Jesus and Buddha as Brothers
The twin paths of Christianity and Buddhism

Epiphany series: Sunday mornings, 10:30am

Inhabiting LOVE
“Is my life loving?”

— Sunday mornings in Lent, March 10 - April 14 • 10:30am —

Divine Dining:
Jesus was a Foodie

Join us for our FALL SERMON SERIES
September 8 - November 24

Congregational Church of San Mateo

Heaven and Nature Sing!
300 Years of JOY to the World

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Sundays at 10:30am

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Annual Report 2019
Senior Minister’s Report

by Penny Nixon

In reflecting back over 2019, as I think about the countless suffering in the world, and all the turmoil in the nation, the best description of CCSM in 2019 is that we sought to be a steady moral compass in the midst of all. We continued to provide a consistent spiritual community where people could deepen their faith while struggling with challenging questions and provide compassionate care within and beyond our four walls.

Each year as I write this annual report, I am filled with gratitude for this community—for the generosity and passion evident in all the ways we show up for one another, and in all the ways we are engaged in our neighborhood and beyond. I am also so proud of all the transformation we have experienced over the years. The summer of 2020 will mark my 13th year at CCSM—and I believe that may make me the Senior Minister who has served the longest in our 156 year history!

We are now 15 months into our new governance structure and from my perspective, it is working brilliantly. It has been a complete joy to work with the Board of Directors and the new structure allows us to be focused on institutional health with an eye toward the future. While the ministry structure looks different, and there are fewer committee meetings, ministry is happening constantly at CCSM and all kinds of people are involved in various projects and service. And a new ministry has formed this year: The Energy and Environmental Justice Ministry. They bring a lot of enthusiasm, expertise and ideas.

In our various Sunday sermon series throughout the year, we delved into many engaging topics to deepen our daily spiritual lives and practice. The most wonderful thing about these series is that the topics were generated at the all-church assemblies. People said that what was important to them was finding sanctuary (safe place); establishing a place to “put anger/hate/negativity/guilt”; creating time and intention; bringing spiritual life into personal family; participating in deep conversation; learning spiritual practices; growing in discernment; and seeking ways to deal with loss and grief. So our first series in Epiphany 2019 was Jesus and Buddha as Brothers: The Twin Paths of Christianity and Buddhism. Buddhism is a path of spiritual practice. Christianity is also a path. The first believers of Christianity were called “followers of The Way” because this newfound faith was a way of life, not a set of beliefs. We followed that in Lent by asking the question: To what extent is my life loving? Our Lenten series was Inhabiting Love. What the world needs in order to survive and thrive is the radical simplicity that lies at the core of Christianity and so many other faiths and systems of thought—an abiding trust in the way of love as expressed in just and compassionate living.

We had an absolutely fabulous Easter here at CCSM. The resurrection spirit was alive and present all day long. And resurrection happens in community, and within relationships. I experienced this in such a palpable way this season. There were so many people sharing their gifts in every aspect of Holy Week and Easter to help resurrection happen at CCSM. At the heart of all that happens here is YOU—and the spirit with which you serve and share. May resurrection continue and lead us forward with love, grace, passion and power!

We had a fun and meaningful August series called 50 Years Later. We explored three key events from 1969 and talked about how they shaped us, especially how they influenced our spirituality and faith. With a lot of creativity from the Liturgical Arts Ministry, we celebrated the 50th anniversary of Landing on the Moon, Woodstock, and Stonewall over three unforgettable Sundays, with great music and a chance for reflection, whatever your age.

In the fall we had a lot of fun with Divine Dining: Jesus was a Foodie. Eating together is at the heart of our faith—in sharing a meal we nourish body and soul, engage in conversations, tell stories, ease sorrows, and share joys. We focused on Meals with Jesus—he was either eating a meal, coming from a meal, or going to a meal. And, he fed people a lot of the time.

In our Second Hour, the educational hour after the service, I offered some classes on how Progressive Christians read the bible as well as what it means to be a “Christian” today. Those conversations were rich and meaningful. MSJ led a powerful three-part series on addressing gun violence. We had many other topics discussed during our Second Hour, a popular CCSM program.

One of the unique and beautiful qualities of this CCSM community is our tendency to each other. On the Welcome page of our website we say: We are an open-minded, progressive spiritual community characterized by a delight in diversity, a passion for justice, a love of music and the genuine care we have for each other. This genuine care is expressed in so many ways. Many of you are involved in the Companion Ministry, calling and visiting those with health and other challenges, and others volunteer to send the...
“Month of Sundays” cards and notes. These ministries enhance our collective presence with everyone, members and friends. Countless times during any given week, people reach out to one another, giving rides to the hospital or doctor’s appointments, sending sympathy or get well cards, or simply sending an email letting someone know they are praying for them. All the ministers have been working together as a pastoral care team: instead of having one person be responsible for everyone, we all participate in the care of the congregation. Speaking for myself, this model of a pastoral team has worked well because I feel more involved in the life of everyone in the congregation—and as we pray together on Mondays, we also decide who will reach out to what person to make sure everyone is cared for as well as possible.

We have some wonderful highlights this year: Celebrating Lynnelle’s 25th anniversary, joining in an uplifting Thanksgiving service with St James AME Zion church, an evening with Pantsuit Politics, and a lecture by progressive Christian author Brian McLaren, to name just a few. On April 28, we rejoiced with our THREE beloved church family members who celebrated centenary birthdays in April! On April 15, Thelma Kromhout turned 100, Martha Imai turned 104 on April 23, and Clare Naegle turned 101 on April 30. We’re grateful for the many years they have been loving and serving. (It was especially meaningful in retrospect as Martha passed away peacefully recently, a couple of months shy of her 105th birthday.)

I had a couple of personal highlights as well. Every year I take advantage of the study leave CCSM so generously provides me—recent study leaves included walking part of the Camino and two trips to Israel for study. In June I returned to my “homeland,” Northern Ireland. My ancestors are from Ulster County (my paternal grandfather was born there and then came to New Hampshire as a first generation Irish immigrant). I’ve been to Ireland twice, but never to Northern Ireland. Both times I visited, I felt connected to the Celtic spirituality, from the Druid Circles to the earth-based Christian tradition alive and well there. In Northern Ireland I felt deeply connected to the land, as well as to the people who worked for peace and reconciliation during the “troubles.” It was an experience that will stay with me for a long time. Another highlight was being honored by Assembly member Kevin Mullins as District 22’s Woman of the Year. I was humbled to receive this award and it also gave great visibility to CCSM as a faith leader on the Peninsula.

And, in 2019, as is true every year, there were a lot of transitions. We can always count on things changing—it is the nature of the universe. We said farewell to a number of families who moved out of the area (mainly due to high housing costs) and we also lost a number of beloveds who died this year and transitioned to the realm where they have joined the communion of saints. Each passing brought its own grief and sorrow.

And there were a lot of staff transitions—both Pearly Masters (18 years of service) and Kibbie Ruth (almost 40 years in various capacities) retired, and Marge Boyd announced her retirement as well. Tom Lohmuller (Associate Music Director) moved on to explore different musical passions.

With all those goodbyes, we also welcomed some remarkable people: Sheryl Johnson, Associate Minister for Children, Youth and Families; Cheryl Matteo, bookkeeper; Chase Montara, Director of Operations; Melanie Dresbach, Liturgical Musician; and Kelly Colwell joined us as Director of Young Adult Ministry (now Associate Minister), Oscar Rosa (our sexton) and his family moved into the newly renovated upstairs apartment.

Our Wednesday Gathering congregation continues to grow and thrive; now and then I have the joy of preaching through an interpreter on Wednesdays. It is such a loving and caring community, bustling with energy and lots of children and youth!

