

# 2018 ANNUAL REPORT





# 2018 ANNUAL REPORT



**REV. ELIZABETH EKDALE  
LEAD PASTOR**

In the beginning of the year, the needs of immediate family, focused my energy and attention. Hans's father, Rev. Roy Hoch, died on January 18. My father, Dr. Robert Ekdale, died on March 16. Both Hans and I received tremendous support and care from the St. Mark's congregation, staff and Martin Luther Tower community. Thank you for journeying with us through our parent's lengthy illnesses and helping us celebrate and give thanks to God for their lives.

I want to extend my appreciation to the Church Council and Martin Luther Tower Board who have been working on governance and organization issues throughout the entire year. We enlisted the support of Dan Hotchkiss and have been utilizing his helpful book, "Governance and Ministry". Board and council meetings are now focused on strategic planning and visioning. The responsibility for the "nuts and bolts" of daily operations has been rightly delegated to staff and lay leaders. Policy handbooks have been updated. Goals have been determined for the upcoming year. New staff has been hired to alleviate the workload from the MLT Board and St. Mark's Council – enabling our lay leaders to focus on strategic issues. We have made progress this past year and there is more to be accomplished. I am very grateful to the Governance Task Force chaired by Scott Taylor for their oversight and commitment to these changes.

Later in the year, the church council met in a planning retreat to discern goals and open questions for the following year. The Council established three goals for 2019 to be carried out by both staff and lay leaders in communication with the council:

1. Establish a written understanding with Martin Luther Tower Inc., to ensure that the mission and ministries of St. Mark's Lutheran Church drive the development of St. Mark's Square.
2. Develop a plan for managing the time, talents and treasures of the members and friends of St. Mark's that enables the sustainability of St. Mark's Lutheran Church
3. Increase opportunities for members and friends of St. Mark's community to deepen in faith.

We invite all members to share their ideas and feedback about these goals and participate in accomplishing them. Please speak with me about how you'd like to help in working on these goals.

At the same planning retreat, the council discerned three open questions in which to engage the congregation throughout the year:

1. How shall we make St. Mark's Lutheran Church more visible in the community?

2. How shall we grow as a congregation while deepening and maintaining relationships?
3. How shall we engage with the dramatic changes in our neighborhood?

There will be many opportunities to talk about these important questions as a congregation throughout the upcoming year. Remember, these are questions which the council does not have the answers – they want to hear your thoughts and reflections on each question.

Throughout the year, I met individually with several of our newer members to learn more about them and hear their stories. I would welcome opportunities to meet with others from the St. Mark's community and an invitation from you to do so is always welcome. In addition, I coordinate the pastoral care that Pr. Ron, Pr. Chuck and myself provide to families and friends of the congregation and residents of Martin Luther Tower. We bring Holy Communion to those who are unable to worship, visit people in the hospital, provide pastoral support to anyone in need, offer baptismal education to parents, pre-marital counseling to those being married, grief support to the bereaved, and funeral/memorial service planning with individuals and families. Please let me know if you are in need of a pastoral conversation or a listening ear. We want to walk with you in all aspects of your lives.

In August, Winnie Heslin, our Director of Operations and myself, attended a conference on Church Staff Supervision with Dr. Susan Beaumont. It was a very helpful and practical conference. We are implementing many of our Dr. Beaumont's resources and best practices into the working relationships and supervision of our church staff.

Throughout the year, I meet with our Adult Education team (Margaret McLean, Cora Rose, Nadine Robinson, and Pam Coxson) to plan our Sunday morning Adult Forums. We had a wide range of speakers and topics during the year and encourage all members to take advantage of these wonderful educational opportunities on Sunday mornings at 10:00 a.m. – usually in the Fireside room unless otherwise noted. If you have any suggestions for a topic or speaker, please speak to any of us.

I have completed my term on the Evangelical Lutheran Church in America Council and therefore was pleased to be asked by the Presiding Bishop, Elizabeth Eaton, to serve on the 50th Anniversary of the Ordination of Women team. I look forward to celebrating this milestone with the community of St. Mark's.

Finally, thank you to our dedicated and wonderful staff at St. Mark's. Every staff member views their work as supporting the mission and ministries of St. Mark's Lutheran Church. There is a spirit of cooperation among staff and a willingness to help wherever needed. I deeply appreciate the many gifts and strengths my pastoral colleague, Pr. Ron Moe-Lobeda, brings to St. Mark's. Our Director of Music, Dr. Timothy Zerlang, is a joy to work with and continues to impress and amaze us on the organ. Winnie Heslin, our Director of Operations, handles multiple details/responsibilities with grace and poise. Stefani Lawrence, our Communications Coordinator, brings a creative

# 2018 ANNUAL REPORT

and cheerful spirit to her many tasks. Deidre Rettenmeier, our Events Administrator, ensures that all events run smoothly in the church building and Urban Life Center. Carl Storey, our Property Monitor on Sunday mornings, keeps the grounds clean and safe for worshippers. Edda Mai and Delia, our nursery attendants, provide warm and professional care to our children visiting the nursery.

Bob Martinez serves as Property Manager and brings expertise in managing all of the working parts on the Square.

I am humbled to work with such dedicated and talented people and cannot praise them enough for their faithful efforts, hard work, and commitment to St. Mark's. As we enter a New Year together as staff, lay leaders and congregation, may we continue to be open to God's Spirit in guiding our ministries – reaching out to the neighborhood, wider community and world with the grace, mercy and inclusive love of Jesus Christ.

With gratitude,  
Pastor Elizabeth



**REV. RON MOE-LOBEDA**  
**ASSOCIATE PASTOR**

The year started out with a very meaningful joint retreat of St. Mark's Council and the MLT Board in order to engage in conversations about how these two governing bodies might collaborate toward a more holistic future in terms of our mission together. As an outcome of this retreat, the Council has focused more on the mission of the congregation at our monthly meetings and held a retreat in the fall to establish goals for 2019. I have appreciated being a part of this process as we have been deliberate

in how the leadership of the congregation invests its precious time in implementing the mission of St. Mark's.

As I have continued to participate with the Development Team in exploring how we might develop St. Mark's Square, it became apparent that it might be helpful to establish a Program Development Team not only to begin the discussion about how we might want to utilize any space allocated to St. Mark's in any new development, but also to explore how we might utilize the current Urban Life Center more fully in a way that is consistent with our mission. In tandem with this effort, I spent much of the summer visiting with various service providers in the City in order to explore if any organizations might want to expand their programs in our available space, especially during the daytime throughout the week.

