

News from the Hill

January 2017

Poway, CA-

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Investing in the Future

We hope each of you received the blessings of Christmas and are enjoying the beginning of a very happy new year. This has been a busy year in the life of St. Bart's. The Vestry, and hopefully all of you, are very of the progress we've made living into our strategic plan. We've experienced both loss and gain, had challenges and joyous successes, and feel the love of Christ and the warmth of our growing church family every day.

At this time of year, one of the most important tasks for St. Bart's is the analysis of where we were financially in 2016 as we tackle the development of a budget for the coming year. The Vestry is happy to report that through the prudent management and dedication of Bill Angus, our Treasurer, and the leadership of Bob Capettini and the Finance Committee, we are on solid financial standing. As a nonprofit corporation we are obligated to balance our budget. In the past that has been accomplished with significant allocation of reserves. This year we expect that requirement to be very small (less than \$10,000) compared to previous years. With a budget of \$1.2 million, this is a heartening accomplishment.

For 2017, we worked diligently to develop a budget that will fund all of

the expanding activity at St. Bart's and help us live into our strategic plan. Since the majority of our income comes from pledges, at this point it is very difficult to predict the end state, but we are optimistic that pledging will be significantly above last year by as much as 9%. After scrubbing expenses several times, we have a very lean and focused operation. The fact is, the majority of our expenses are labor related. We have developed the staff over the last year to reflect the many comments and desires that have been received through surveys and discussions during the last several years and believe we are at the level needed to support our growing parish and strategic plan. We also believe that virtually every parishioner would agree that our staff is wonderfully dedicated to



furthering the Gospel of Jesus Christ and ministering to the parish in myriad of ways.

Investing in the Future

We are excited and hopeful for the future. We see growth everywhere, which is not the case in so many churches these days. We anticipate continued financial challenges, but will manage them appropriately and prayerfully. Our goal is to get to the end of 2017 with a surplus. There are many scenarios that will enable us to do this. With a lean expense side and limited income options, in which the majority is pledging, we must each continue to prayerfully assess what our contribution

can be to further our mission and vision. We plan on a top-level financial brief at the Annual Meeting on January 29 and are always available to discuss the budget in depth, line by line, to answer any questions.

We also want to thank all who have been involved in putting together and orchestrating a magnificent Advent season. The wonderfully received Celtic services, Blue Christmas gatherings and celebrations on Christmas Eve and Christmas Day were spiritual, inspiring and fun. Add in Father Chris Harris' ordination and Father Noe's visit, where he shared information about our school in Haiti. Our hearts are full!

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Finally, we would like to offer our heartfelt thanks to each and every one of you for your prayers, support and friendship. We have worked diligently to fulfill our charge to assist Father Mark in managing St. Bart's today and into the future.

~Dan Crane & Mike Fugua, Wardens





"One Sunday, many quilts were being blessed at the altar rail and my dad had the idea that children at the orphanage my school supports would love to receive a quilt. Children live there because of abusive or incarcerated parents or their families simply can not care for them. I asked the quilting ministry to make approximately 30 quilts. When I picked up the brightly colored quilts from the quilt room, I found three of our priests in the courtyard. The perfect opportunity for a blessing! My club delivered the quilts as Christmas presents from one faith community to another."

~Caroline Munoz

Treasurer's Thoughts on the 2017 Budget

The 2017 budget has been put together based on the premise that we are moving forward to live into our shared vision as expressed in our strategic plan. We are now properly staffed to grow our parish and not surprisingly personnel costs will constitute 66% of our operating budget. As Episcopalians, we are obligated to support our fellow Episcopalians through the Diocesan "Common Life Share Pledge" and that constitutes 9% of our budget. Maintaining our campus exclusive of personnel makes up another 8.5% of operational costs. Therefore, "discretionary" expenses such as audit fees, controller services, property insurance, coffee, donuts, office supplies and technology, program costs, etc. constitute the remaining 17% of our operating budget.