Our Sunday congregation has seen a dip in attendance, but not in engagement. People are engaging in all different ways and Church (capital C) looks a bit different than it did a decade ago. But if our stewardship campaign is any indication, the congregation has great Faith in Our Future. Not only did we end the 2019 year with a surplus, our pledges for 2020 are the highest ever!

It is always a joy to look back with gratitude and delight over spending another year with the CCSM congregation. I feel so blessed to be part of this beloved community. I hope you do too!

Peace,
Penny
Hello CCSM!

As you read the Senior Minister’s annual report, you will see the vast array of accomplishments, challenges and transitional changes that transpired on the spiritual front lines as we continue to be the voice of progressive Christianity on the peninsula (and beyond).

I rarely take a victory lap, but I’m allowing myself to do so, ON YOUR BEHALF at least, for my Moderator’s Annual Report. I’m so proud of all of our successes this past year. I’m also proud of how we dealt with challenges. All in all, a very good year for CCSM.

Our collective victory lap, so to speak, on the ministerial front is due, in part, to the new operational structure that we put in place in the fall of 2018. This new structure allows for our volunteer-led ministries and staff to do what they do best while simultaneously allowing for more efficient and effective corporate oversight and governance by the Board of Directors and various committees.

I know I speak for the Board when I convey that while 2019 was a big success for a variety of operational and organizational reasons, 2020 is shaping up to be quite memorable as well, as your board will be tackling some very challenging issues this year. Just to highlight a few of these challenges:

✧ CSSM’s desire to be ‘greener’ with a smaller carbon footprint (this is not cheap!),
✧ Some repairs and upgrades to the building and grounds that need to be addressed (again, this has a cost component and we will be exploring how to pay for it), and
✧ Revisiting our expectations of and relationship with our own endowment fund (a meaty topic for sure!).

Humbly and with great optimism for our future,
Your moderator,
Dave Chandler
This past year has focused on deepening our rich and diverse musical culture at CCSM. The music programs have created several intentional opportunities for the Sunday musicians and our Wednesday night musicians to share in each other’s musical traditions. What is becoming our annual Ash Wednesday service has been a wonderful sharing of music and talent. The Music Ministry Committee provided the addition of hand percussion instruments and some minor repair to a donated drum set to further enhance the Wednesday Gathering service, as well as provided scholarship funds so children from the Wednesday Gathering could participate in programs at The Music School this summer. This helped several children from the Wednesday Gatherings community join the Joyful Noise children’s choir this fall.

CCSM hosted seven churches at our Good Friday service. We heard from our sister churches and their musical contributions while meditating on the seven last words of Christ. CCSM contributed three exquisite pieces for this service, including a joint piece sung by all choirs, but the most memorable was St. James AME leading all the choirs in “The Old Rugged Cross.”

Our summer music program provided several memorable moments, including the three special services highlighting 1969 with music from the Apollo 11 mission, Woodstock, and Stonewall. The vocal group Solstice joined CCSM for a beautiful service the end of September, and October saw CCSM’s third hosting of the Home and Hope Annual Benefit Concert. A hundred and seventy voices from six churches made the rafters ring with their gorgeous singing in our Sanctuary on October 20th. Guest musicians included the band Merle Mason & Friends, Jim Bishop, Beyond Boundaries, Juan Castro, Jeremy Ryan, Victoria Morgan, and more.

CCSM’s own Composer-in-Residence Angela Kraft Cross created a beautiful piece, Ubi Caritas, which brought together the Chancel Choir, Carillon Handbell Choir, the organ, and violinist Chris Yeh in a beautiful setting of the timeless melody. The piece was dedicated to the celebration of my 25th anniversary at CCSM – Thank you, Angela and CCSM.

CCSM Chancel Choir joined St. James AME choir in what is becoming an annual tradition to celebrate a joint Thanksgiving Day Service. This is such a beautiful opportunity for CCSM to step into our neighbors’ musical tradition and truly “Give Thanks” for all we’ve been blessed with.

The concert series and partnerships with local musical ensembles provided fantastic opportunities for the CCSM community with Masterworks Chorale, Linda Mallette’s piano recital, the Halloween Organ Recital, and much more.

The year closed with the beautiful music of Advent, with excerpts from the Messiah featuring soloists Jane Arena, Jim Schwandt, Melanie Dresbach and Jeremy Ryan, the Joyful Noise Children’s Choir, the Carillon Ringers, McKinnon Violette on trumpet and a beautiful duet with Carolyn and Louisa Shaul. CCSM enjoyed a rich and diverse season of music which enriched our exploration of faith and service.

The CCSM music programs have accomplished quite a lot the past several years, working to bring this creative and diverse level of music while keeping to the budget as closely as possible. Rev. Nixon and Veril Phillips from the finance committee began conversations to review the music program budget, first focusing on what the current use of the budget entailed. They then reviewed the changing nature of music and our language around faith and service in the twenty-first century and what the needs of the music program are, and how the music ministry at CCSM needs to adapt and grow in order to continue to deepen our faith journey for our congregation. With that in mind, the music program received an increase in the budget for 2020 and will continue our work throughout 2020 to share music that will enrich our faith and celebrate our diverse spiritual journey.
Historian’s Report
by Austin Mader-Clark

The mission of the CCSM History Committee is to archive and preserve historical documents, pictures and other items of importance; and share them with the entire CCSM community. We work toward engaging and empowering CCSM members to make history a meaningful part of their spiritual and community experience. The History Committee is the place to go when looking for answers about CCSM, and sometimes, about San Mateo.

It was the History Committee that interviewed and recorded several of our long-time members that have since passed away, including Martha Imai. Martha was here when Rev. Buckham (1936-1947) lead our church in supporting our Japanese members who were sent to internment camps during WWII. Now you know why we have a room named the Buckham Room.

Whatever your stage of life, history matters and knowledge of our CCSM history enriches all our lives. CCSM’s Historical Committee’s archival and preservation activities are important, but even more so when they can be shared and appreciated by our entire community. Look for brief descriptions of CCSM history in the monthly Pine Tree newsletter.

This year Anne Fuller became the official CCSM Historian, and through her energy and vision, the CCSM Historical Committee has been reinvigorated. Past historians Lee Mullery and Austin Mader-Clark prioritized the goals for 2019 and provided much needed support and guidance during the transition.

Thanks mainly to the efforts of Chris Neil with help from Lee Mullery, great strides were made in organizing hundreds of photographs. The photos are a visual history of current and past members, buildings and events that have taken place over the decades. This is a rich addition to the history of CCSM.

If you have an interest in knowing all there is to know about CCSM; or have organizing archiving, researching or outreach skills, we would love you to join us. You can contact Anne Fuller at afuller@fullerthaler.com.

Pine Tree Mailing Report

The church newsletter The Pine Tree is published monthly and distributed electronically and via regular postal mail. About 180 copies are physically mailed each month. Articles and news are submitted, then compiled by Zoe Mullery. The office staff, especially Chase Montara, run the copies. The US Postal Service has specific guidelines which are used to print, fold, collate, and add closures to each piece. A dedicated team of volunteers work to complete this mailing, which takes a couple of hours one Tuesday morning per month. Past copies of The Pine Tree are kept on file in the office and electronically with the office staff.

Prayer Shawl Knitting Group

The Prayer Shawl Knitting Group consists of interested knitters and crocheters who make shawls for any Church members who may need extra care and comfort. When there is a youth confirmation class, they are each gifted with a shawl. The group meets the third Tuesday of the odd numbered months from 7:00-8:00pm in the Nursery for a cozy setting to knit and talk and have community. Yarn and patterns are provided.