After looking at several priorities for outreach, the Outreach

Team finally settled on establishing Neighborhood Groups for the members of St. Mark's in order to encourage people to get together in their geographic locations for fellowship, support, and outreach. Coordinators for most of these 11 neighborhood groups have been identified, and are in the process of determining how best to gather their members. Also, as a part of our outreach, a Signage Team has been established to determine how we might improve upon the signage throughout the Square in order to better communicate that we are a church in the middle of this block and neighborhood.

We organized a Men's Retreat this past spring and 13 of our members were in attendance. I had the opportunity to facilitate conversations around our theme, "Men Have Feelings Too." I also had the opportunity to lead a Bible study on the Book of Jeremiah for 3 Sundays during the summer. Following up on a motion by the Church Council to explore the possibility that St. Mark's might become a Sanctuary Congregation, I helped to pull together a Sanctuary Task Force that will be bringing a resolution in this regard to the congregation at our annual meeting.

We confirmed 3 youth this past year, and have continued with a class of 5 youth who will be completing this catechetical process this coming spring. Cora Rose serves as co-teacher for this class of confirmands. Cora also served as a youth sponsor for two of our youth who attended the ELCA National Youth Gathering in San Antonio this past summer. Erin Scheller continues to gather the high-school youth together occasionally on Sunday mornings as a way for them to stay connected and involved in each other's lives. Thank you.

Over the summer, I met individually with several members to get acquainted and hear their stories, and will continue to do so this year as time allows. If you would like to have such a conversation, an invitation from you is always welcome. I started to participate in the religious leaders' monthly gathering of Faith in Action—a community organization committed to addressing some of the more pressing issues of our region. This fall, I participated in En Cuentro with the Lutheran Church in El Salvador and learned about the global support for this part of the Lutheran Church. I also had the privilege of supervising Pam Reynolds, our teaching parish student from PLTS.

Now that I am completing my second year at St. Mark's, I can begin to mark my journey with you in a matter of "years." Thus far the journey has been filled with so many blessings for which I am ever grateful—my collegial relationship and partnership with Pastor Elizabeth, the entire staff of St. Mark's, the leadership of this congregation, and the involvement and commitment of all of you in the congregation. As we move forward together into this New Year, I do so with a joyful heart and a humble spirit that who we are and what we do will be in faithful response to the love of God that has been bestowed upon us in Jesus, our Savior.

Peace,  
Pastor Ron

# 2018 ANNUAL REPORT



**DR. TIMOTHY ZERLANG**  
**DIRECTOR OF MUSIC**

During 2018 I completed my ninth year as Director of Music here at St. Mark's, and if my memory and reckoning are accurate, this could very well be my 40th year in music ministry. The years continue to fly by, and it is surprising to realize have that I begun my fourth three-year lectionary cycle in the worship life of this congregation. My appreciation for this community, its leaders, and the worship and music culture nurtured here continues to deepen.

As Director of Music, I have been privileged to help lead approximately 150 liturgies this past year. Those liturgies range from our loud, festive, Easter Sunday celebration with orchestra, guest singers and many visitors, to quiet, intimate gatherings around the altar on Wednesday evenings. While quite different, all of these liturgies contribute to the rhythm and vitality of our worship life here at St. Mark's.

This year I had the privilege of giving an organ recital in Kiel, Germany as part a cultural exchange arranged through our sister-city relationship, facilitated by Renata Kiefer-Bridgman. This concert was filmed for broadcast on a German regional television station. I was proud to represent St. Mark's in this way and I look forward to developing this relationship if possible. We are currently discussing a possible visit from a semi-professional choir from Kiel to occur in October, with performances by the group here at St. Mark's and at Stanford University.

I am honored to work each week with the small, but dedicated group of volunteer musicians that make up the St. Mark's choir. We are in need of more singers, and I would welcome any of you that wish to join us in this very meaningful ministry to the St. Mark's community. We are all members of the choir here at St. Mark's; it is just that some of us sing from the balcony most Sundays.

Our Taylor and Boody organ continues in excellent condition. A new member of the maintenance team that came to service/tune the organ recently, himself an organ-builder, wrote in his follow-up report that our organ was one of the most beautifully built instruments he had seen. This year we also received a very generous gift that we used to refurbish/repair our harpsichord, which is now in fully playable condition, and was featured during our 11 am Easter liturgy.

I continue to teach full-time at Stanford, where I also serve as University Carillonneur.

I appreciate very much the enthusiastic song of the entire St. Mark's community, and the wonderful support the music program here enjoys. In particular, I am thankful for the dedicated volunteer musicians that support our worship throughout the year.

Respectfully,  
Dr. Timothy Zerlang

The year in numbers: 104 Sunday Services, Wednesday Evening services, 11 Additional services (Christmas Eve, Christmas, Triduum, etc.), Weddings, Memorials, 40 Choir rehearsals, 600+ Hymns, 140+ Choir anthems and psalms, Advent Lessons and Carols with St. Mary's Cathedral Choir, October/Reformation Hymn Festival, Schelle's Heut triumphieret Gottes Sohn on Easter, Distler's choral variations on Lo, How a Rose E'er Blooming on Christmas Eve

## Special Thanks to

- Pastor Ekdale, Pastor Moe-Lobeda and all the staff for making St. Mark's such a wonderful place to work
- Our choir for all their dedication and hard work
- Greg Gomez for his help organizing instrumentalists for special occasions
- Phyllis DeSpain for her help with the music library

Gary Schilling for his willingness accompany the choir and fill in for me on both organ and piano.



**MARK SEMONIAN**  
**COUNCIL PRESIDENT**

Early last year we began the work of implementing our new governance policies. Church Council and the MLT Board travelled to Mercy Center in Burlingame for a joint retreat to brainstorm ideas on forming these new policies. We also invited our consultant, Dan Hotchkiss, author of "Governance and Ministry" to add his invaluable guidance and leadership.

It was a productive retreat, and we left with a broad framework of how to proceed. And we continued throughout the year to refine our plan, culminating with a second retreat, again traveling to Mercy Center, this time with only Council in attendance.

As will be more thoroughly explained elsewhere, our two main goals were to come up with a list of Goals, and a list of Questions. These two lists were made to focus our thoughts and guide our actions over the course of the next year and beyond. I would like to focus on the Open Questions.