I have heard the comment that we are wasting too much money on printing the worship bulletins. The 2017 budget anticipates that those costs will be reduced by 33%, (new copier lease for brand new equipment and lower cost paper supplier). We should all be aware that an accessible worship service using printed bulletins is a critical factor in being welcoming to potential new members. Most of our growth will come from those unfamiliar with the Episcopal Church. We need to make them feel welcome and encourage their active participation in the service. This is just one small example of how the budget supports our strategic plan.

This year we are stepping up to live into our plan again and it will require the use of some reserves to balance the budget. The degree to which we will need to use those reserves is up to your family and mine. To those of you who already pledged, I say thank you. To those of you have not, I say please join us. To those of you who could offer a bit more, I say please do so.

To make a pledge for 2017, go to www.stbartschurch.org/pledge.

~Bill Angus, Treasurer



Hearts and Hands at Work for God - Retreat Weekend

The 2016 Prayers & Squares Annual Quilt Retreat, "Hearts and Hands at Work for God", included 18 ladies from St. Bart's. They traveled to Vina de Lestonnac in the Temecula wine country for four days of quilting, fellowship, food, fun, music, more food, and prayers!

The ladies worked on personal projects, outreach quilts, and taught each other new skills. To support the theme and the ministry, each participant was given a heart square to make



during the weekend that will become a prayer quilt. Candles in the shape of a cross inside a heart were lit while praise hymns were sung on Friday night. Each meal began in prayer and kept us grounded in our commitment to our ministry, being the hands and feet of Christ, and being grateful for the blessings of our lives, including our friendships!

Trust in the LORD with all your heart and lean not on your own understanding; in all your ways submit to him, and he will direct your paths. (Proverbs 3:5-6)

We know that our talents and blessings are God's gifts to us. What we do with them is our gift back to God. Take our hands and set them to do your work in this world, God. Place our feet on right paths.

~Holly Gray

Dedicated Interest

We're approaching winter here in San Diego, but it's not like winter in many other parts of the country. In many households, it's in the bedrooms of high school seniors whose rooms are lit only by the cold blue light of a laptop into which frazzled teenagers are staring - many of them working on college applications. It's driving them nuts. And millions more are fretting about being accepted to college as I once was, but then I was staring at an IBM selectric and a slide rule. While some may already have their applications approved, many are still waiting to get the news.

The college application process is crazy, complicated and daunting. This is why families with the financial wherewithal can hire a consultant to advise them about the application process.

One of the things these counselors tell students and parents is that many colleges look at something called "dedicated interest."

Colleges that use dedicated interest to make admissions decisions say it helps them decide where to focus recruitment efforts and it signals who really wants to come. In other words, if they accept a student, is there any basis on which to believe he or she will actually attend rather than go to a different institution? That's why they look for dedicated interest.

Take my undergraduate school, New York

Institute of Technology on Long Island, for example. NYIT had more than 20,000 applications last year. Its acceptance rate went down from 52 percent to 38 percent. Many of those who matriculated at NYIT showed dedicated interest. That is, they visited the college before they applied and after they applied. They had an interview on- and off-campus, and they sent a thank you note to the interviewer; they stayed in touch with the college rep; they expressed interest in a particular college major

NYIT has no want of applicants. That's why they tell prospective students, "If you really like us, let us know."

words, they got connected.

With this as background, let's look at dedicated interest as it relates to church and community. Unfortunately, in this scenario, the church (and the pastors) often function in the role of the university. The church, perhaps a long-established one, now struggles because it is awash in declining "enrollment." It doesn't have the luxury of considering thousands of applications for church membership! The urgent need is for more "people" to attend its "campus," and thus, discussions ensue among church

and perhaps made contact with a professor on the staff. In other

leaders about how to make "enrollment," or church attendance, grow.

Thankfully, this is not always the case with congregations these days such as we at St. Bart's. But this mentality is alive and well in the Episcopal church. We have congregations obsessed with attendance figures who are tempted to adopt a model of ministry that relies on dedicated interest.

When this happens, congregations look at the demographics of their cities or communities to determine which demographic is more likely to show interest, and it is this audience that is targeted for church growth. One such approach is focusing on the youth. We often hear it said, "Focus on the youth and we will grow."

Noel Blyler, associate director of college counseling at Charles Wright Academy in the state of Washington and a critic of dedicated interest, said to one college rep that dedicated interest

seems to be about "how loved you guys feel."