The group also makes knit caps for the BayAreaBorderRelief project that sends them to people in need at the border.
Children, Youth and Family Report

by Sheryl Johnson

The Children, Youth, and Family Ministry at CCSM fosters faith formation and Christian education particularly for the youngest in our community, but also for all through intergenerational opportunities and connections. I, Sheryl Johnson, began in my role as the Associate Minister for this particular part of our community in June 2019. Here are some exciting highlights from this past year:

- Shifting toward a more flexible structure for Sunday programs so that kids can choose what programs most speak to their interests, needs, abilities, and energy on a given day. Our options include free play (particularly for our youngest kids), Godly Play (a scripture-based story and creative response program), Liturgical Arts (learning about and offering leadership during the worship service through a variety of media such as writing prayers, creating banners, liturgical dance, etc), Youth Discussion, and 60 Minutes (a monthly topical program on issues chosen by youth).

- Our youth discussion group began a focus on learning about World Religions as a window into learning about our church and Christianity - what is similar, unique, related, etc. We had a number of guest speakers and outings, and celebrated some different religious holidays!

- Expanding our offerings during the Wednesday gathering to have both children and youth programs. The children’s program focuses on visual arts and building caring community and the youth program involves discussion, leadership in community and worship events, and community-building - especially through board games!

- Offering meaningful youth group experiences based on youth interests and leadership around issues that matter deeply to them. Projects included preparing 100 backpacks with items the youth collected for Open Cathedral based on their learning about what is most needed/appreciated, several sessions on youth mental health and how to be a supportive friend to those with mental health struggles, and spending time connecting to God in nature while hiking!

I am so grateful to Kibbie Ruth for her assistance in orienting me to this role and her ongoing support and care. I would also like to acknowledge our wonderful staff and volunteers including Lily Gonzales, Shannon McEntee, Colleen Castillo, Libby Barnard, Dave Olson, Bill Dunbar, Sarah Block, Chris Field and many many parents and others who have offered so much time, care, and dedicated support in so many ways. This role has offered me many blessings and I am so grateful for the opportunity to serve in, for, and through community.
Congregational Care Report

Congregational Care encompasses four different entities. Each is designed to provide support and care for members of the congregation. While all are functioning well, we are always looking for more people to assist in each of them and ways that can insure that the needs of our members are being met or not falling through the cracks.

**Memorial Receptions:** This group assists the family when a memorial service is held at the church and is followed by a reception. Sometimes this involves assisting when the reception is catered or providing drinks and desserts for a smaller affair. We assist in set-up, monitoring the food and drinks, and cleanup at the conclusion. Some years we thankfully have few events and other years are busier. We are working to increase our numbers so that the same people aren’t responsible for the entire event, but might be responsible for set-up and others could monitor and cleanup. Lead person this team is Diane Kalliam or Donna Summers.

**Holiday Flowers:** This team works with staff to identify those who will receive poinsettias at Christmas and flowers during the Easter season. The recipient may be an older member, those not able to attend regularly or may have suffered a loss or illness during the year. Once the list is generated, the team purchases the flowers, prepares the cards and arranges for congregants to pickup and deliver to the recipients. While subject to the availability of suitable plants this team does a great job and runs smoothly. Lead person for this team is Susan Duty.

**Month of Sundays:** This program has a well-functioning team and an organized schedule. The team rotates monthly and sends notes and cards to members of the congregation dealing with a difficult issue in their life. Their list is generated from the Joys and Concerns section of the bulletin and in coordination with the staff. Lead person for this team is Deb Flaherty.

**Companion Ministry:** Members of this ministry are in contact with members of the congregation who may not be able to attend services or are in need of a supportive friend. It is largely done in coordination with the pastoral staff as they have more direct knowledge of people who may need support. Some of this support is through a formal arrangement and some is on a more casual basis. This is a vital ministry for the church and is in need of constant monitoring.

While these entities are functioning well, they are always in need of more participants. So many times we tend to recruit from people we know personally. The ministry fair provides opportunities for members to join the various ministries, but wish we could entice more people to volunteer for these programs so that the same people are not being over loaded while some potential volunteers are not being identified and provided opportunities to serve.

Fellowship Ministry Report

The Fellowship Ministry exists so that any and all congregants, no matter their background, age, or culture, can connect with each other. To foster that connection with newcomers to CCSM, we host a breakfast where we greet potential new members to our church family. We also host a breakfast for those who have recently joined the congregation. We are also involved in Memorial Services for church members who have passed away. There is the Annual Church Picnic at one of our local parks in San Mateo, and our Annual Homecoming lunch on our lovely front lawn. Easter Lilies and Poinsettias are given on Easter and Christmas to members who may be unable to attend worship services, or who have gone through a particularly difficult season of life. In December, a Soup Lunch is prepared and served just before we go caroling in the neighborhood and local Care Homes.

Many hands are needed to help our numerous projects! If you are interested in joining us, please notify the Ministry Lead, Donna Summers @ donna.summers@me.com
Liturgical Arts Ministry (LAM) Report
by Kay Harris

This year has been an exciting year for the Liturgical Arts Ministry. We have enjoyed stretching our creative wings and branching out to new design projects that reach for the stars.

WHAT IS THE LITURGICAL ARTS MINISTRY?

Our goal is to provide spiritual inspiration through year-round creative arts installations. In short, we enhance the Word with visuals for the senses. This year’s focus was to expand our DIY projects, summer activities, offer a floral workshop, and reintroduce liturgical dance to worship.

FLORAL & TABLESCAPE TEAMS

Have you ever wondered who created a particular floral arrangement? We decided to come out of the “flower closet.” We now identify the lead CCSM volunteer floral and tablescape designers with large name labels near the Chancel’s right steps. If you would like to join the floral team, please contact Pam Ridlehuber to be paired with another designer. Pam is famous for her one-on-one training sessions.

FLORAL DESIGN WORKSHOP

In August, Davida Kwoka, CCSM floral artist, demonstrated an arrangement for the 50th anniversary of the Stonewall Riots (August 25 sermon theme). This tablescape probably was the most striking arrangement this year, enhanced with a display of rocks, event photos, copper pennies, empty beer bottles, and votive candles reflecting the mood of the riots and aftermath.

ALL HANDS ON DECK! DIY AND INSTALLATION TEAMS

Over 30 volunteers came together this year to make and install themed decorations for the sanctuary and—in the case of Advent—the whole campus. Our process is to meet with the staff to discuss their worship plans and themes. Then the fun begins as we explore ideas to enhance the worship experience.

LENT AND EASTER

This particular installation was the most complex endeavor we have tried—to make the kaleidoscope of giant butterflies take flight. It exceeded all expectations. We hope everyone enjoyed watching the weekly building of our Lent-to-Easter transformational theme—beginning with bare branches on the columns, adding caterpillars, chrysalises, and finally butterflies—signifying Jesus’s transformation.

A SUMMER EXTRAVAGANZA!

We really rocked with the tablescapes during August’s theme of remembering the events of the summer of 1969. For the 50th anniversary of Woodstock, we held a tie-dye workshop on the church’s front lawn. Local artist Julie Ziert guided 25 participants in tie-dyeing our own t-shirts, which we wore to church on August 18.

RETURNING CCSM SUMMER PHOTO GALLERY

We tried something new this year with our introduction of the traveling companion, Pink Jesus (aka P.J.). Members photographed themselves with their paper travel friend, P.J., then emailed them to Marge. The photos filled up the CCSM Summer Photo Gallery.
HOMECOMING AND AUTUMN SERIES
The series focused on Jesus’s hospitality teachings. He loved a party and so did we. The floral team’s tablescapes reflected CCSM’s extravagant welcome. Sharing the food after World Communion Sunday was a highlight.