Beginning with countless questions proposed by all members of Church Council, we began a thorough and deliberate process of narrowing down to a manageable list. Over the course of the retreat, Council, with much discussion and careful discernment, came up with the following questions:

1. How shall we make St. Mark's Lutheran Church more visible in the community?



# 2018 ANNUAL REPORT

2. How shall we grow as a congregation while deepening and maintaining relationships?
3. How shall we engage with the dramatic changes in our neighborhood?

These questions are not meant as directives from Council. The thoughts of all members of the congregation need to be heard. Over the course of the year we will be holding events where you will be able to add your thoughts and guide the future of St. Mark's. Please participate!

Respectfully,

Mark Semonian



**OMER VOSS**  
**MLT BOARD PRESIDENT**

Martin Luther Tower, Inc. (MLT) was incorporated on August 7, 1961, during redevelopment of the area. Hand-in-hand with St. Mark's, the Corporation oversees The Square including the 121-unit Tower, the Urban Life Center (ULC), the parking lots, and the Plaza – everything except the Church itself. In 2005, MLT arranged a \$10 million syndicated debt for the Tower to provide funding for St. Mark's retrofit. MLT continues to provide

financial and other support to St. Mark's and The Square.

In the ULC, MLT offers affordable offices for non-profit organizations and meeting facilities for many community organizations. In addition to St. Mark's offices, MLT also has an office in ULC.

In the Tower, for more than 50 years MLT has provided an independent-living, affordable-housing community for seniors aged 62 and over. This well-managed building has a friendly and effective staff, in a convenient location. Services and facilities for residents include: onsite property management and maintenance; an onsite social worker; chaplaincy services; Senior Center outings and field trips; exercise classes; the Brockie Lounge; a computer room; laundry facilities; a reasonably-priced Guest Suite (*available to St. Mark's members*); the Bock Fund for residents' special needs (*donations welcome*); ... and more!

Some residents at the Tower are members of St. Mark's, and two residents (Barbara Bock and Jo Chadwick) are on MLT's Board of Trustees. The Board consists entirely of St. Mark's members. The Trustees work closely with MLT's property management company, The John Stewart Company (JSCo), with our social services provider, the Institute on Aging (IOA), and with St. Mark's Council and church staff to coordinate activities and services.

Highlights of MLT Corporation's busy year include:

- Made and paid a second grant of \$250,000 to St. Mark's Capital Campaign and its ministries' budgets;
- Worked long and hard with the City and several commercial partners to develop The Square for affordable housing and mixed-use initiatives;
- Continued complex financial analyses to re-syndicate ("refinance") the Tower;
- Completed a major six-month \$450,000 renovation of the Tower's two elevators, and began the significant task of replacing the Tower's 50-year old, single-pane windows;
- Conducted joint Board-Council retreats to understand each other's operations and coordinate activities;
- Increased efforts of the joint MLT-St. Mark's Governance Task Force examining the operations, plans, infrastructure, and direction of St. Mark's, MLT Inc., and The Square;
- Passed all property inspections and the many housing-compliance audits at the Tower, with flying colors, while managing significant projects and turnover at the Tower;
- Met budget objectives and the many financial responsibilities of the Corporation and the Tower's limited partnership;
- Hired a Property Manager for The Square and a part-time Administrative Assistant;
- Improved social services for Tower residents – increased social worker's hours, initiated quarterly Grief Counseling classes, and hosted events for Tower and church seniors;
- Cleaned out and spruced up the ULC's facilities (and enjoyed its new roof); and,
- Improved security for the Tower, St. Mark's, and The Square overall.

Looking to the future, we anticipate an increased tempo for the Corporation's activities including: planning development, analyzing resyndication, continuing coordination with St. Mark's Council and overall governance, expanding financial projects, upgrading corporate technology, and tackling improvements to our aging buildings.

The Board appreciates JSCo's excellent management team at the Tower, including: Steve McElroy, VP; Lavinia Marlin, Senior Regional Director; Ian O'Leary, Property Manager; Lydia Lau, Assistant Property Manager; Phil Hunter, Maintenance Supervisor; and Sonia Jimenez, Administrative Assistant.

The Board acknowledges the exceptional social services work of the IOA led onsite by Ardath Grant who provides invaluable social service support to the Tower's residents.

The Board thanks Pastor Elizabeth and Pastor Ron for their work to enrich our own lives and the lives of the Tower's residents through their devoted chaplaincy, personal support, and leadership of activities for the Tower, our community, and the City. We also thank Mark Semonian and Steve Ernst for their work with the Board as well as Winnie Heslin, Stefani Lawrence, and Deidre Rettenmaier for their

# 2018 ANNUAL REPORT

valuable support.

The Trustees are especially grateful to the joint Development Task Force (Jon Moeller, Barbara Engmann, Jeff Kohler, Pr. Elizabeth, Pr. Ron, Matthias Will, Jeremy McClain, Barbara Bock, Scott Taylor, and Paul Peninger) for their tireless work with the Mayor's Office of Housing and our development partners.

The highlights noted above and so many other accomplishments by MLT this year took significant amounts of personal time, commitment, and thoughtfulness by the Trustees. They worked on many initiatives while serving on multiple Board committees throughout the year. As President, I am particularly grateful to the Corporation's officers: Barbara Engmann, Vice President; Jerry Lundblad, Treasurer; Barbara Bock, Secretary; and to its Trustees Pr. Elizabeth Ekdale, Aron Bohlig, Jo Chadwick, Shannon Cheng, Jon Moeller, and Scott Taylor. We also extend very special thanks to Jeff Kohler for his invaluable guidance and hands-on work as consultant to MLT Inc. and St. Mark's. We also welcome the contributions of our new Property Manager Bob Martinez, and Administrative Assistant Sandra Campos.

Please consider bringing your talents to the Board of MLT Corporation and furthering St. Mark's and MLT's ministries to seniors, the community's non-profits, affordable housing initiatives, and development of The Square. Speak with either me or Pastor Ekdale.

Interested in being a resident at the Tower? Are you, family, and friends, 62 and over? See the flyer in the Annual Meeting's materials, and complete an application for the Tower's waiting list. Contact the Tower's Property Office at 1001 Franklin Street, 1-415-885-1084 (TDD 1-415-345-4470) or use MLT's website <http://www.mltinc.org/>.

Omer G. Voss, Jr.



**WINNIE HESLIN**  
**DIRECTOR OF OPERATIONS**

Greetings St. Mark's! As I wrap up another year here at St. Mark's, I am reminded once again of the joy it is to be part of this active community as I partner with not only our staff and clergy, but also with the many dedicated members and volunteers who serve this community during this exciting time of transition here on the Square. Your heart and commitment to this community never ceases to make an impression on me.