That describes us sometimes, doesn't it? We're not feeling the love.

Well, there's a reason for that. When the church becomes involved in market economics rather than ministry enterprises, the thrill is gone.

Not much love in the house.

When we look at our communities in search of a demographic, we're turning the very souls for whom we have eternal obligations into a product or service and forgetting the core ministry of Christ.

This is the point Blyler makes when he notes that, "We're teaching the kids to turn themselves into a product."

So this model doesn't work for churches. Rather than the church looking for those who show dedicated interest from the culture, community or neighborhood it should be the other way around. The church should instead be expressing dedicated interest in the culture, community or neighborhood.

The reality is that our neighborhoods and communities are waiting for some sign of interest from the local church. These enclaves of unreached and unchurched people exist for a reason. The church in its neighborhoods have not made a compelling case; it has not shown much interest in the needs, issues and concerns that the people in the community face every day.

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Vestry Update

Happy New Year! The last Vestry meeting of 2016 was held on December 13. Since that time, we celebrated the birth of our Lord and are looking forward to the Annual Meeting. At December's meeting, the emphasis was on reviewing a budget for 2017 that reflects our vision and at the same time ensures we are faithful stewards of God's gifts to St. Bart's.

In January, the Vestry continues reviewing applicants for the four available Vestry seats and exploring options for a Master Property Plan. We are looking forward to the Annual Meeting on January 29 at 10 a.m. in the sanctuary with worship. This will be the only worship service for the day. The meeting is followed by a fellowship meal.

We're pleased to announce that Elissa Barber will be the new Board Chair of the Thrift Shop with Jane Flaherty, Carla Morrisey and Sumner Rollings joining the board. Additionally, we've added an Assistant Sexton, Allen Moore, to our staff.

Additional action Items during the meeting included:

- Acceptance of the minutes from the November Vestry Meeting
- Acceptance of the December Treasurers Report
- Resolutions for 2017 Clergy Housing
- Approval of St. Bartholomew's Church Amended Restated Bylaws Effective February 1, 2017
- A motion to support John Prust in becoming a postulant for Holy Orders
- A motion to direct the Resource Management Pillar to a Columbarium Committee as recommended by the Finance Committee

The next Vestry meeting is scheduled for Tuesday, January 17, 2017.

Annual Meeting January 29

The Annual Meeting is an important day in our yearly life together. It serves three really important purposes.

First, as members of the Parish, it is our legal responsibility to elect our leaders. This means we elect the Vestry, who have serious duties in supporting the Rector in running our church. The Vestry functions as our Board of Directors. The Rector will then appoint the Senior Warden from among the Vestry, and the Vestry will elect the Junior Warden. We also elect our Delegates to the annual Diocesan Convention. Those Delegates are charged with voting on a wide variety of matters that are before the Convention next fall, including the election of Diocesan Leaders and acting on Resolutions.

Second, we have the opportunity to celebrate the year we have just spent together. We will review our various ministries and all the ways in which our collective efforts have impacted our faith community and the community in which we live.

Finally, we will share our Vision of the future. This includes reviewing the budget developed by the Vestry to fund the ministries we have chosen to pursue.

This is your chance to learn more about our Parish and what it is doing, and to have the opportunity to ask questions. Please make a point of being there to listen, to share, to learn and to celebrate!

~Polly Getz



A Love of Making Music

The new year is a great time to join a music ministry! A love of music-making and a willingness to learn are all that is required for most ministries. Read below for more information!

Cantors help lead congregational singing and sing psalms and other service music at all liturgies. A willingness to lead sung prayer and confidence in one's own singing are sustained and developed in this ministry. Cantors rehearse Thursdays 6:30 - 7:00 p.m. twice per month or as needed for special occasions.

The Parish Choir is open to all adults, young and older, high school aged and above. The Choir rehearses Thursdays 7:00 - 9:00 p.m. and sings at the Sunday 10:15 a.m. service and often at Evensong the first Sunday of each month. The Choir sings larger works and other services according to the season, including an All Saints' Day requiem, Advent Lessons and Carols, a Lenten Meditation on the Passion, among others. Opportunities are also available within the choir for smaller ensemble work.