LET THERE BE MOVEMENT!
Another highlight was including liturgical dancing in CCSM’s worship experience. Guest artist Rev. Phil Porter inspired us with his interpretation of the scriptures and poetry.

THE WARMTH OF ADVENT & CHRISTMAS LIGHTS
The sanctuary bathed in garland and tree lights has always awed me, and judging by your comments, it is appreciated by members and visitors alike. This is the season of public concerts and festive services. This year we added Christmas trees to the Chancel steps, thanks to Memorial Fund donations.

EXPANDING OUR COLLECTION
This year the ministry commissioned Anne Fuller to design and create a set of walnut candleholders. It’s been fun using the new safer battery-operated candles that fooled several members with their realistic moving flames.

Those of us who serve in this Ministry truly enjoy working together and love the creativity and inspiration that it offers. I am blessed to lead this team of innovators. Join us next time you see one of our notices for a workshop or installation. Call me if you would like to be on our planning team (Saturdays).

Kay Harris, Lead
Liturgical Arts Ministry
650 572-8378

Tie-Dye Sunday

Fall scape

The star-raising crew

Christmas Pageant, 2019
WHEREVER YOU HANG YOUR HAT IS HOME

by Chase Montara

I arrived at my new role as Director of Operations on December 9, 2019, fresh from a very different role as Program Director for the Coastside Adult Day Health Center in Half Moon Bay. I have worked as a RN since 1983 and in that career have worn many different hats, from ICU Step-Down Unit nurse to Legal Nurse Consultant. The ability to wear different hats may be one of the most important skills required of the Director of Operations at CCSM. In fact, I might suggest to the Personnel Committee that the interview process could simply consist of rapid-firing of hats to the prospective candidate and evaluating just how expertly they can change them.

Marge Boyd, your previous Director of Operations extraordinaire, has been my friend since we studied together in Spiritual Direction at the Mercy Center several years ago. It was Marge who wondered if I might be ready for a change in vocation, and I was!

I can say without equivocation that I am very happy to be here. I will say, too, that at the end of some of these early days at the low end of a steep learning curve, I have wondered just what Marge was up to by encouraging me to take on this role. There is much to learn, many names to remember; learning who is connected to what ministry and which Affinity Group meets where. Folks may casually say to me as we pass in the hall “We won’t be meeting this week, and next week, we will need 4 long tables set up” and I think “Wait! Who ARE you?” But thankfully, there are many wonderful volunteers, Donna Summers, Diane Kalliam, Rosemarie Pero, to just name a few, who help me sort things out. They are why I can reply to those passing comments with “Sure! I will make that change!” because I know the volunteers will patiently help me figure it all out.

I thank you all for welcoming me (and my dog, Mavis) so warmly. Yours is a vibrant, generous and active congregation and I am very happy to be a part of it. I thank you also for your patience as I gain mastery in the part of my role that impacts you. I will do my best to be your humble servant. And happily hang my hat here in my new home.

Month of Sundays Report

Month of Sundays is an Affinity Group whose purpose is to contact the congregation in times of personal joys and concern. We do this by writing notes to those members and friends who are experiencing illness, a death in the family, or other hardship, as well as a birthday, anniversary or other joyous event. A volunteer signs up for a month at a time (hence the name “Month of Sundays”) and sends a note, letting the person know that the entire congregation shares their concerns.

Month of Sundays is a wonderful way of keeping the congregation as a whole, in community. The volunteers often say how heartened they are to reach out to our members, and likewise, our members appreciate the gesture, knowing that we continue to hold each one in our thoughts. We are always looking for additional volunteers to share a month. If you enjoy writing notes, or just keeping in touch with the congregation, we’d love to have you join us. For further information, call or email Deb Flaherty: 650-759-4128; flaherty.dwr@gmail.com.
Energy, Environmental Justice Ministry Report

by Warren Long

The EEJ (Energy, Environmental Justice) Ministry was formed in November, 2019. Our **MISSION STATEMENT** is to **research, educate, implement and communicate in the CCSM community sustainable practices and energy saving operations** such as installing solar panels and other efficiency upgrades to our campus. The **RATIONALE** of EEJ: **By fulfilling our mission, CCSM will save money, reduce our carbon footprint and do our part to mitigate climate change.** Our mission aligns with the congregation’s social justice values and sustainability of our planet.

Our members are Warren Long, Chair, Gary White, Jim Schwandt, Jim Lindsay, Gene Summerville, Eva Jakes, Doug Henton, Anne Galli and Austin Mader-Clark.

Our work fulfilling our mission with the congregation thus far has focused on education, communication and researching a solar/photovoltaic system as part of the church infrastructure. There will be much to do in 2020 for the EEJ Ministry as the upcoming Lent sermon series will be environmentally focused and the church will be finding new ways to engage this crucial issue throughout the year.

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Pick-A-Party Report

by Carol Henton and Jennifer Jacoby-Yeh, Co-Chairs

Pick-A-Party continues to be CCSM’s most enduring, annual fundraiser. This fall we offered 42 parties and 11 silent auction items. Nearly every party was filled up or sold. Pick-A-Party, now in its 21st year, continues to provide wonderful ways for fellowship among our congregation. Thankfully many people offer to host a party; others contribute by attending parties. Either way, it is a rousing success. In 2019, we raised over $19,000 – a testament to Pick-A-Party’s lasting appeal as a way to raise money for CCSM programs.

*Excitement builds before the ribbon drops*
The Joyful Noise Choir Report

“Make a joyful noise unto the Lord all ye lands. Serve the Lord with gladness. Come before His presence with singing” —Psalm 100

As I write this report, I realized that 2019 was my 17th year as director of the Joyful Noise Choir! It has been my pleasure and privilege to direct the young people of our church in making music for all of these years, and sharing their joy and exuberance with the congregation at CCSM.

Some highlights from the winter/spring of 2019 include: Spreading our Love with the Carillon Bells in February, Little Grey Donkey on Palm Sunday, (hard to compete with the BIG grey donkey however :) , and O Colored Earth in May. O Colored Earth was especially meaningful to me personally as the kids were highlighted with the Chancel Choir on their special music Sunday, AND I got the rare opportunity to conduct both choirs! This was a wonderful way to close out our school year before summer began.

The choir then resumed in September and a couple of positive changes took place. I decided to change our rehearsal time from before to AFTER church so that we could invite the Wednesday Night Gathering kids to join us. Three children from the Wednesday Night group joined and have been singing with us steadily since, and it’s been a pleasure having them. In addition my mid-high/high school kids are now wide awake which is a big plus!

Highlights from the fall include: Dreams of Harmony, a partner song sung in 7 languages in October, and Food Glorious Food from the musical Oliver! in November. We then finished our winter season of 2019 with Sing We Noel, a piece with Orff instruments, and the contemporary ballad Star Child for choir and soloists for our Christmas Pageant in December.

In conclusion, we finished the decade on a very high note! Aside from performing a wide range of repertoire by ourselves, with Orff instruments, with the Chancel Choir, and with the Carillon Bells, we are continuing to build camaraderie amongst a group which has been together for a very long time.

These young people blend, sing well in parts, sing in tune, and most importantly work together as one in being the very best they can be. And the biggest accomplishment of all is…… they are having fun!

Blessings to all,

Julie Berk
Joyful Noise Choir Director
Music and Art Guild Report
by Mary Ann Notz

The Music and Art Guild meets on the third Friday of every month from September through May. We gather at noon in the Buckham Room and bring a sandwich; beverages and dessert are provided by two members each month.