As with 2017, 2018 has brought an opportunity to revisit our operations and how we are staffed and operate. This year, we made a transition from our previous in-house accountant, to an outsourced firm, which has demanded a large portion of my time and attention. Transitioning accountants in any circumstance is a large undertaking, and this has been no different.

In mid-2018, we welcomed a new Property Manager, Bob Martinez, who is overseeing the church, ULC, parking lots and common spaces within the Square. We also welcomed a new addition to our Nursery staff, Delia Whitfield. I'd like to extend my heartfelt gratitude to our office administrative staff, Stefani Lawrence (Communications and Media Coordinator), and Deidre Rettenmaier (Events Administrator) for their hard work and dedication to St. Mark's. And let's not forget our generous office volunteers - Jane Borg, Jeremy McClain, Steve Ernst and Phyllis DeSpain. We truly couldn't do what we do here at St. Mark's without this team! They are the first people to welcome our guests when they arrive at our church office and have assisted our office staff in innumerable ways throughout the year. Again, thank you for your generous service. We always welcome additional office volunteers, if you're interested! Please contact myself or Jane Borg, if you'd like more information.

Once again, as we did in the summer of 2017, we were a part of a financial process review, in which we opened our books to an outside audit firm, who examined our books and processes. Each year, the auditors will review a different portion of our books, with a heavy focus on our Restricted Funds this year, along with our general accounting practices.

Both St. Mark's and the ULC continues to be a vibrant part of the San Francisco community. This year, we saw everything from a film crew filming a David's Bridal Commercial in our sanctuary, to hosting new orchestras and our beloved recurring groups. In 2018, we witnessed the marriage of 2 wedding couples, hosted 37 recurring groups and 12 new groups, issuing a total of 89 total contracts issued. We continue to fulfill our commitment to providing space for groups who may otherwise be unable to afford space in the city, including weekly 12-Step/Recovery groups, community and social service meetings and Hostelry Stay groups (e.g. youth groups doing service projects). In addition to the outside groups that we host, our campus provided space for MLT activities such as exercise classes and Senior Center luncheons. This year, we were also able to provide a permanent office space for the Martin Luther Tower Board. And of course, as you read this, the Interfaith Winter Shelter is once again taking place in the ULC Auditorium, as we continue our tradition of partnering with local faith communities to offer this vital service.

This summer, I had the opportunity to attend a 2-day conference regarding Supervision of Church Staff. It was a wonderful time to not only learn from the course presenter, as well as from other pastors and church staff; but we were also afforded an opportunity to reflect and discuss on our own staff here at St. Mark's and how we can become even

# 2018 ANNUAL REPORT

better stewards of our staff. It has been highly beneficial and we are implementing many of the ideas and best practices that we have learned. I am always striving to learn and grow in how I can support our staff and ministries here at St. Mark's and am grateful for the opportunity to do so. I look forward to 2019 and the opportunities that await us in the upcoming year. Thank you for your support and partnership as we live out our mission together.

Respectfully Submitted,  
Winnie C. Heslin



## LIV BECK JOURNEYS IN FAITH

Journeys in Faith is a team-based ministry of accompaniment for those seeking baptism or affirmation of baptism. While the process is especially for those discerning if they wish to become members of St. Mark's and further engage in parish life, gatherings are open to anyone who desires to explore the gifts of baptismal identity. Over the course of a few months, we gather weekly on Sunday mornings at 10:00am in the Urban Life Center. We read scripture and reflect together on questions about our faith and the church. At several worship services throughout the year, the entire congregation is invited to pray for those who are participating in this journey. In turn, the congregation is invited to join in special rites and reflect on their own identities as children of God and awaken anew their baptismal identities and promises.

In 2018, Journeys in Faith offered a complete cycle, welcoming 6 new members by affirmation of baptism. In December of 2018 we started our newest group. This group will be invited to discern if they wish to be baptized or affirm their baptism at the Easter Vigil on April 20.

Our thanks to the congregation for the many ways you welcome people into St. Mark's. Thank you for introducing yourself and offering encouragement to those participating in Journeys in Faith. Thank you for praying for those who are in this process. The prayers of the congregation are a vital part of this ministry. Thank you for being open to the gifts and ideas of new members of St. Mark's. And a special thank you to all who have served as sponsors for Journeys during this past year.

Current Team members are: Matthias Will, Suzanne Smith, Kyle Schiefelbein-Guerrero, Steve Ernst, and Liv Beck.



## KYLE SCHIEFELBEIN-GUERRERO WORSHIP TEAM

Martin Luther defines worship in this way: "our dear Lord speaks with us through the Holy Word and we in turn speak to the Lord through prayer and praise."

Over 50 years ago, the Second Vatican Council defined it this way: "in the liturgy, God is still speaking to God's people; in it Christ still proclaims his joyful message. The people answer with song and prayer."

Both Luther and Vatican II see worship as a continual conversation, one that is initiated by God. Subsequent theologians refer to this as a dialogical understanding, which works nicely in the German: Wort-Antwort ("word-answer [return-word]"). Our Sunday mornings, our festivals and our occasional Wednesday evenings are encompassed by this dynamic conversation.

To better engage with this conversation, the Worship Team began meeting again back in September 2017 to assess the worship life and practices of St. Mark's. Our meetings have occurred about every-other month.

This past year, we debriefed the liturgies of Holy Week and Easter, the pinnacle of the liturgical year. Lots of time and talent went into crafting and enacting these liturgies, especially the Vigil of Easter. One concern raised was that the amount of effort put into these liturgies was not proportional to the attendees – apart from Easter Sunday, attendance was low even though much energy was put into these holy days.

The Worship Team has also been discussing Holy Communion and the role that the sacrament serves in the life of St. Mark's. We have been reading from multiple sources, describing our own experiences, looking at the history and theology of the sacrament, and recounting how sacramental practices happen at St. Mark's.

We continue to look for more people to assist with worship in multiple roles: lectors, assisting ministers, ushers, altar guild members, acolytes, choir members, and people who like to work with the worship environment.

Submitted,  
Dr. Kyle Schiefelbein-Guerrero





## ST. MARK'S ENDOWMENT FUND



**RANDY SCHIEBER**  
**ENDOWMENT**  
**COMMITTEE**

The St. Mark's Endowment Fund's impact continues to grow. Including new projects approved in the 2018 grant cycle, the St. Mark's Endowment Fund has now provided more than \$23,500 to fund 22 programs over the first 6 years of its existence. The Endowment Fund has grown from the original seed funding of \$25,000 to a current balance that exceeds the quarter-million-dollar milestone - \$250,000. With this strong foundation, The Endowment has the amazing opportunity to fund diverse projects in the local community, throughout the synod and around the world.

