer followed with a snail mail letter. No response whatsoever. At the end of December, I made a personal visit, to City Hall offices, explained our case to the guards at the counter, and eventually a gentleman from Public Works came downstairs to talk with me. He said no emails or snail mail letters had been received. Luckily for City Hall, I had a copy of the letter with me, and presented it to him. The next day I received a reply, which has been shared with the Vestry, saying we could pave the alleyway, using a Grade-A paving contractor in accordance to City standards. I should have asked him if we could pave only a portion of the alleyway. One step at a time, but now we have a contact at City Hall along with his desk phone number!

Every Junior Warden knows it is a never-ending job and that it takes a team of people to keep our campus maintained and loved. I appreciate having had the opportunity to contribute to this important ministry.



ACOLYTES & EUCHARISTIC MINISTERS – The Rev. Anne Pierson | Deacon

The Acolytes and Eucharistic Ministers have been a wonderful group. They have consistently stepped forward to serve when needed, sometimes with very little notice. They are truly a team and I so appreciate their willingness to serve. I hope the church, and all of you reading this report, are aware of and appreciate their ongoing service this past year. Thank you, team!!

If any of you, reading this report, are drawn to serve as either an Acolyte or Eucharistic Minister, let Father Daniel, Archdeacon Pam, or me (Deacon Anne) know. Our team would appreciate having more people serving in these ministries to make the service lighter for all.



ALTAR GUILD – Katherine Clague, Director

On Sunday, February 12 following the 10:30 a.m. service, Fr. Daniel and Senior Warden Steve Preston huddled with current Altar Guild members and potential members. We had a good discussion about the sacred nature of the Altar Guild work, as well as review of responsibilities and procedures. The meeting was a good time to review plans for Lent and Holy week which is one of the busy times for the Guild. We have added new members this past year; Beth Haynes and Barbara Walser. This has allowed us to have rotating teams for regular weekly duties. For Easter and Christmas, we take a “all-hands on deck” approach and members help each other’s teams during these busy liturgical seasons.

The Altar Guild has prepared for all Sunday services, four funerals, and all liturgical seasons. We added the Joy Mass Family Service to our weekly schedule. Elizabeth Harper-Lawson and Robin Cardona set-up for the Joy Mass services.

We polish silver and brass, fill, or replace candles, prepare communion, manage the consecrated reserve, change paraments, wash vessels, wash & iron linens, order & pick up supplies, arrange for altar flowers, prepare traveling Eucharist kits, and manage liturgical set-up for Christmas, Ash Wednesday, Holy Week, Easter, and Pentecost.

We do our job week after week and ask for help with climbing ladders, hauling heavy boxes, and anything else beyond our physical means. In 2024, we look forward to recruiting additional members. Nevertheless, whatever our membership, we provide liturgical support necessary to the functioning of the church, we manage to accomplish whatever preparations and follow-ups are expected for all services on the church’s schedule. **And we are glad to do it!**

CHRIST CHURCH CHOIR – David Powell | Choir Director

This year, the Christ Church choir was once again back to its full capacity in its role at Christ Church: Providing musical leadership to the congregation by providing weekly anthems glorifying God and echoing the words and ideas presented during services throughout the year. The choir works diligently to enhance the worship experience of the congregation, not only through their offering of anthems, but through their leadership and support in singing the hymns, psalms, and liturgical music with and for the congregation.



Over the last year, the choir has presented over 40 anthems during services, as well as several special services throughout the year. The choir works not only during the weekly rehearsal sessions, but members continue to work on their own time as well. This is a sacrifice of time and energy offered freely by the passionately generous members of the choir, and their offerings elevate our services because of their care and time.

This year the choir was able to grow, seeing several new members join us. We celebrated the addition of four new members into our ranks, we saw the return of a couple of former members as well, and we mourned the loss of one of our own.



It has been a year of growth for the choir, not only in numbers but in the level of difficulty of the music that is being offered. This is again due to the diligence of the individual members of the choir, and we are incredibly fortunate to have so many wonderful people involved.

COFFEE HOUR MINISTRY – Lynne Dougherty Bean | Coordinator

Following a successful Food-4-Fellowship campaign in 2023, the number of coffee hour volunteers have increased greatly. As a result, we are able to continue to welcome members and guests of Christ Church to fellowship following our 10:30 Sunday services. I am so appreciative to all those who added their name to support this important ministry! We continue to look forward to adding new volunteers who might also be interested in joining us.