The Schola sings chant, both ancient and contemporary, as well as other service music in a small ensemble setting. The Schola is one of a few choirs in the country that sing Gregorian chant according to 11th century neumes of the St. Gall and Metz monasteries. Come learn with us how to sing them and why they're important - no prior experience necessary! The Schola, often for those interested in a less regular (or another!) Sunday singing commitment, rehearses Wednesdays 5:15 - 6:00 p.m. and sings at one 8:00 a.m. service each month.

The Handbell Choir provides distinctive sounds and liturgical accompaniment to psalms, service music, and hymns appropriate to the season. It rehearses Monday evenings 7:00 - 8:00 p.m. and plays at one Sunday service each month. Ability to read music is helpful. Come learn how to ring!

Instrumentalists of all types play as solo and accompanying instruments and in ensemble.

 Our "strings-plus" ensemble of a string quartet plus other instruments rehearses Wednesdays 7:00 - 8:00 p.m. and plays at one Sunday 10:15 a.m. service each month and other special occasions.

- Guitars help lead prelude Gathering Music and other service music.
- Other instruments play solo melodies and descants throughout the year.

Opportunities for children: Watch the weekly St. Bart's News for an upcoming announcement of children's music as we look to expand and grow our offerings this year in tandem with Sunday School and youth formation! Coming attractions include:

- Weekly singing opportunities
- Small group instruction on singing, music reading, and listening skills
- Possible spring youth choral festival
- Join St. Bart's staff and parishioners at week-long summer training courses offered by the Royal School of Church Music in different locations around the country. (See Tim McLellan and Stephanie, Tessa, and Sydney Strout to hear about their yearly experiences!)

All ensembles for children and adults teach and reinforce the ability to read music and other singing and listening skills as well as the knowledge of leading liturgy and congregational song.

Musicianship classes (learning to read music; music theory; learn and improve sight-reading and listening skills) are offered approximately one Saturday morning or weekday evening per month. Classes can be offered at different levels and age groups, guided by interest.

Upcoming events include:

- Master classes and coaching sessions (choral and instrumental) with the Musica Vera Duo, from Yale University, Thursday-Saturday, January 19-21
- A Meditation on the Passion of Christ: A Service of Readings and Music for Lent, April 2

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Dedicated Interest

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Clearly, Jesus was great at showing dedicated interest. Rejecting for the most part the trappings of religious institutionalism (Parasidical Law), he showed interest in the people.

He showed interest in children when others weren't.

He showed interest in the poor when others weren't.

He showed interest in the outcasts (lepers, for example) when others weren't.

He showed interest in those of questionable moral values when others weren't.

He showed interest in the despised and rejected (like tax collectors) when others weren't.

He showed interest in the sick when others weren't.

And he didn't care about Average Sunday Attendance.

Many years ago, when flying back from Washington DC, I had a seat mate chat with Jim Wallis, of the Sojourners community. "Pulpits have to be a place where faith is applied to the world in which we live," he said. "I think it's always best if the sermon is related to what's happening in one's own community, neighborhood and one's life.

He went on to say that his idea of a parish church is when the church says, - we're taking responsibility for these 10 square blocks on God's earth; or some region the parish feels connected to: whatever happens here ... is our responsibility.' Youth violence, working families who can't afford health insurance, racial tensions, education and conflict, single parenthood - churches and congregations taking responsibility for people as Jesus did.

In our case, we are trying to take care of a few square miles and a few kids in Haiti who need our help and we are not concerned about the impact on ASA.

Now that's really "dedicated interest," and I wonder what would happen if we did more of that; taking an interest in others both in our community and abroad. A fair question, don't you think?

~Rev. William Zettinger

St. Bart's Preschool Happenings

In December, St. Bart's Preschool had an Angel Tree Campaign, sponsoring a local Elementary School for Christmas and some of their children in need. Our goal was to bless 26 children with a special Christmas offering of a gift.

We had an incredible outpouring of generosity from our families and were able to donate gifts for all of them. In addition, the preschool sponsored a blanket drive where we were able to collect enough blankets for those children and their siblings. The elementary school held a party to deliver the gifts to each child.