The committee received 17 applications, requesting a total of \$27,350, during the application period (May 27 – Aug 12, 2018). We were impressed by the increased participation and the quality of the applications from members and friends of St. Mark's. After careful review and alignment with the Committee Distribution and Allocation Policy, the committee was pleased to fund the following eight projects, totaling \$8,500, for the 2018 grant cycle:

- \$1,800 in support of a "refresh" of the St. Mark's Community Garden
- \$1,000 to ReconcilingWorks Sierra Pacific for accessories to increase the group's visual identity as they march in the San Francisco Pride Parade
- \$1,000 to St. Mary and Martha Lutheran Church in San Francisco in support of their program providing assistance to immigrants
- \$1,000 to Mariposa Lutheran Church in Mariposa, CA in support of their after-school program for high risk, low income and LGBTQ children and youth
- \$1,000 to the Christ Lutheran Institute of the Performing Arts (CLIPArts) in Visalia, CA in support of their performing arts program for low-income, at-risk children
- \$1,000 to Advent Lutheran Church in Morgan Hill, CA in support of their Beloved Community Arts Center providing a youth music program in partnership with the local LatinX community
- \$1,200 to the Asociacion para la Diversidad Sexual

en El Salvador (ALDES) for a media training in El Salvador for local journalists to provide tools and raise awareness on reporting that is sensitive to the LGBTQ community

- \$500 for the Rukundo Foundation in Rwanda, in support of providing basic school supplies to street children

In 2019, we continue to build awareness of the purpose of the St. Mark's Endowment Fund and encourage giving to the fund. We hope to inspire new project ideas. And we are incredibly grateful to those who contributed to the establishment of the Endowment, as well as the generous gifts of current members and those who made a gift through their estate plans.

As we wrap up 2018, I want to thank the members of the Endowment Committee for their leadership and efforts during the year: Becky Burad, Allana Helland, Catherine Hurley, Marisa Lee, Nathan Francis (our newest member) and Jane Borg (Council Liaison.)

Respectfully submitted,  
Randy Schieber

First, thanks to St. Mark's members for the support of our many projects as we walk with the hungry, poor and needy in 2018.

- St. Mark's volunteers continue to provide lovely fresh food to over 300 households at the **Interfaith Food Pantry** every six weeks on Saturday mornings at Old First Presbyterian Church in San Francisco. A team of 15 to 18 people volunteers from 7:30 to 10:30am. St. Mark's purchases over \$3000 for a year of healthy food from the San Francisco Marin Food Bank – fruits and vegetables, protein and packaged foods – to be distributed to many households in the neighborhood. It is an amazing project! All members of the congregation are encouraged to participate. St. Mark's Pantry dates in 2019 are January 26, March 9, April 13, June 1, July 6, August 10, October 19 and November 2. Watch the St. Mark's Sunday bulletin for contact information.
- St. Mark's hosted the **Interfaith Homeless Shelter** January 14 through February 3, 2018, and will host 60 to 70 men again from January 13 through February 2, 2019. We provide shelter in cooperation with other churches in the city. The men will share our space in the Urban Life Center for dinner, a warm safe place to sleep, and



**MARY RITTER**  
**SOCIAL MINISTRY**



# 2018 ANNUAL REPORT

breakfast before they head out for their day, some of them to work. Thanks to the many of you who provide breakfasts and suppers as well as monetary support. St. Mark's knitters continue to knit scarves for the men, and our Sunday School has prepared socks and toiletries for our guests.

- A **"Racial Justice Interest Group"** has met periodically in 2018 and discussed options. A subset read and discussed Michelle Alexander's "A New Jim Crow". The relationship between the Evangelical Lutheran Church in America (ELCA) and African Methodist Episcopal (AME) churches was the subject of an Adult Forum in September 2019. A variety of activities have been discussed, including a combined emphasis of racial justice and parenting activities, and establishing a relationship with Bethel AME church in our St. Mark's neighborhood. Watch for activities and learning opportunities in 2019.
- Our 2018 **Lenten Box offering** was again given to Lutheran Immigration and Refugee Services (LIRS), a partner of AMMPARO. See LIRS.org for information about their services to immigrants and refugee children and families in the United States. Thanks to all who donated.
- September 9, 2018 was **"St. Mark's Ministry Fair"**. Social Ministry tables showcased the work of the Interfaith Food Pantry, the Winter Homeless Shelter, Bread for the World and ELCA Advocacy, and our companion relationships with Cordero de Dios in El Salvador and the Lutheran Church of Rwanda and PICO Rwanda. We also shared information about the St. Mark's Sanctuary Declaration discernment process.
- We continue our accompanying relationship with our sister parish, **Cordero de Dios in Soyapango, El Salvador**. We hold the Cordero de Dios congregation and Pastor Rafael Menjivar and his family in our prayers. A group of 15 travelers, including 6 new travelers, visited Cordero de Dios November 20-25, 2018. We had a great time visiting, renewing relationships and meeting new congregants. We were saddened with many difficult stories of health problems and struggles with the ever-present poverty and gang violence, but we were also heartened at being able to walk with Pastor Rafael as he visited congregation members in their home, and then visited cemeteries with family members, both the grave of Pastor Norma in San Salvador, and the graves of several congregation members in Suchitoto. We visited the new worship space, Santa Fe, shared by congregants who can't come to Cordero de Dios for fear of gang violence. We delighted with the Cordero congregation as they shared pizza and baked goods at the culmination of training programs supported by the work of a social worker paid by a St. Mark's Endowment grant. We hope to continue to support Pastor Rafael as he helps members of the Cordero and Santa Fe

congregations with health problems and with the day to day issues of living in El Salvador. We encourage the St. Mark's congregation to keep our Sister Parish Cordero de Dios in our prayers. A group from St. Mark's will travel to Soyapango again in November 2019 – consider joining the trip. Watch for information about the El Salvador Ministry.

- **St. Mark's AMMPARO Ministry in 2018** has focused its energies in our **Sanctuary Task Force** toward discernment about joining our ecumenical partners in declaring ourselves a sanctuary congregation. As focus zeroed in on sanctuary discernment, other AMMPARO projects like creating an accompaniment team were put on hold.