FOOD FOR PEOPLE | The Food Bank for Humboldt County – Bev Olson

I took 720 pounds of non-perishable items along with 7 nice can openers during 2023. My goal for the year was 600-700 pounds which we more than met.

The goal for 2024 will be 800 pounds – we can do it and set a record for our parish!

GREEN TEAM – Elizabeth Haynes | Team Member

The Green Team was established by the Vestry prior to the 2023 Annual Meeting. Beginning with the Annual Meeting Parishioners were invited to join the team. Founding Members included Fr. Daniel London (with Mtr. Lesley serving during Fr. Daniel's sabbatical), Sr. Warden Steven Preston, Jr. Warden Jim Hendry, Facilities Team Leader Heidi Erickson, Elizabeth Haynes and Tom Bond. Owing to scheduling conflicts, Tom Bond was excused from the Team but has remained as a resource as needed. The Green Team held its first meeting on April 22, 2023. Subsequent meetings were held June 11th, August 6th, September 17th, October 8th and November 12th.

At the June meeting the Green Team prepared a mission and vision statement that was approved by the Vestry. This statement is now included in all Green Team communications. In August, Daniel Moyer from St. Alban's Creation Care Team addressed our Green Team and provided an overview of the decarbonization process undertaken by St. Alban's. His advice and experience have helped focus the Christ Church Green Team activities.

During the summer, the Green Team began preparations for an energy efficiency needs assessment that will be conducted in early February 2024 by Energy for Purpose, the diocese approved provider. Monthly energy usage, as represented on utility bills, has been compiled into a single document that will be submitted prior to the needs assessment, along with detailed lists of site information including square footage, heating systems, lighting fixtures, etc.

Beginning in October, the Green Team implemented the Tip of the Month inclusion in the Christ Church Chronicle. These tips highlight practical actions that anyone can undertake to save money, use green alternatives to single-use products and make Creation Care part of everyday life.

The Green Team was formally introduced to the parish at the Stewardship Barbecue, and proceeds from the Stewardship Silent Auction were placed in the Creation Care Fund for the needs assessment. This fund was established by the Vestry, at the request of the Green Team, as a means of setting donations aside specifically for costs associated with Christ Church's efforts to become carbon neutral. Since its establishment, parishioners have made specific contributions to the Creation Care Fund and we look forward to seeing it grow in the future.

In 2024, the Green Team looks forward to planning fundraising and educational campaigns, as well as taking practical steps towards reducing the Christ Church Carbon Footprint and working towards making Christ Church a carbon neutral resiliency center for the members of Christ Church and the greater community as a whole.



Creation Care Fund: Thanks to your generosity, the Creation Care Fund already has \$2100.00 dedicated to the needs assessment and other efforts towards making Christ Episcopal Church carbon neutral.

Green Team Mission Statement: *In fulfillment of Diocesan Resolution R1-2022, General Convention Resolution A087, and our church mission statement, the Christ Church Green Team promotes care for the earth and its resources as God's gifts for sustaining life. We strive to minimize the environmental footprint of the parish and its people by honoring the land and practicing mindful stewardship of our planet and its resources. As Christ Church Eureka, we seek to provide a carbon neutral presence by the year 2030.*

JOY MASS FAMILY SERVICE – Robin Cardona | Joy Mass Team Member

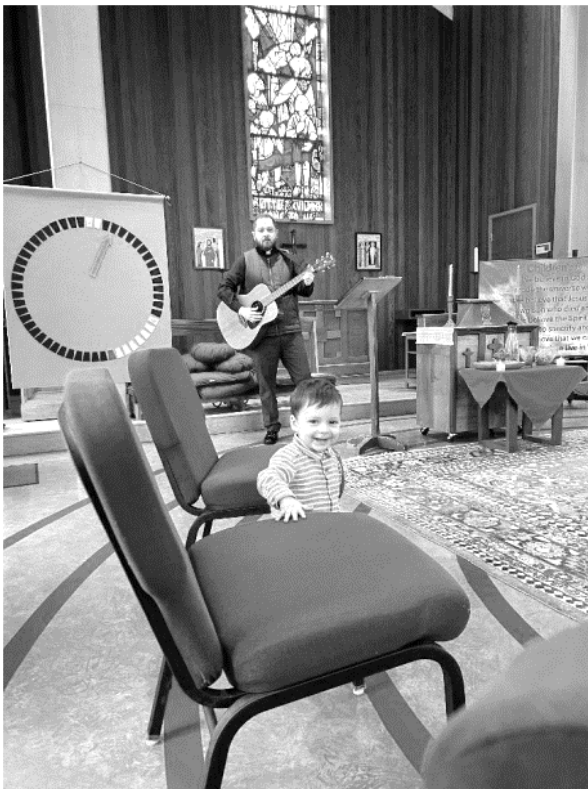
Attendance

December 24: Christingle service (at least 9 children at family service)
December 31: 3 children
January 7: 1 child
January 14: 1 child
January 21: 0 children

As you can see from the numbers above, we are having some fluctuation in our attendance. We had great attendance at our Christingle family service in the big church, but have been hit with some low numbers in the weeks following.