Following the fellowship lunch we have a brief devotional and a short business meeting. Dues are collected annually and a thank offering purse is circulated. These funds are used to support the monthly programs. At the end of the year any surplus funds help to support various needs throughout the church, e.g. the adjustable organ bench, scholarships for Music School students, a contribution toward the refinishing of the Steinway grand piano when the front of the sanctuary was redesigned. We have had a variety of programs following the meetings this year, beginning with Penny sharing information about her trip during the summer to Northern Ireland, Arnold Duncan educating us about the history of opera, an artist informing the group about her life as an artist and printmaker. At Christmas we enjoyed a popup group from Masterworks Chorale performing a variety of seasonal tunes directed by Robin Hansen, followed by carol singing. Most recently, Angela Kraft Cross and guest organist, Justan Foster, played an interesting program of organ music. On the Spring agenda will be bass-baritone, Jeremy Ryan, accompanied by Karen Hutchinson and later, Julie Berk will be acquainting members with the Music School’s program for children. Last year we sponsored the Good Friday observance in the sanctuary. As you can see this is an active and involved Affinity Group.

We hope you will be inspired to join this group and guests are always welcome. Advance notice will be in the Sunday service bulletins and the Pine Tree newsletter.
Ministry of Service and Justice (MSJ) Report

by George Snode

With the help of countless volunteers, MSJ coordinated CCSM's efforts to address hunger, housing, efforts concerning the environment and many other areas of need and justice. Some examples of those efforts include, but aren’t limited to:

GENERAL SUPPORT
- **Weekly Plate Collections** (benefiting over 25 non-profit groups around the world)
- **Adopt-a-Family holiday gifts** to shelter families

HUNGER
- **First Sunday food collections** for CALL Primrose
- **Volunteer support** for Samaritan House’s Dining Room
- **Monthly lunches** for Open Cathedral for SF homeless
- **Thanksgiving dinner bags** for CALL Primrose to distribute

HOUSING
- **Home and Hope** (temporary housing for homeless families)

ENVIRONMENT
- **Neighborhood “Team Up to Clean Up”** with City of San Mateo

LGBTQ ISSUES
- **Sponsorship of the San Mateo County Pride Celebration** (received plaque recognition for being the only founding and continuing sponsor of the event)

SANCTUARY
- **Preparation of the apartment** for our next guests, David and Byron

IMMIGRATION
- **Assistance with Christmas party for Unaccompanied Minors** program
- **Funding of Jorge Bautista’s legal costs** for 2018 unlawful arrest at the border through a generous memorial fund

OTHER ACTIVITIES
- **Creation of standing sub-committee on Gun Violence Prevention**

Ministry of Building and Grounds Report

by Jeff Chandler

As the Ministry Lead, I want the church buildings and facilities to operate well so that the church building can continue to support the church mission. I have spoken to members about their concerns and observations. For this report, the items I see as needing to be addressed include:
- Replacing our very old furnace, which is increasingly difficult to repair
- Repairing the double ovens in the kitchen (I will be contacting a service to come and give an estimate).
- Fitting the storage room in front of the church with a proper climate control system (this has been an ongoing discussion, the Bell Choir cannot use the space as it is, due to extremes in temperature, humidity).

As your Ministry Lead, I look forward to addressing these opportunities to improve our beautiful church home.
Dear sisters and brothers,

One of the challenges in writing up an annual report is trying to capture everything that has happened at church over the past year—there is so much happening, many different things to get involved with. It is what makes our church such a wonderful place. I know for myself I am grateful to be part of a faith community that is constantly thriving and always working on being stronger and better; that is not afraid to change, and experiment with new ways of being the church.

Therefore, before I share some of the things that stand out from last year, I want to take this moment to thank you for calling me as your Associate Minister; my installation was on Sunday, June 9th, 2019. It is such a blessing for me to be in ministry with all of you. May God continue to guide us and give us the strength to continue to be change-makers on the Peninsula together.

Now, as I reflect on last year, the first thing that comes to mind is how more and more the Wednesday Gatherings are thriving. On July 17, 2019, we had 74 people attend the service, the most since the start of the Wednesday Gatherings. Currently there are 82 active members, with an average of 50 attending weekly.

More than ever, our challenge is to truly become what the gospel is about. For me, the gospel is not color- or culture-blind. The movement Jesus began was with people from different regions worshiping in their unique languages (Acts 2), and it ends with distinct racial groups worshiping in their unique languages (Rev. 7:9, 13). The Bible recognizes that culture is part of human identity. Instead of claiming the church should be a-cultural, we should recognize that every church—whether non-white or white-majority—has a culture, and that every person changes and is changed by that culture.

When the early church had an opportunity to either accept or reject Gentiles into a Jewish community, they had to decide how to mesh two radically different cultures. Their solution was not that Gentiles should become Jews or Jews become Gentiles. Rather, they took up the challenge of being sensitive to culture (Acts 15), forsaking liberty for the weaker person (1 Cor. 8), and proactively giving voice to outsiders (Acts 6). The priority of Jewish and Gentile Christians became the advance of the gospel over the comfort of culture.

While I know we still have a lot of work to do for both the mostly-white culture on Sundays and Latino culture on Wednesdays to apply this truth; I believe we are starting to move in that direction. Last year we proactively started reaching out to Latinos from the Wednesday Gatherings and inviting them to play key roles in the life of the overall church. We began to see the youth, children, and adults work together in a variety of tasks, and doing activities together. Below is a list of how that happened last year.

1. About 15-20 children with their parents from the Wednesday Gatherings attended the Mardi Gras Shrove Tuesday event, hosted by CYF on March 5th.
2. Eight youth from the Wednesday Gathering celebrated Earth Day with members from the Sunday service by being God’s hands and feet in our neighborhood. On April 28th, members from the Sunday service and the youth from Wednesday service ate lunch together in the Buckham Room, and then walked around the Neighborhood and collected trash with San Mateo’s Team Up to Clean Up.
3. On May 17th, the Latino Ministry Team hosted a movie night and got people from both services together to watch and discuss the film *Romero*, about the life of Oscar Romero. There was pizza, popcorn, and soda there… which led to ice cream after the movie, along with conversation.
4. Last year for the first time, youth from the Wednesday service led the 8:00am Easter service on the front lawn. Before that it had been led by youth from Sunday service, so this year our hope is that youth from both Sunday and Wednesday lead the service together.
5. The Mural Project team was restarted last year, and now involves leadership from both Sunday and Wednesday services. On December 15th the combined Mural Project team led a Second Hour discussion together about their trip to San Francisco to learn about the murals in the Mission District. This was an early step in generating ideas for a mural on
the south wall of Kloss Hall that would represent CCSM’s inclusiveness and openness to all.

6. Last year three children from the Wednesday Gathering joined the Joyful Noise Choir. Julie Berk has been so wonderful with them and now they join the other children from Sunday blessing us with their voices when they sing at church on Sundays.

As you can see, leaders from Sunday service are developing mutual, two-way friendships with the leaders who serve in the Wednesday Gatherings. We are starting to see that both cultures recognize the value in learning from and encouraging one another in ministry. We are beginning to see both groups willing to build friendships outside their cultural comfort zones. The gospel should foster partnerships and friendships that celebrate cultural difference as an asset, not a deficit, for gospel advance.

Our goal this year—as it always has been, and as did the early church—is to continue to prioritize gospel advancement over cultural comfort.

Again, thank you all for allowing me the opportunity to walk with you in your lives. Each one of you is a blessing in my life.

Peace and blessings!