#### Ecumenical Partner Interviews about Sanctuary:

Members of the Sanctuary Task Force conducted informational interviews with community partners (nonprofits serving immigrants and congregations that have declared sanctuary) to learn what the needs are and what their process was like. Part of this learning effort included attending bilingual worship at St. Maria and St. Marta Iglesia Luterana (ELCA) and joining their congregation for a meal and conversation afterward.

#### Key findings:

- For a variety of socio-political-economic reasons, accompaniment, not housing, is main need. Accompaniment requests especially for court appearances, ICE check-in appointments, and befriending new arrivals.
- There are existing interfaith and nonprofit structures in place in San Francisco to support immigrants. St. Mark's can and should join these efforts (attending organized vigils, responding to all-calls for attending court appearances, being matched and mentored through an accompaniment team) instead of striking out alone.

#### Congregation Interviews about Sanctuary:

Members of the Sanctuary Task Force also conducted interviews with congregation members to learn about members' relationship to migration and displacement, as well as hopes and concerns.

#### Key findings:

- Members are concerned about bandwidth. If we declare sanctuary, who will "do" it?
- What is "it"? Members are mostly supportive of sanctuary, with concerns about liability for property use if someone were to live on the premises, and concerns about possible ramifications for our leadership and members who are not citizens or whose family members are not citizens. These concerns informed our adult forum series.

#### Sanctuary Adult Forums

Task Force members presented two adult forums in November, reviewing our survey findings, options for St. Mark's to live out a sanctuary commitment, and providing time for Q&A in the style of a "town meeting". A third adult forum will be held in mid-January to review the resolution that will be before the congregation at the Annual Meeting.

# 2018 ANNUAL REPORT

## Monthly Vigils Outside Detention Center & USCIS

St. Marks members regularly joined partners in prayers and making a holy noise outside the West County Detention Center in Richmond, CA in 2018. The monthly vigils at the detention center came to a close when all immigrant detainees were transferred out in September 2018. Instead, our collaborative partner Interfaith Movement for Human Integrity is holding monthly vigils the second Friday of the month at 630 Sansome Street (the U.S. Citizenship and Immigration Services office) to sing and pray.  
Action: Show up the 2nd Friday at 630 Sansome Street, 11:30 AM - 12:30 PM (ok to drop in for a portion).

## SF Interfaith Coalition Gatherings

St. Mark's AMMPARO group continues attending S.F. Interfaith Coalition on Immigration monthly meetings as we are able. It's held the second Wednesday of the month at the St. Ignatius Spiritual Life Center at St. Agnes Catholic Church, 1611 Oak Street (at Masonic) at 6:00 PM.  
Action: Please let Mary Ritter or Cora Rose know if you can attend on St. Mark's behalf on the 2nd Wednesday at 6PM to listen and interact with our interfaith partners.

## Holiday Cards for Detained Migrant Minors

St. Mark's members and friends wrote Christmas cards that were delivered to migrant minors in migrant youth shelters (detention) through a Lutheran Refugee and Immigrant Services program, "Hope for the Holidays". We wrote these cards of support and encouragement written in Spanish and English during coffee hours and Advent vespers reception. They were sent to a gathering location and delivered to the children in mid-December, full of promises to pray for the recipients and urging them not to give up hope. Each card was notated as being from St. Mark's Lutheran Church in San Francisco, CA. Who knows - maybe someday one of the youths will be able to visit!

- We continue to include prayers for **Middle East Peace** and remember Christian friends in the Holy Land and Palestine. On December 9, 2018, Gisela and Doug Daetz shared stories and pictures at Adult Forum about their visit to Palestine in October 2017 with Bright Stars of Bethlehem. Very informative presentation! For more information about advocacy for our brothers and sisters in the Holy Land, contact Linda Krauskopf at [jklk@comcast.net](mailto:jklk@comcast.net) and also [www.brightstarsbethlehem.org](http://www.brightstarsbethlehem.org).
- We continued our sponsorship of ELCA Pastor and Missionary **Pastor Janelle Neubauer**, the Rwanda coordinator of the ELCA Young Adults in Global Mission (YAGMs). Pastor Janelle joined us at St. Mark's in April 2018 to teach and preach on Sunday morning. Missionary Pastor Janelle sends reports of her work and the work of the YAGMs, which we have featured in the VOICE newsletter. YAGMs are young adults graduated from college, working as volunteers in global sites around the world. You can follow Pastor Janelle's work on Facebook.
- We continue to support the work of Rwandan Lutherans

## with **People Improving Communities through Organizing in Rwanda (PICO-Rwanda)**.

Lutheran Pastor John Rutsindintwarane works with the poorest of the poor in Rwanda, walking with them, providing them dignity and helping them establish livelihoods. St. Mark's members Allana and Linnea Helland visited PICO Rwanda projects in February 2018. Pastor John visited St. Mark's in June 2018 to share stories of the work of PICO in Rwanda as people are empowered to improve their communities.

- **Rwamagana Lutheran School (RLS)** founder Robin Strickler joined several congregation members for breakfast in April as she described the work of the RLS. She then visited the Exploratorium for a guided tour focused on teaching sustainability.
- Our **community garden** continues to grow quietly on the sunnier south side of the sanctuary. If you are interested in volunteering in the garden, talk to Mary Ritter or John Elford.
- St. Mark's members chose names on a "Giving Tree" in Advent 2018 and purchased gifts for the annual December Christmas party for the families at Bernal Gateway, a housing project of **Lutheran Social Services** in San Francisco. Thanks to all who shared with the families and children at Bernal Gateway.
- **St. Mark's knitters** continue to make scarves and hats and prayer shawls and prayer squares for San Francisco Night Ministry, our Winter Homeless Shelter guests, and a variety of recipients in San Francisco and El Salvador. In November 2018, we took 40 lovely knitted prayer squares and two prayer shawls to members of our companion church, Cordero de Dios in Soyapango, El Salvador. Our "Knitting Retreats" are a joy to experienced as well as novice knitters. All knitters are welcome to participate! If you are interested, contact Marge Okuley or Mary Ritter.

St. Mark's Social Ministry will continue to walk with and minister to those in need here in San Francisco as well as throughout the country and around the world in 2019. All St. Mark's members are encouraged to participate.





**TIM BOHAN**  
**PROPERTY TEAM**

We had 5 successful Property Team days this year. As usual these days were scheduled to address minor maintenance needs and special requests of our Church ministries. But most rewarding for the Team are the Property days that get the Church ready for the holidays. The congregation is invited to take part in these fulfilling opportunities, usually scheduled on Saturday mornings. Typically Property Team tasks include general grounds cleaning inside and outside the Church building and some minor maintenance. These have included touch-up patching and painting, plumbing leaks, hardware repairs, replacing burned out lamps.