The preschool held its Christmas Pageant and Celebration, an annual tradition. This year's pageant was extra special because with the addition of Nathan Costa as our pianist and the Rev. Mary Lynn Coulson playing the ukulele. The Pageant commenced with a traditional Christmas party and a surprise guest - Santa!

~Jen Shah





St. Bart's Outreach

In May last year, the outreach committee was tasked with forming a team and developing strategic priorities and processes for our outreach efforts. Some of our goals including setting up a new proposal form and approval process and developing new metrics for St. Bart's outreach. Obviously, many aspects of outreach are difficulty to measure - the spiritual engagement of St. Bart's members and the people we serve. What we can measure is the total funds distributed to other organizations/individuals, the total items we have collected and donated, and the number of volunteer hours. The committee began to track performance on these measures mid-year 2016 and have developed estimates for the entire 2016. Here are the results.

TOTAL FINANCIAL CONTRIBUTIONS

Scholarships Awards: \$4,000 Cash donations: \$76,000

TOTAL COLLECTIONS

Estimated value of items \$17,000+

DONATIONS

Total Estimated Donations \$97,000

VOLUNTEERS

Estimate hours 12,000+ hours

*All numbers rounded to nearest 1,000

Distribution of Funds. This year we have distributed more than \$80,000 from our outreach fund to support families and children, refugees, Episcopal Church organizations, and our youth ministries. These distributions include:

- \$4,000 in scholarships
- \$36,000 for general support of local and international non-profits*
- \$40,000 (out of a total of \$48,000 raised to date) for the Haiti School Building Project

Source of Funds: At the start of 2016, the outreach fund was created from the balance of the Women of St. Bart's (WSB) fund. This year, these funds have been supplemented with earnings from the thrift shop (approximately \$40,000), Haiti Epiphanie School building fundraising (\$48,000), and individual donations designated for outreach.

Balance of Funds: Expected end of year balances include:

- \$51,000 dedicated for future scholarships (transferred from WSB)
- \$8,000 for the Haiti Building Fund (\$48,000 raised as of December 16, 2016)

• \$21,000 in general funds (the balance from WSB fund)

Collections: We also held a number of collections this year with an estimated value of over \$17,000. These collections included 54 pairs of shoes for ECC Maundy Thursday Foot Washing, 100 backpacks for St. Marks City Heights Back 2 School Bash, 112 Thanksgiving Baskets for Interfaith Community Services, and 230 Angel Tree gifts for children. We also made food donations for Interfaith and Standup for Kids.

Volunteers: We have a lot of people engaged in serving our communities by dedicating their time and talent. We conservatively estimated the total volunteer hours to be 12,000 hours for the year, with more than 85% dedicated to our thrift shop volunteers.

~Kate McKone-Sweet

*St. Bart's Outreach has distributed funds to support refugees (Refugee Network, United Methodist church Refugee Program), families & children (Interfaith Rotational Shelter, Interfaith Community Services, Military Outreach ministries, Vida Joven de Mexico, Palomar Health Child Abuse Program), the Episcopal Church (Episcopal Relief and Development, Episcopal Church Center School of Ministry, & Episcopal Church Center School of Ministry, & Episcopal Church In Jerusalem), and our youth ministries (Youth Mission, World Vision).

Not Alone - Find Support, Find God

Starting in January, Anne Richardson, certified spiritual director, will offer a 12-week, Christ-centered support and recovery group for women recovering from emotional or sexual trauma. Find support, community, and hope. The group will meet at St. Bart's, and is open to women from the wider community. For information, contact Mother Mary Lynn: mlcoulson@stbartschurch.org or 858-432-7106.



Regular Meetings

SUNDAY

Interfaith Community Services (ICS) - Merle's Place

4-6 p.m. on the first and third Sunday of the month.

Contact Jill Henderson at 760-807-8445.