Jorge

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**Latino Ministry Report**

Our Latino ministry is well established and thriving. Four years ago, CCSM began exploring the development of a ministry to Latinos in our community. A year and a half later Rev. Jorge Bautista was leading a group of 12 to 18 people in regular Wednesday evening worship services. By 2018 these Wednesday evening gatherings had grown to an average of 35 people, and by last fall they had increased further to an average of 46 people. The group meets in the Fireplace Room for a worship service that includes Scripture reading, singing, Jorge’s homily, and communion, and a shared meal. Separate activities are available for children and youth.

Most of the participants are young families. Children and youth from the Wednesday gathering now account for fully 38% of total weekly participation by children and youth in CCSM. Adults from the Wednesday gathering comprise 13% of total weekly participation by adults at CCSM.

Sunday Congregation members have been increasingly participating in events that celebrate a diversity of cultures and solidarity on human rights issues affecting San Mateo residents, including several vigils. The Día de los Muertos and Las Posadas celebrations have become important annual events in the CCSM calendar to all members. Nearly 100 people participated in Las Posadas this past December.

Late last year, the Latino Ministry proposed that CCSM undertake a project to design and paint a large mural as a piece of public art that would integrate members through our values and heighten awareness that Latinos are an important part of our congregation. In February, CCSM’s Board of Directors affirmed support for “design and creation of a mural which represents the experience and community of the entire congregation.” Sandra Soto-Grondona is leading the Mural Project Team, which also includes Jessica Gonzalez and Oscar Rivera from our Wednesday gathering, and Kay Harris, Dawn Graves, and John Fyfe from our Sunday service.

Recently the Latino Ministry has launched a planning project to envision how we would like to grow and develop our congregation-within-a-congregation over time and what major initiatives we should undertake to move toward that future. The Planning Team is comprised of Reina Gonzalez, Rosa Hernandez, and Otilia Rodriguez from the Wednesday service and Jeanne Back, Julien Phillips, Veril Phillips, and Sandra Soto-Grondona from the Sunday service.

Latino Ministry Steering Committee: Julien Phillips (lead), Rev. Jorge Bautista, Veril Phillips, Sandra Soto-Grondona

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<table>
<thead>
<tr>
<th>Vision and Mission Statements developed by participants in the Wednesday gathering more than two years ago</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Visión / Vision</strong></td>
</tr>
<tr>
<td>Amando a Dios</td>
</tr>
<tr>
<td>Loving God</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>misión / Mission</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Estamos creando una comunidad inclusiva comprometida con el poder transformador del amor.</td>
</tr>
<tr>
<td>We are creating an inclusive community committed to the transforming power of love.</td>
</tr>
<tr>
<td>Estamos viviendo nuestra fe mientras nos involucramos en el mundo que nos rodea, movilizando por la justicia y trayendo la totalidad a nuestras comunidades.</td>
</tr>
<tr>
<td>We are living our faith as we engage in the world around us, mobilizing for justice and bringing wholeness to our communities.</td>
</tr>
<tr>
<td>Estamos trabajando para romper los ciclos de división y marginación mientras vivimos en el amor de dios.</td>
</tr>
<tr>
<td>We are working to break the cycles of division and marginalization as we live in the love of God.</td>
</tr>
</tbody>
</table>
Treasurer’s Report: Veril Phillips, Treasurer

Many in our midst are suffering financially, especially with the high cost of housing on the Peninsula. Nevertheless, those who benefitted from a strong economy and bullish stock market in 2019 were very generous. For that we are all quite grateful. We ended 2019 with more revenue than expenses by a little more than $58,000. The Finance Committee set aside $45,000 of this surplus for such things as maintaining our aging buildings, replenishing funds borrowed from the endowment, providing a cushion for the deficit in the approved budget for 2020, expenses to provide sanctuary for David and Byron, a donation to the UCC Pension Fund (for retired ministers with no or limited pension), and one-time bonuses for our clergy and other staff. The details for 2019 appear in the next four pages – the revenue and expense statement and the year-end balance sheet.

Early in 2019, the Finance Committee and Board of Directors met the following goals:

- Provided for salary increases and/or bonuses for ministers and other staff, in consideration of cost of living, merit, and equity.
- Adjusted the compensation for Rev. Jorge Bautista commensurate with the recommended change in title to Associate Minister.
- Established a compensation pool for all employees other than the Senior Minister to be managed under policy adopted by the Board of Directors in order to give the church more flexibility.
- Moved all revenue and ongoing expenses (including compensation) for the Wednesday Gathering (aka, Latino Ministry) into the General Fund budget.
- Paid off the internal debt for the removal of our revered pine tree with surplus from 2018.

Preparing for 2020, the congregation adopted an ambitious goal of $620,000 in pledges. As of the time of this report, we’re delighted to report that there are 207 pledging units with pledges totalling $620,286. The Finance Committee began working on the 2020 budget in August by contacting key staff members and all the ministry leads and committee chairs to determine their needs and aspirations. After developing a base budget and an aspirational one, the Moderator and Treasurer held two forums after worship where the budget was discussed. The Board recommended and the Congregation adopted the aspirational budget. The following two pages includes the budget for 2020 that was approved by the Congregation on January 12, 2020.

Finally, we acknowledge the dedicated work of the Finance Committee in 2019: Jim Lindsay, Jim Granucci, Bryan Martin, Gene Chelberg, and Veril Phillips, as well as our Bookkeeper, Cheryle Matteo.
## Revenue and Expenses: 2019 Actuals, 2019 Budget, and 2020 Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>2019 Actuals</th>
<th>2019 Budget</th>
<th>2020 Budget</th>
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<td>3570 · Other Revenue</td>
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<td>3580 · Endow. Income</td>
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<td>3583 · Grant Income</td>
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<td>3585 · Designated Donations</td>
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<td>3400 · Scrip Sales</td>
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<td><strong>Total Revenue</strong></td>
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<table>
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<th>Item</th>
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<tr>
<td><strong>Expense</strong></td>
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<td>Administration/Payroll</td>
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<td>Senior Minister</td>
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<tr>
<td>3611 &amp; 3612 Senior Minister Total Compensation</td>
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<td>3613 &amp; 3610 Benefits (health ins, pension, SS offset)</td>
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<td>3614 · Professional Expenses</td>
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<td>Total Senior Minister</td>
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<th>Item</th>
<th>2019 Actuals</th>
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<td>All Other Staff - Compensation Pool</td>
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<td>Compensation</td>
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<td>3750 · Health Insurance</td>
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<td>3760 · Social Security &amp; Medicare</td>
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<td>3780 · Workers' Compensation</td>
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<td>3820 · Legal &amp; Professional Exp</td>
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<td>3830 · Conference Delegates</td>
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<td>Total Administration/Payroll</td>
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<table>
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<th>Item</th>
<th>2019 Actuals</th>
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<th>2020 Budget</th>
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<tbody>
<tr>
<td>Building/Administration</td>
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<td>3950 · Utilities-Electricity, Water, Sewer</td>
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<td>3970 · Property Taxes</td>
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<td>3980 · Bldg Contingency Fund</td>
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<td>3985 · Retirement of Debt</td>
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<td>Total Building/Administration</td>
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<td>115,913.00</td>
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### Congregational Church of San Mateo