However, there are a few tasks that are especially rewarding in their visibility or value to Saint Mark's.

- The Sanctuary window sills and wood frames have been caulked and painted to match the existing color. This task puts the finishing touch on the Art Glass Window Restoration that was completed this year by Highland Studios. They replaced or installed prime painted trim as needed, but left this final task to us.
- Nave lighting ballasts replacement was completed in December relighting the dark starry domed ceiling above the alter.
- The Heritage Hall carpet was spot cleaned with a rented steam cleaner. The results are so impressive that it seems like years have been added to the life of the carpet.
- The Kitchen plates cabinet sagging shelves near collapsing were repaired. This task added supports to the cabinet shelves that were warped and damaged from years of heavy weight. It preserved our cabinets for many more years of service.

Property Team tasks in planning :

- Evaluate and improve the Church exterior lighting and controls.
- Video recording of the Sunday services to be available for our home bound members and the congregation to view later. The Church already has equipment for recording. The Team may help move this forward.
- Assist the Signage Task force with improving Saint Mark's signs for visibility and way finding.

## **ST. MARK'S FLOOR ELEVATOR WINDOW (FEW) COMMITTEE**

The FEW Committee was convened over two years ago to oversee the installation of new Flooring, an Elevator and restoration of our stained glass Windows. I am honored to be able to announce the FEW Committee has completed its goals.

### **NEW WOOD FLOORING COMPLETED**

October 14, 2016 Saint Mark's issued Plant a Certificate of Completion for perhaps our most visibly rewarding project, the new wood floors. We included the alternate design that was first considered over 15 years ago, extending the central portion of the chancel platform forward by approximately five feet and gently curving the chancel steps to parallel the pew curvature. This change realizes the multiple benefits for the Church. Plant Construction, the contractor for the renovation of the building ten years ago, completed this project with a high level of craftsmanship and collaboration. St. Mark's paid the final invoice for this project on January 4, 2017, bringing the total cost to \$381,978

### **ELEVATOR ADDITION COMPLETED**

January 23, 2018 the San Francisco Department of Building Inspection issued a CERTIFICATE OF FINAL COMPLETION AND OCCUPANCY. This completes the highest priority on our "to-do" list! This installation of an elevator provides access for all people to the three floors in the building. Through countless hurdles satisfying the requirements of all the regulatory agencies that oversee elevator construction Plant Construction adhered to the planned schedule. The total cost for the Elevator Project was \$1,459,102

### **ART GLASS WINDOW RESTORATION**

February 1, 2018 saw this project come to completion, with stunning results! The artisans at Hyland Studio transported each window to their shop in Santa Clara where they cleaned and repaired the glass, replace the lead came strips, and then reinstall the restored window at its original location. Their attention to detail was illustrated when they paused to get the text right where on the open bible in the central medallion the text that was painted on the page had pretty much faded away. Look for this pane the next time you get lost appreciating the Church windows. The total cost of the window restoration was \$190,750

# 2018 ANNUAL REPORT



**SUZANNE SMITH  
WELCA**

## **Women of the ELCA's Book Group**

The W-ELCA book group this year decided to meet alternatively on the first Tuesday from 6:30pm to 8:30pm and the second Saturday from 10:00am to noon. All women are invited to come for study, dessert and fellowship. This year we read and discussed a variety of books including spending a couple of months exploring James Martin's *Jesus: A Pilgrimage*.

We looked at racial and poverty issues in *The New Jim Crow* by Michelle Alexander, *Trevor Noah's Stories from a South African Childhood*, *The Circuit: Stories from the Life of a Migrant Child* by Francisco Jimenez, and *Evicted: Poverty and Profile in the American City* by Matthew Desmond. The range of human responses to life brought much discussion from the following books: *A Man Called Ove* by Frederick Backman, *The Master Butcher's Singing Club* by Louise Erdrich, and *Glass Houses* by Louise Penny.

We were elated to celebrate the coming of another member in Catherine Lee's birth with a book shower for her and discussion of the stories of *All the Women in My Family Sing* by Deborah Santana. On February 5 we will share our favorite novels ala the PBS survey. Please consider joining us on February 5 or on March 9 when we will read Louise Penny's *Kingdom of the Blind*.

If you have any questions, please contact Suzanne Smith at 415.285.7438 or [suzathome@comcast.net](mailto:suzathome@comcast.net).



**GERI BAILEY  
WELCA**

The monthly meetings of St. Paulus' and St. Mark's women of the ELCA continued our tradition of bible study, fellowship, prayer, lunch and support of our fellow sisters in Christ. We meet on the second Tuesday of the month in the Fireside Room from 11:00 AM until 1:00 PM. All women are welcome and encouraged to join us. We each bring our own salad or sandwich for lunch, and take turns bringing dessert and beverages. Each month

the Bible study is led by one of our members. The monthly Bible study, with leader instruction, is available in the WELCA Gather Magazine.

As is our custom, we distributed our funds collected at monthly collections to charitable activities related to women and girls. 2018 donations of \$100 were made to Days for Girls International, Salvador Pastors' Pension Fund, Kerry's Kids, San Francisco Safe House for Women, Rowanda School Project, and AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation & Opportunities). In addition, a donation of \$350 was made to Augusta Victoria Hospital in Jerusalem.

In October, Nadine Robinson, Geri Bailey, Suzanne Smith and Marge Okuley attended the Sierra Pacific Synod W-ELCA, *The Poor Are Always With Us*, conference in Fresno. There 58 sisters from our synod shared fellowship, participated in bible study and heard an inspirational speaker. In addition 50 kits for Camp Noah were assembled.

November 4th, we organized service project event to aid Lutheran Social Services. This event, "All Saints Together", was held during coffee hour. This enabled all members of the congregation to participate. We completed 100 personal hygiene kits. Lutheran Social Services will distribute the kits to women in need.

The knitting ministry continues. Diane Velleno and Marge Okuley make prayer squares and other member knit prayer shawls, scarves and other items.

Sadly this year we lost two of our sisters. Darlyce Sandrock and Debby Halladay will be missed by us all.

Please consider joining us at one of our meetings. I believe the support of our fellow sisters in Christ can be a very positive step on any woman's faith journey.