Daughters of the King

Third Sunday at 9:15 a.m., Room 3E

Monday

Boy Scouts:

7 p.m., Parish Hall

Health and Wellness Ministry:

First Monday at 5:30 p.m., Education Building, Room 3AB

Hand Bell Choir

Mondays, 7 p.m., Choir Room

TUESDAY

Centering Prayer:

5 p.m., Education Building, Room 3AB

The Prayers and Squares Quilt Ministry:

Tuesdays (except fifth Tuesday) at 6:30 p.m., Quilt Room

WEDNESDAY

Interfaith Community Services (ICS):

Serve breakfast, fourth Wednesday at 6:00 a.m. Contact Denny Walters at 760-432-8518.

Thrift Shop Work Night:

Last Wednesday at 4:00 p.m., Thrift Shop

Schola

Wednesdays, 5:15 p.m., Choir Room

String Ensemble

Wednesdays, 7 p.m., Choir Room

THURSDAY

Book Guild:

Fourth Thursday, 1:00 p.m., Conference Room

B.P.U.S.A.- Bereaved Parents:

Fourth Thursday, 6:30 p.m., Conference Room

P.A.S.S. - Parent Advocates Seeking Solutions:

Third Thursday, 7 p.m., South Parish Hall

Choir

Thursdays, 7 p.m., Music Room

AA MEETINGS:

Sundays, 6 p.m. - Conference Room

Mondays, 9:30 a.m. - Parish Hall (Women only)

Tuesdays, 12 p.m. - South Parish Hall

Tuesdays, 5:30 p.m. - South Parish Hall (Women only)

Wednesdays, 12 p.m. - South Parish Hall

Wednesdays, 6:45 p.m. - Parish Hall

Thursdays, 12 p.m. - South Parish Hall (Beginners)

Fridays, 12 p.m. - South Parish Hall

AL-ANON:

Mondays, 12 p.m. - South Parish Hall

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Editor: Kristeen Evans, Communications Manager

Deadline for submission of articles and announcements is the 10th of the month for the next month's newsletter. We welcome your submissions of information for publication. Please contact news@stbartschurch.org.

A Love of Making Music

- Monthly Evensong on the first Sunday of the month, celebrating the close of the day
- Services for Holy Week and Easter, including Thursday evening Compline in Lent and mid-Holy Week Tenebrae
- and more to come

For more information contact any member of a music ministry or Nathan Costa, Interim Director of Music, at ncosta@ stbartschurch.org or (858) 432-7112.

~Nathan Costa

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Saturdays: 5 p.m.

Office Hours

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Clergy and Staff

Clergy
The Rt. Rev. James R. Mathes, Bishop
The Rev. Mark C. McKone-Sweet, Rector
The Rev. Mary Lynn Coulson, Curate
The Rev. Chris Harris, Curate
The Rev. William Zettinger, Deacon
Honorary Clergy
The Rev. Robert Crafts, Priest-in-Residence
The Rev. Roy E. Hoffman, Priest-in-Residence
Music Ministry
Nathan Costa, Interim Director of Music
Janie Prim, Organist
Christian Formation for Children and Youth
John Prust, Director of Religious Education
Maureen Hovannesian, Children's Ministry Assistant
St. Bartholomew's Preschool
Cheri Hoffman, Directorpreschool@stbartschurch.org
Jen Shah, Administrator
Administrative Staff
Beth Dean, Parish Administrator
Nina Zettinger, Accounting and Data Manager
Kristeen Evans, Communications Manager
Treasurer858-432-7119 treasurer@stbartschurch.org
Mike Jewett, Sexton
Pastoral Care Coordinator
Cathie Roypastoralcare@stbartschurch.org
St. Bartholomew's Thrift Shop 858-486-2110

Vestry and Terms

Dan Crane, Senior Warden	2017
Mike Fuqua, Junior Warden	2018
Jerry Blanton	2017
Geoffrey Connie	2019
Derek Escobar	2018
Jim Grandinetti	2019
Jeffrey LaBerge	2017
Dan Morrisey	2017
Nancy Petersen	2019
Mike Richardson	2019
Cathie Roy	2018
Karen Tansey-Becerra	2018
Caroline Munoz, Youth Rep.	2018
Bill Angus, Treasurer	
Pauline Getz, Chancellor	
Anne Snyder, Clerk	





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News from the Hill

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