#### Revenue and Expenses: 2019 Actuals, 2019 Budget, and 2020 Budget

<table>
<thead>
<tr>
<th>Category</th>
<th>2019 Actuals</th>
<th>2019 Budget</th>
<th>2020 Budget</th>
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</thead>
<tbody>
<tr>
<td><strong>Office/Administration</strong></td>
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<td>4100 · Office Supplies</td>
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<td>4115 · Finance Fees</td>
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<td>4120 · Equip. Maint. and Lease</td>
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<td>4165 · Events</td>
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<td>4170 · Advertising</td>
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<td>4175 · Website expenses</td>
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<td><strong>Total Office/Administration</strong></td>
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<td><strong>Children/Youth &amp; Family Program</strong></td>
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<td><strong>Ministry Teams</strong></td>
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<tr>
<td>4305 · Building and Grounds</td>
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<tr>
<td>4310 · Congregational Care</td>
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<td>4335 · Communication</td>
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<td>4312 · Energy &amp; Environ. Justice</td>
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<td>4330 · Fellowship</td>
<td>3,730.81</td>
<td>3,900.00</td>
<td>3,900.00</td>
</tr>
<tr>
<td>4214 · Liturgical Arts</td>
<td>2,209.62</td>
<td>1,500.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>4325 · Membership Engagement</td>
<td>0.00</td>
<td>1,000.00</td>
<td></td>
</tr>
<tr>
<td>4222 · Music</td>
<td>4,196.82</td>
<td>3,700.00</td>
<td>9,150.00</td>
</tr>
<tr>
<td>4520 · Service &amp; Justice</td>
<td>0.00</td>
<td>1.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>4217 · Spiritual Life</td>
<td>3,103.86</td>
<td>3,100.00</td>
<td>3,100.00</td>
</tr>
<tr>
<td>4338 · Stewardship</td>
<td>293.93</td>
<td>250.00</td>
<td>250.00</td>
</tr>
<tr>
<td><strong>Total Ministry Teams</strong></td>
<td>16,002.60</td>
<td>17,951.00</td>
<td>39,900.00</td>
</tr>
<tr>
<td><strong>Latino Ministry</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4341 · Meals</td>
<td>4,010.44</td>
<td>5,000.00</td>
<td>6,000.00</td>
</tr>
<tr>
<td>44xx · Musicians</td>
<td></td>
<td></td>
<td>450.00</td>
</tr>
<tr>
<td>4345 · Youth, Children, SH, MH</td>
<td>191.41</td>
<td>1,100.00</td>
<td></td>
</tr>
<tr>
<td>4342 · Meeting expense</td>
<td>442.10</td>
<td>1,000.00</td>
<td>1,900.00</td>
</tr>
<tr>
<td>4343 · Community events</td>
<td>819.52</td>
<td>1,000.00</td>
<td>2,000.00</td>
</tr>
<tr>
<td>4344 · Marketing &amp; website</td>
<td>0.00</td>
<td>500.00</td>
<td>500.00</td>
</tr>
<tr>
<td><strong>Total Latino Ministry</strong></td>
<td>5,463.47</td>
<td>7,500.00</td>
<td>11,950.00</td>
</tr>
<tr>
<td>4521 · Our Church’s Wider Mission</td>
<td>30,000.00</td>
<td>30,000.00</td>
<td>30,000.00</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>805,321.64</td>
<td>904,809.67</td>
<td>925,338.00</td>
</tr>
<tr>
<td><strong>Net Ordinary Income</strong></td>
<td>58,416.83</td>
<td>(21,567.67)</td>
<td>(25,674.00)</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>58,416.83</td>
<td>(21,567.67)</td>
<td>(25,674.00)</td>
</tr>
</tbody>
</table>
### CCSM 2019 Year End Balance Sheet

#### Assets

##### Current Assets
- Checking account: $136,669
- Money Market Account & CDs: $449,836
- Wells Fargo Advisors (invested endowment): $1,222,456
- Miscellaneous, including petty cash: $4,380
- Prepaid expenses (workers comp & health prem): $28,495
- Accounts Receivable: $3,506

Total Current Assets: $1,845,342

##### Fixed Assets
- Real estate (church property): $1,128,944
- Nixon Loan - second mortgage: $400,000

Total Fixed Assets: $1,528,944

Total Assets: $3,374,286

#### Liabilities

##### Current Liabilities
- Accounts Payable: $2,000
- Pledges paid in advance: $43,930
- Prepaid building use: $1,291
- Other (grants, scholarships, immigration experience): $2,611

Total Current Liabilities: $49,832

##### Long Term Liabilities
- Long term loan from endowment in 2005: $70,000
- Long term loan from endowment in 2013: $375,500

Total Long Term Liabilities: $445,500

Total Liabilities: $495,332

#### Equity

##### Children, Youth, and Family Program
- $28,853

##### Ministries
- Ministry of Buildings & Grounds: $2,782
- Ministry of Congregational Care: $10,282
- Ministry of Music: $77,766
- Ministry of Social Justice: $11,074
- Ministry of Spiritual Life: $6,848

Total for Ministries: $108,752

##### Special Reserves
- Capital Campaign 2011: $-345,255
- Capital Campaign 2005: $-70,000
- New Initiatives and Strategic Initiatives: $202,881
- Peninsula Solidarity Network: $72,318
- Suspense Fund: $41,713
- Building Renewal Fund: $26,524
- Reserve for future years: $12,000
- Memorials: $11,565

Total Equity: $0
### CCSM 2019 Year End Balance Sheet

<table>
<thead>
<tr>
<th>Account</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music School</td>
<td>7,175</td>
</tr>
<tr>
<td>Kyros Ministry</td>
<td>9,388</td>
</tr>
<tr>
<td>Interest from Nixon Loan</td>
<td>8,399</td>
</tr>
<tr>
<td>Web Ministry</td>
<td>2,421</td>
</tr>
<tr>
<td>Wedding Account</td>
<td>1,025</td>
</tr>
<tr>
<td>Mural Account</td>
<td>645</td>
</tr>
<tr>
<td>Music and Art Circle</td>
<td>433</td>
</tr>
<tr>
<td><strong>Total Special Reserves</strong></td>
<td>-18,768</td>
</tr>
<tr>
<td><strong>Endowments</strong></td>
<td></td>
</tr>
<tr>
<td>Unrestricted Endowment</td>
<td>722,551</td>
</tr>
<tr>
<td>Beatrice Wood Trust Endowment</td>
<td>75,376</td>
</tr>
<tr>
<td>Banks/Bracamont/Younger Endowment</td>
<td>19,056</td>
</tr>
<tr>
<td>Endowment for Organ</td>
<td>2,390</td>
</tr>
<tr>
<td>Paul Wood Endowment</td>
<td>4,719</td>
</tr>
<tr>
<td>Loomis Building Fund Endowment</td>
<td>398,365</td>
</tr>
<tr>
<td>Housing Endowment - Nixon Loan</td>
<td>400,000</td>
</tr>
<tr>
<td><strong>Total Endowments</strong></td>
<td>1,622,456</td>
</tr>
<tr>
<td><strong>Fixed Capital</strong></td>
<td>1,026,642</td>
</tr>
<tr>
<td><strong>Retained earnings from prior years</strong></td>
<td>52,602</td>
</tr>
<tr>
<td><strong>2019 Net Income (before adjustments)</strong></td>
<td>58,417</td>
</tr>
<tr>
<td><strong>Total Equity (before adjustments)</strong></td>
<td>2,878,954</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Total Equity and Liabilities</strong></td>
<td>3,374,286</td>
</tr>
</tbody>
</table>

**Adjustments to 2019 Net Income (posted in January 2020)**

- Reserve for future years (brings total above to $22,000) 10,000
- Building Renewal Fund (brings total above to $41,524) 15,000
- Payment toward 2013 Capital Campaign Debt (brings total above to $370,500) 5,000
- Donation to UCC Pension Fund (for retired ministers with no or little pension) 5,000
- Bonuses for CCSM staff for 2019 service 8,000
- Sanctuary Church expenses 2,000
  - Total of Adjustments to 2019 Net Income 45,000