We have a wonderful team that is committed to this service. Thank you to all our volunteers! We are currently assessing our next steps moving forward and strategizing new ways that we can reach families and children. Please invite the children and families in your life to this special service. Here are a few photos from the past month



LAY MINISTRIES – CALLED TO SERVE – Marty Vega

Lay ministers are church members who feel a call to serve. They may possess a special skill, have prior experience, or perhaps want to learn something new in the company of other members. It's how those of us sitting in the pews can live our baptismal covenant.

Over the past 4 years, our lay ministers have demonstrated awesome flexibility, ingenuity, and dedication to our congregation. The pandemic sparked their creativity, which gave us on-line worship services, coffee hours, theatre, bible studies and much more. As restrictions lifted, our lay ministers created ways to safely regather. Our YouTube streaming services are a popular outreach with this year's side benefit of improved sound in our Nave.

Our most visible groups are: Acolytes, Eucharistic Ministers, Altar Guild, Choir, Coffee Hour, Concerts at Christ Church, Contribution Counters, Eucharistic Visitors, Green Team, Joy Mass Team, Prayer Circle, Quilters+, Readers and Intercessors, Technical Team, Ushers and Greeters, Welcome Bags. Each supports the organization of our church: they strengthen and enhance worship, fellowship, and outreach. A very grateful 'thank you' to everyone who joined a group in 2023 and to all who serve - you are a valued part of Sunday worship and this parish.

Challenges:

- Our ministry groups need more members. Please consider trying one or two activities in 2024 - bring your knowledge, talent, and energy to the ministry of your choice; it's true that "many hands make light work."
- We always need ideas for a new ministry or for a better way of doing something.

Rewards:

- A new member gave us the ultimate compliment by saying they were encouraged to join because they found our various ministries very caring and responsive to our congregation's needs.
- I love to hear happy stories from our various ministries about the results of their work.
- Instant reward - every member of our congregation can pray. The one ministry we can all join is our Prayer Circle, which is ready to accept new members right now. Won't you join us?

Called to

Serve

Christ Church Lay Ministries

Acolytes, Eucharistic Ministers	Anne Pierson	→707 448-2025
Altar Guild	Kathy Clague	→707 822 5860
Choir	David Powell	→davidbpowell@gmail.com
Coffee Hour 8am	Peg Gardner	→707 443-9627
Coffee Hour 10:30 am	Lynne Bean	→707 822-6086
Concerts at Christ Church	Elizabeth Harper-Lawson	→707 445-1726
Contribution Counters	Christ Church Office	→707 442-1797
Eucharistic Visitors	Elizabeth Harper-Lawson	→707 445-1726
Green Team	Steven Preston	→213 304-3715
Joy Mass Team	Vickie Patton	→707 443-1825
Robin Cardona		→707 267-5825
Prayer Circle	Jannetje Vrieze	→jvdutchgirl@yahoo.com
Quilters +	Belinda Zander	→707 442-4222
Readers and Intercessors	Marty Vega	→707 443-9782
Technical Team	Christ Church Office	→707 442-1797
Ushers and Greeters	Sharon Kalberer	→707 630-3100
Welcome Bags	Belinda Zander	→707 442-4222

MUSIC PROGRAM – Merry Phillips | Music Coordinator and Organist

A New Kind of Harmony

The word *kosmos* in ancient Greek means “a harmony of parts.” In his prologue to *A New Harmony*, John Philip Newell describes a growing awareness of “the earth’s essential interrelatedness” in nearly every dimension of life as a “new-ancient way of seeing” (Newell, p. vii). The “new harmony” he describes is one that unifies the Spirit, the Earth, and the Human Soul. According to Richard Rohr, the book “represents what is becoming a new and abundant source for theology, although it is the oldest source of all – creation itself!”

Harmony is a word with many different meanings. It is an important word in the language of music, used to describe a pleasant musical sound made by different notes being played or sung at the same time. Even when notes are played or sung in unison, a pleasant harmony may be created by voices with different timbres, or the sound of different instruments.

Harmony may also be used to describe an agreement of ideas, feelings, or actions, or a pleasing combination of different parts. We strive for harmony in our actions and relationships with others. We like it when things seem right or suitable together.

When we come together to worship, we are part of this new harmony – we recognize “a oneness we did not create but have been gifted with. It is the rediscovery of a harmony that precedes us, the remembering of a unity that is deep in the body of the universe” (Newell, p. 132).

One of my favorite quotes, which I’ve used in past annual reports, is “music gives wings to worship,” taken from a chapter title in William Bradley Roberts’ book *Music and Vital Congregations*. It encompasses a hypothesis that I’ve enjoyed exploring since I began my tenure at Christ Church – that “at the center of a successful music program is a vital connection between music and the life of faith” (*Nourishing Your Congregation’s Musical Life*, by Linda J. Clark). Two facets of this connection are: “expression” (how music expresses our faith) and “formation” (how music forms our faith) and transforms us.

We came together and worshipped in a variety of ways throughout 2023, and for each of those services a number of dedicated musicians prepared music including our choir (the heart of our music program) and choir director, David Powell, instrumentalists (Paul Gossard, Grey Brothers, Jake Schulz, Thomas Swanger), and vocal soloists. Thank you all for the beautiful harmonies you created and shared with us!

The Music Program

The work of planning and preparing worship services falls to many folks. We have a “Music Team” (Fr. Daniel, David Powell, Paul Gossard, and I) – the team meets weekly or as needed. The larger, expanded Worship Committee (clergy, musicians, and lay leaders) meets once or twice a month to discuss and plan both the liturgy and music for upcoming services. And throughout the year it is always fun to receive suggestions from members of the congregation for hymns and ideas for worship. Keep them coming!

Christ Church Concerts, Music Events, and Outside Musical Groups

The Christ Church Concerts planning group continued to meet and plan concerts sponsored by Christ Church. Concert organist, Ken Cowan, returned to Christ Church for a concert on January 15, 2023 – to a full house and enthusiastic audience. The summer series “Sundays at 4” continued and all three programs were well attended:

- June 25 – The Pitts Family
- July 23 – The Scotia Band
- August 27 – Colors of the Organ (with artists David Lochtie and Sanford Pyron).

On December 10 we held a Messiah Sing-Along, something we had not done for several years. It was also well attended and received.

The concert planning group currently is comprised of Doug Moorehead, Steve Cole, Elizabeth Harper-Lawson, Lyn Klay and Jim Hendry, Grey Brothers, David Powell, and Merry Phillips. Many thanks to all of these folks for their dedication to offering concerts to the community. They not only help plan concerts, but they do much of the work needed to make the concerts happen. Many thanks also to Royal McCarthy and Paul Gossard who give of their time to provide the sound system needs for these concerts. Christ Church hosted several concerts by outside music groups this year including: Chamber Players of the Redwoods, Bach On! and the Eureka High School spring choral festival and winter concert. Thanks to all who helped host these events! And special thanks to Thomas who has taken on the paperwork involved and to the Vestry committee that formulated the new facilities request procedures and fee schedule.

Continuing Education and Personal Growth

In January I treated myself to the “Seven Days of Singing” Challenge with the Stay at Home Choir (a virtual choir I sang with during the pandemic). The “challenge” was to:

🎵 Reboot your vocal health ; 🎵 Create great habits for 2023 ; 🎵 Set fun goals

I’m not a great singer, but I really enjoy singing. The old saying “if you don’t use it you lose it” applies just as much to singing as anything else and just like playing a musical instrument, singing requires discipline and practice. I have read and can confirm through experience that singing on a regular basis leads to a better ability to audiate which in turn can increase your keyboard skills. So I sing in the shower a lot!

I also challenged myself by accepting an invitation from Humboldt’s newest string orchestra Bach On! to play in their spring concert. We performed one of the Handel organ concertos and it was so much fun to play with such a talented ensemble.

In April, the Church Music Institute offered an online workshop on “The Artistic Language of Hildegard von Bingen,” presented by Rev. Kathryn Johnson. I have been fascinated by Hildegard ever since hearing a recording of her music by *Anonymous Four*. The morning workshop was an exploration of the music of Hildegard von Bingen with suggestions on how to use it liturgically. And we learned about the life of this amazing woman, known as Saint Hildegard and the Sibyl of the Rhine – Benedictine abbess and polymath, writer, composer, mystic, visionary. I especially enjoyed learning some of the words that Hildegard created, such as *Veriditas*!

When a forest does not green vigorously
then it is no longer a forest.