**Balance of 2019 Net Income (after adjustments)** 13,417

**Retained earnings after addition of 2019 Net Income** 66,018
Membership Statistics
January 1, 2019 - December 31, 2019

Total membership as of December 31, 2018 627

Members received in 2019 +9
May 5, 2019 +7 Megan and Dave Goulden, Tiffany Chambers, Elizabeth Kapadia, Amy Mendez, Nicole and Murshed Zaheed
August 25, 2019 Caroline Bosmajian +1

Membership reinstated +1
Catherine Burdette

Members deceased 2019 -7
January 8 Priscilla Storms
January 31 June Schutte
May 2 Tom Schratter
July 8 Virginia Prevost
November 5 Sandi Blodgett
November 11 Cheryl Pierpont
November 24 Elrae Bilsey

Friends and former members deceased 2019
January 24 Nancy Fogerson
March 11 David C. Brown
October 24 Dave Karlin

Members removed by request, transferred, or inactive -11
Cody Karlin, Lorene Schratter, Alexandra Schratter, Julian Schratter, Reid Tileston, Patrick Kane, Michael Kayser, Kristen Stelljes, Shannon Sieckert, Laura Van Hagen, Irene Holmes

Corrections on the database -6

Total membership as of December 31, 2019 612

Baptisms 2019 7
March 10 Zoe Wynn McCann and Riley Lorrane McCann
May 12 Raphaela Ivanova Raikova and Dimitar Ivanov Raikov
November 3 Ruth Marisa Rotchadl
December 22 Teresa Ruth Boigues and Moisés Thomas Boigues
Winter Congregational Meeting
January 27, 2019

1. Call to Order – Dave Chandler, moderator
   11:35 a.m.  Quorum present.

2. Introduction -- Dave

   Dave explained that a letter from Penny, the proposed 2019 budget, and annual report
   had been made available to members on-line before the meeting and were available in
   hard copy at the meeting.

   To be voted on at the meeting was a proposal to affirm the Board’s decision to change
   Rev. Jorge Bautista’s title to Associate Minister and the Board’s recommendation to
   adopt the proposed 2019 budget.

   Dave noted that the 2019 budget had been prepared by the Finance Committee and
   reviewed by the Board.  In his view, the budget represents a “faith-based” approach in
   trusting that sufficient funds would be received as pledges or unanticipated gifts to carry
   out CCSM’s mission as reflected in the budget.

3. Motion made and seconded to affirm the Board’s decision to change Rev. Jorge
   Bautista’s title to Associate Minister and adopt the 2019 budget.

   Discussion
   • Q: A substantial debt is owed the endowment fund for renovation work – how will
     that debt be retired?
     A: Veril Philips, treasurer, explained that a $1,000.00 placeholder is included in the
     budget to raise awareness of the need to address this situation going forward.  He
     and Maureen Martin, Board member, stressed that the Board and the Finance
     Committee are working on this issue.
   • Q: What is the return on the endowment?
     A: Chris Yeh, endowment committee member, explained that the endowment is
     invested almost entirely in bonds, with a return in the 4-6% range.
     Q: Does it make sense to repay the endowment at that rate?
     A: Chris: Originally, columbarium revenue was projected to cover repayment, but
     that hasn’t materialized.  It is probably unrealistic to count on general revenues to
     repay the principal to the endowment.  All members are encouraged to contribute
     approaches to reducing this debt.
   • Q: How were past years’ deficits eliminated and can that be repeated?
     A: Unexpected gifts have been received, which have made up shortfalls in general
     revenue.
   • Q: Why is Jorge being made an associate minister?
     A: Veril: As explained by Penny in her letter distributed with the meeting materials,
     this is part of a staffing plan endorsed by the Board.  Jorge has progressively
     assumed more responsibilities in addition to the Latino Ministry, including providing
     congregational care for both congregations, preaching to both, and stepping in to
     assume Penny’s roles when she is away.  As a result, the personnel committee
     recommended and the Board approved this change.  He will receive a salary
     increase commensurate with this change within guidelines considered by the
     committee.
Q: What are the guidelines for associate minister compensation?
A: Veril: The committee reviewed the UCC Northern California/Nevada guidelines, which take into account a number of factors, including cost of living/housing and experience.

Q: Does this change the call from CCSM to Jorge and, if so, the importance of the change should be recognized and honored.
A: Dave: It does change his call.

Motion was made and seconded to issue a formal call to Jorge as an associate minister.

Discussion ensued concerning whether and how such a motion could be handled, given that affirmance of the change in title was combined with the subject of budget approval and that the combined motion was presented to those who voted by absentee ballet. Different alternatives, ranging from continuing the meeting to a new date to simply adjourning the meeting, were discussed. The importance of affirming the sacred commitment and responsibility involved in the call were recognized, as was the fact that the new governance model is not perfect, and this was one example of a need to work on issues.

Motion and second were withdrawn.

Q: Why is there a salary pool rather than delineation of individual salaries?
A: Dave: A review of best practices in compensation suggested that allowing managerial decisions to be made by the senior minister in accordance with changing circumstances would be more effective.

Q: Is there a timeline for increasing Jorge’s compensation?
A: Not a specific timeline, but an intent to do so.

Q: Is it appropriate for the senior minister to be in charge of the pool?
A: Actually, it is the senior minister working together with the Personnel Committee. Veril also noted that all compensation, including bonuses, have been determined as part of this 2019 budget; there is $10,000.00 available to handle unexpected turnover/changes as part of the pool.

The original question was called, and the motion — to affirm the Board’s decision to change Rev. Jorge Bautista’s title to Associate Minister and adopt the 2019 budget — passed unanimously.

4. Adjournment 12:25

Respectfully submitted,
Sandy McNabb
Dear Congregation Church of San Mateo,

I am a 5th grader at Peninsula Temple Beth El. Today in class we are learning about loving our neighbors. I am writing this letter to show you how PTBE and I love our neighbors. I was just wondering if in Christianity you too talk about loving your neighbors.

With love,
Ben S.

CCSM received this letter from Ben S., a 5th grader at Peninsula Temple Beth El, wondering if “in Christianity you too talk about loving your neighbors.” The church responded by writing the huge card, below, which was sent to Ben, in hopes of assuring him that yes, we care about loving our neighbors too, including Ben!
MODERATOR: Dave Chandler
VICE MODERATOR: Mauricio Palma
SECRETARY: Sandy McNabb
TREASURER: Gene Chelberg
AT-LARGE: Jeanne Back
AT-LARGE: Tony Gallo
AT-LARGE: Veril Phillips
AT-LARGE: Maureen Martin
AT-LARGE: Leslie Burndon
Holy Week at CCSM

April 18, 7:00pm • Holy Thursday Service
April 19, 12:15pm • Good Friday Midday Service
April 19, 7:00pm • Good Friday Service
April 21 • Easter! Transformed by Love
  8:00 am • Early Service in the Memorial Garden
  10:30 am • EASTER CELEBRATION

Find more information on our web calendar!

august
sermon series:

50 YEARS LATER...

Brian McLaren at CCSM
Sunday, October 13, 7:00pm

Author, speaker, activist, public theologian, and
advocate for “a new kind of Christianity” will speak
on FAITH BEYOND DOUBT AND THE FUTURE OF THE
CHURCH. In conversation with Rev. Penny Nixon

Congregational Church of san mateo

Las Posadas

Monday, December 16
7:00pm - 9:30pm

After the musical procession, we’ll celebrate
with a piñata to break, tamales, bufuetos,
champurrado, and punch.
Join us in community for
this wonderful time of year.

Join us!
For more information:
(510) 684-8209  jحارثحاسم.com-acc.org

Penny Nixon Honored as
Woman of the Year
in Assembly District 22!