When a tree does not blossom, it cannot bear fruit.

Likewise a person can not be fruitful without the greening power (veriditas) of faith. . .

May John Philip Newell’s “new harmony,” his unifying approach to a “new-ancient way of seeing,” enrich our music program over the next year and may music continue to “give wings to [our] worship.” And may our musical offerings continue to not only be an expression of our faith but serve to transform us through the greening power (veriditas) of our faith.

**OUTREACH – Reaching Out with Helping Hands and Hearts at Christ Church Eureka
“...where we seek to glorify God, follow Jesus Christ, and serve all people
through the power of the Holy Spirit,
as a community of companions walking together
in the way of Christ’s love for all.”**

And the second (commandment) is this, “You shall love your neighbor as yourself.”
(Mark 12:31)

At Christ Church we share our time, talent and treasure in many ways. Our Vestry is committed to increasing our outreach to our neighbors locally and throughout the wider world.

- Sending regular monthly financial donations to: Food for People (Food Bank); TFI (The Forgotten Initiative (Local foster children and youth); Betty Chinn’s Homeless Foundation; and Sandy-in-Honduras (medical assistance for physical disabilities for children and youth in Honduras).
- Collecting non-perishable food donations for those with food insecurity weekly and especially on the first Sunday of the month, delivered by Bev Olson.
- Donating fresh produce on the third Sunday for the noon dining program at St. Vincent de Paul, delivered by Roni Carlson.
- Crafting prayer quilts for parishioners in need of comfort and healing and making fleece blankets (throws) for children and youth entering foster care, during monthly meetings of Quilters Plus.
- Collecting consumable supplies for kitchen and hygiene use for the Deanery summer camp, Camp Living Waters in Redwood Valley and providing some volunteers.
- Providing new underwear and socks for Betty Chinn to distribute to homeless middle and high school students to enable them to participate actively in physical education classes.
- Ordering back-to-school backpacks to fill with school supplies for Betty Chinn’s outreach program.
- Contributing additional financial support with special Sabbatical Donations to groups we support.
- Donating toward the purchase of a generator for St. Paul’s, Crescent City, to enable them to continue with a feeding program impacted by a major loss of power from their Oregon power company.
- Observing St. Francis’ Day by delivering pet food to the Humboldt County Animal Shelter.
- Inviting the community to share in a variety of musical offerings and concerts, including some that feature the Kegg organ.
- Welcoming families in our community with young children to our new weekly Joy Mass Family Service at 9:30 each Sunday in the Chapel.
- Supporting Discretionary Funds for Fr. Daniel, Archdeacon Pam and Deacon Anne to enable them to respond to urgent needs of parishioners and others.

- Continuing to provide and enhance our online presence through streaming services, weekly emails, social media posts.
- Bringing joy to a local family, parents and four children, at Christmas by responding to some of their needs and wishes, and with a few surprises as well.
- Initiating planning for the February 2024 Book Launch at Christ Church for the community to celebrate with Betty Kwan Chinn and parishioner and biographer Karen M. Price, the publication of The Gray Bird Sings: The Extraordinary Life of Betty Kwan Chinn. Book proceeds will benefit the Betty Kwan Chinn Homeless Foundation.

Indeed, there is more that we do as a congregation and as individuals, and there is much more we could do. Do you see where you fit in? Would you like to do more? Ideas to share? You'll find it a blessing for you, as well, when you reach out and serve others!

STEWARDSHIP COMMITTEE – Steven Preston | Committee Chair

Stewardship is simply the effective management of the resources committed by someone into the steward's care. We believe that all that we have, and all that we are, are gifts of God, and that our gifted time, talents, and treasure are for the benefit of the Commonwealth of God on this earth, through the presence and ministry of the Church.



The mission of a Stewardship Committee is to foster parishioners' stewardship of their time, talents, and treasure. This includes the annual pledge campaign, sometimes special fundraising campaigns, and stewardship education and opportunities within the parish.

In 2023, our Stewardship Committee began meeting in August, under the leadership of our Sabbatical Priest Mother Lesley, to plan our annual Pledge Campaign, centered on the theme "Rooted in Abundance," using the free materials from TENS (The Episcopal Network for Stewardship). This year's "kick-off" was a noontime BBQ Luncheon on Saturday, October 14th, instead of an evening dinner, with the in-gathering and blessing of pledges on the First Sunday of Advent, December 3rd.

We can report that members of our congregation responded enthusiastically, with pledges for 2024 of \$266,370 (as of December 31, 2023), a 4.8% increase over 2023 pledges of \$254,230. There were several new pledgers this year as well.

The Stewardship Auction on October 14th raised \$1,650, which the Vestry had dedicated to the Energy Efficiency Assessment to be conducted under our Green Team's supervision. Table donations in excess of \$300 were also received to help defray the costs of the luncheon.

The Stewardship Committee met on November 29th to review the pledge campaign and to look forward to 2024. The committee decided to meet on an ongoing basis, at the call of the chair, and to sponsor a parish workshop in the spring on budgeting, estate planning, and planned giving. The committee is open to exploring other ways of fostering parishioners' stewardship of their time, talents, and treasure in 2024.

The 2023 committee members included: Mtr. Lesley (during the Sabbatical), Fr. Daniel, Kathy Clague, Peg Gardner (Pledge Secretary), Daniel Hafer, Beth Haynes, Ian Haynes, Jim Hendry, Lyn Klay, Royal McCarthy, Steve Preston (Chair), and Annalee Veach. Many, many thanks for their dedication and hard work. All have agreed to continue on the committee during 2024.

Special thanks to Parish Administrator Thomas Swanger for providing administrative support to successfully execute the 2023 pledge campaign.

EDNC – CONGREGATION RANGES 2024

Church Name	Page 3	Page 5				Points Comparison			Compensation Ranges 2024		
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2023 Points	Change from Prior Year **	2024 Points	No House Provided	With House Provided	
Bishop									Salary>	\$177,682	
Range G (500 & up)	8 Delegates Allowed*								Base>	\$101,006	\$77,686
Trinity Cathedral (Sacramento)	246	287	\$1,176,246	\$970,084	\$33,875	840.11		738.31	Midpoint>	\$122,384	\$94,145
Trinity (Folsom)	221	201	\$769,686	\$638,786	\$61,693	465.66	**WAS F	521.19	High>	\$143,765	\$110,593
Range F (335.00 - 499.99)	7 Delegates Allowed								Base>	\$92,972	\$71,520
Grace (Saint Helena)	84	99	\$674,836	\$584,103	\$173,240	408.77		469.79	Midpoint>	\$111,693	\$85,914
Incarnation (Santa Rosa)	124	149	\$708,396	\$618,932	\$51,601	401.04		448.25	High>	\$130,405	\$100,310
St. Michael's (Carmichael)	75	128	\$640,511	\$537,945	\$152,510	365.11		447.26			
St. Martin's (Davis)	82	131	\$553,406	\$482,155	\$106,562	317.10		383.23			
St. John's (Roseville)	130	119	\$480,128	\$411,213	\$73,474	310.13	**WAS E	339.05			
Range E (223 - 334.99)	6 Delegates Allowed								Base>	\$87,624	\$67,404
St. Mary's (Napa)	111	109	\$466,044	\$390,636	\$69,605	268.41		322.82	Midpoint>	\$105,003	\$80,774
St. Augustine (Rocklin)	89	72	\$450,576	\$409,543	\$61,390	252.54		296.23	High>	\$122,377	\$95,191
St. John's (Chico)	93	73	\$444,370	\$384,585	\$54,904	293.89		291.14			
Faith (Cameron Park)	93	106	\$327,445	\$282,381	\$144,877	281.19	***covid F	285.91			
Emmanuel (Grass Valley)	98	78	\$465,476	\$404,772	\$9,463	269.83		281.47			
St. Paul's (Benicia)	76	72	\$368,732	\$318,831	\$20,139	211.31		231.44			
St. Patrick's (Kenwood)	44	55	\$375,403	\$320,521	\$36,889	206.30	**WAS D	230.90			
Range D (170 - 222.99)	5 Delegates Allowed								Base>	\$82,282	\$63,296
St. Luke's (Woodland)	57	35	\$339,221	\$318,495	\$10,771	153.24	**WAS C	198.00	Midpoint>	\$98,320	\$75,643
Christ (Eureka)	75	84	\$289,106	\$250,505	\$19,989	166.68		194.30	High>	\$114,366	\$87,974
All Saints (Sacramento)	48	55	\$304,664	\$252,968	\$15,060	210.38		185.61			
St. Luke's (Auburn)	95	77	\$275,321	\$238,035	\$9,000	175.19		185.16			
St. Paul's (Healdsburg)	67	72	\$219,389	\$196,095	\$70,915	174.82		179.90			
St. Stephen's (Sebastopol)	52	43	\$296,533	\$255,096	\$6,080	164.64	**WAS C	175.06			
Range C (120 - 169.99)	4 Delegates Allowed								Base>	\$76,932	\$59,181
All Saints' (Redding)	62	54	\$248,780	\$215,765	\$19,270	152.27	***covid D	163.03	Midpoint>	\$91,643	\$70,489
St. John's (Petaluma)	42	39	\$281,732	\$238,462	\$2,079	155.63	***covid D	162.16	High>	\$106,344	\$71,520
Holy Trinity (Nevada City)	72	57	\$248,375	\$227,240	\$7,087	152.43	***covid D	159.98			
Trinity (Sonoma)	44	47	\$207,889	\$172,886	\$763	127.52		127.08			
St. Alban's (Arcata)	42	45	\$181,602	\$157,385	\$16,480	103.55		120.79			
Range B (90 - 119.99)	3 Delegates Allowed								Base>	\$68,913	\$53,008
Grace (Fairfield)	36	45	\$186,118	\$175,253	\$8,278	114.31		117.45	Midpoint>	\$80,941	\$62,262
Epiphany (Vacaville)	42	33	\$171,289	\$156,739	\$14,068	106.56	***covid C	111.43	High>	\$87,682	\$71,520
Our Saviour (Placerville)	45	48	\$136,793	\$124,056	\$9,681	95.77		96.49			

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

***covid = Due to unforeseen affects of Covid, the Board of Trustees elected to keep congregation under their 2021 Congregation Range in both 2022 & 2023.

Church Name	Page 3	Page 5				Points Comparison			Compensation Ranges 2024	
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2023 Points	Change from Prior Year **	2024 Points	No House Provided	With House Provided

Range A (below 90)	3 Delegates Allowed						Per agreement of Bishop/Congregation	
St. Paul's (Sacramento)	35	32	\$110,947	\$108,142	\$20,872	68.48		82.66
Ascension (Vallejo)	41	31	\$120,075	\$100,930	\$1,777	82.49		78.93
St. George's (Carmichael)	31	22	\$104,588	\$91,983	\$3,406	62.52		67.25
St. Michael's (Fort Bragg)	20	28	\$96,931	\$94,474	\$0	53.00		60.47
St. Barnabas (Mount Shasta)	36	21	\$67,151	\$60,087	\$16,807	53.99		56.23
St. Peter's (Red Bluff)	19	18	\$87,883	\$87,883	\$1,903	60.50		54.14
St. Luke's (Calistoga)	27	26	\$71,164	\$67,974	\$5,094	53.48		51.38
Christ (Quincy)	24	21	\$66,775	\$66,775	\$11,627	48.30		50.45
St. James (Lincoln)	30	22	\$46,376	\$43,337	\$15,783	84.25	***covid B	44.08
St. John's (Marysville)	14	15	\$72,629	\$67,359	\$0	67.65	***covid B	43.56
St. Stephen's (Colusa)	13	14	\$47,523	\$44,408	\$22,694	32.01		41.86
Trinity (Sutter Creek)	14	20	\$42,574	\$38,324	\$22,935	57.97		41.25
St. Paul's (Droville)	12	6	\$64,239	\$64,239	\$6,140	54.01		39.69
St. Luke's (Galt)	18	17	\$55,201	\$48,767	\$4,150	34.09		38.43
Shepherd by the Sea (Gualala)	28	11	\$49,416	\$46,470	\$7,684	31.13		38.30
St. Francis (Fortuna)	14	16	\$53,440	\$48,595	\$7,907	35.41		38.17
Holy Trinity (Ukiah)	19	21	\$53,928	\$48,021	\$307	37.25		37.12
St. Mary's (Elk Grove)	22	20	\$50,057	\$44,285	\$236	59.82		35.65
St. James (Yuba City)	17	17	\$32,830	\$29,320	\$15,271	23.63		32.55
Good Shepherd (Cloverdale)	27	22	\$33,419	\$30,267	\$6,930	28.81		32.42
St. Michael's (Anderson)	19	9	\$37,360	\$33,642	\$11,883	27.44		31.62
St. Francis (Willits)	18	28	\$22,854	\$21,495	\$12,478	25.87		29.17
St. Clement's (Rancho Cordova)	40	29	\$12,690	\$0	\$7,792	91.90	**WAS B	27.49
St. Paul's (Crescent City)	20	11	\$28,241	\$26,067	\$8,904	20.31		26.32
St. Michael's (Alturas)	7	9	\$35,067	\$31,165	\$6,795	21.33		24.93
St. Andrew's (Antelope)	17	0	\$41,339	\$41,339	\$0	32.65		24.92
St. Timothy's (Gridley)	16	14	\$30,142	\$26,649	\$3,331	14.30		24.24
Holy Trinity (Willows)	11	8	\$30,008	\$27,591	\$50	13.62		19.78
Grace (Wheatland)	12	8	\$25,084	\$23,220	\$3,993	19.47		19.54
St. John's (Lakeport)	10	10	\$24,971	\$21,827	\$115	13.18		17.54
Good Shepherd (Susanville)	8	8	\$18,571	\$18,571	\$0	6.94		13.29
St. Andrew's (Corning)	7	0	\$8,323	\$7,943	\$7,943	9.31		9.88
Holy Spirit (Lake Almanor)	8	4	\$3,383	\$3,029	\$9,275	11.01		9.33
St. Nicholas (Paradise)	9	12	\$940	\$0	\$0	43.52		5.72
St. Matthew's (Sacramento)	11	4	\$1,529	\$0	\$1,200	10.88		5.11

Compensation Ranges include a 5.80% COLA approved by the Board of Trustees (BoT) for 2024. The COLA is recommended to parishes to adopt. The board understands not all parishes will be able to pay this full amount. They encourage parishes to offer what they can.

Compensation Ranges include: regular salary, housing, allowance for social security, etc. The ranges do not include health insurance, travel, pension, education, etc.

Transitional Deacon should be paid at 90% of Range "B" Base (100% when ordained a priest).

Diocesan executive staff are paid at Range "E"; program staff are paid per hire letter.

All other ordained clergy, if employed by a congregation must be compensated at Range "B" or greater. This is prorated based on full time equivalent.

For regional missionaries combine total points from each church. Below 120 points, minimum is Range "B" Base plus \$1,500. For 120 points and higher, minimum is Range "C" Base plus \$1,500. Maximum is Range "C".

For Congregations receiving assistance, maximum clergy salary is Range "B" Base.

See Article V, Section 5 of the Constitution of the Episcopal Church in the Diocese of Northern California for guidance on Lay Delegates to Convention.

* = One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.

** = Change from the prior year.

***covid = Due to unforeseen affects of Covid, the Board of Trustees elected to keep congregation under their 2021 Congregation Range in both 2022 & 2023.

Points are calculated as follows from Parochial Report line items:	
Line #13 x 25% +	
Line #1 x 25% +	
(Total Lines 13, 16, 17, 18, 12, 14)/1000 x 50%	
For example:	
Average attendance (#13) = 200 x 25% =	50
# of pledge cards (#1) = 120 x 25% =	30
Work Outside (#13, 16, 17, 18) = 20,000 +	
Operating Exp (#12, 14) = 100,000 =	
	120,000/1000 x 50%
	60
Total Points	140
Points of 140 reflects Range C	



THE NECROLOGY

The names of those that have died since the last Annual Meeting

The Rev. David Paul Shewmaker
January 18, 1945- February 9, 2023

John Rex White
May 4, 1946 - March 21, 2023

Rebecca Bair Kurwitz
July 16, 1941 - April 14, 2023

Laura Perry Rose
August 9, 1942 - August 8, 2023

Richard “Dick” Streufert
December 6, 1937 - September 30, 2023





The Right Reverend Megan M. Traquair
Bishop
THE EPISCOPAL DIOCESE OF NORTHERN CALIFORNIA



CHRIST EPISCOPAL CHURCH CLERGY AND STAFF

The Rev. Dr. Daniel D. London - Rector
The Very Rev. K. Lesley McCloghrie - Associate Priest
The Rev. Jeri Gray-Reneberg - Associate Priest
The Venerable Pam Gossard - Archdeacon
The Rev. Anne Pierson - Deacon

Merry Phillips - Music Coordinator and Organist
David B. Powell - Choir Director
Dr. Douglas Moorehead - Organist Emeritus

Mike Robnett - Sexton
Thomas Swanger - Administrative Assistant

THE VESTRY

Steven Preston, Senior Warden; Jim Hendry, Junior Warden; Peg Gardner, Clerk;
Dr. Robert (Bob) Hines, Treasurer; The Venerable Pam Gossard; Robin Cardona, Roni Carlson,
Lin Chase, Steve Cole, Heidi Erickson, Elizabeth Harper-Lawson, Belinda Zander

Church Office • 625 15th Street • P.O. Box 861 • Eureka, California 95502-0861

Office Hours • Tuesday, Wednesday, and Friday—9 am to 1 pm

Phone • (707) 442-1797

Email • christchurcheureka@gmail.com

Webpage • www.christchurcheureka.org