Respectfully submitted,

Gerri Bailey



**JENNY HART  
SUNDAY SCHOOL**

Dear St. Mark's Families,

## **Our Volunteers:**

Every Sunday we are fortunate to have a dedicated group of volunteers who teach our children age-appropriate Bible lessons.

Our Sunday School volunteers this year have been:

Bill Mooney, Brandee Marckmann, Elise Semonian, Pam Reynolds, Rachel Boles, Adrienne Brown and Gail Culp. We truly appreciate our volunteers and are blessed to have them!

## **Attendance:**

This year we did not have any students progressing on to Confirmation class.

Therefore we have had quite high attendance. This school year we regularly have over 16 students attend Sunday



# 2018 ANNUAL REPORT

School weekly.

## **Budget:**

Our Sunday School budget was cut by almost half (from \$950 to \$500) this year. But, we have managed to continue with all our programs and curriculum. A last minute grant from Thrivent, which was facilitated by WELCA, has kept us within budget. How did we do this? By recycling curriculum, and all working together to support one another and the program.

## **Schedule:**

With the new school year we changed our time before Sunday School to include activities that allow the children to run around a bit. When the children leave the Sanctuary, we proceed to the auditorium in Heritage Hall. We have fun playing inclusive organized games and activities that foster community and physical activity. Then we head downstairs to the conference room for offering and singing. Then we split up into age groups for lessons, or meet as a large group for a group lesson.

All children 3 years and older are welcome at Sunday School. If you feel your child is not ready for Sunday School, come to Children's Chapel and sing with us. Parents and Guardians are always welcome to join us anytime.

Please consider attending Sunday School on a regular basis. Those students who attend regularly form bonds with other children at St. Mark's, and build community. We have a wonderful Sunday School community at St. Mark's, take advantage of it on a regular basis.

If you are interested in participating, or have any questions please contact Jenny Hart: hartx4@hotmail.com.

Submitted by,

Jenny Hart  
Sunday School Coordinator



## **BRANDEE MARCKMANN NURSERY COMMITTEE**

Committee or Pastor Ron know if you are interested in joining us.

St. Mark's Nursery Committee works hand-in-hand with the Nursery Coordinator, nursery attendants and pastors to ensure that our nursery is a safe and welcoming ministry for children ages 6 and under. The Committee is comprised of Cristin Owens and Brandee Marckmann (chair). We are currently working on recruiting new Nursery Committee members. We are very eager to have other members of St. Mark's be a part of this effort, so please let a member of Nursery Committee or Pastor Ron know if you are interested in joining us.

We are thankful for the partnership we have with our Safe Congregation training leaders Mary Ritter and Dr. Margaret McLean. We encourage parents of children who are served by nursery and as well as all members of the congregation

to seek us out with any questions you may have about the nursery.

Our highlight of 2018 was the hiring of a new Nursery Attendant, Delia. We are very blessed to have Delia and our Nursery Coordinator, Edda Mai, and are excited about the ways in which they are taking our nursery ministry to a new level.

The Nursery Committee would like to express our gratitude to all who volunteer and devote their time and energy to our nursery ministry at St. Mark's.



## **BECKY BURAD HR COMMITTEE**

The Human Resources (HR) Committee provides advice and assistance to the Pastors regarding human resources issues, including policies, guidelines, compensation, benefits, job descriptions, staffing levels, compliance, etc. The committee meets quarterly, or as needed and submits recommendations to the Church Council on specific issues. The committee members are Becky Burad (chair), Pastor Ekdale, Bethany Dioli, and Casey Neuburger.

St. Mark's has outstanding staff who work to provide a high quality of support to our mission. Newly hired this year were Robert Martinez, Property Manager, Curtis Huth, Building Attendant, and Delia Whitfield, Nursery Attendant. We currently have 10 regular staff members and 5 part-time staff for special events and tasks. We also contracted with a new firm for our accounting staff in 2018.

Two key staff marked another anniversary of employment, and we are grateful for their service. **January 11, 2018 marked the 20 year anniversary for Pastor Ekdale's service to St. Mark's. Katalin Rabi, Building Attendant, has served St. Mark's for 5 years.** We are blessed to have such dedicated individuals on our staff.

During 2018 the HR Committee finalized the Employee Handbook, which was subsequently approved by Council. We will continue to update it on an annual basis. Other work of the committee in 2018 included reviewing salary guidelines, reviewing staff evaluation procedures, and monitoring progress on establishing shared services agreements with Martin Luther Towers. We continue to work with the staff to develop documentation of procedures for each position to enable smooth transitions for staff changes.

Please join the HR Committee in our appreciation of the professionalism, talent, and hard work that the staff bring to our St. Mark's community on a daily basis.

# 2018 ANNUAL REPORT



**MARY BIRKEL  
STEWARDSHIP**

"Although some think of stewardship as only a financial response to God's love, stewardship encompasses so much more than money. It is about how we use all that God has entrusted to our care — our time, our talents and our treasures — to love God and our neighbors, both inside and outside of the church walls and our homes." ELCA.

In this Stewardship season, we invited all to participate in sharing the joy you have received in giving to God your time, talents and financial support towards St. Mark's ministries. We launched our St. Mark's Stewardship Campaign on October 7 with **Joyous Generosity!**

We invited all to give thoughtful consideration, in prayer and in conversation, to the many gifts we have at St. Mark's. During this reflection, we encouraged the congregation to consider:

**What brings you joy at St. Mark's?**

**What have you witnessed at St. Mark's that has sparked joy?**

**Have you shared with others your joy of giving?**

Throughout our Joyous Generosity campaign, we took time on Sundays to reflect on these questions, engaging with St. Mark's members to share what has brought them joy, or to share what they have witnessed at St. Mark's that has sparked joy. Joyous Generosity is exhibited in both good and the hard times.

- **Joyous Generosity with our global partnerships:** Allana Helland and Liv Beck separately shared their witness of actions that sparked joy from their ministry travels to Rwanda and El Salvador, respectively. What *beautiful* examples shared of joy, from the actions of children!
- **Joyous celebration** held with our Hymnfest and Potluck on October 20<sup>th</sup>. Thanks Tim and choir for such a diverse enjoyment of our ELCA music!
- **Joyous thanks for the care and concern this community provides each other:** Andreas Kemp and Aaron Greig separately shared tremendous and very powerful stories of how the St. Mark's community supported them during terribly hard times (the loss of a dear loved one, and during severe illness).
- **Joyous understanding for why we give and why it is important:** Beth Dioli and Linda Jackson shared their perspectives of their financial support to St. Mark's.

- **Joyous Generosity we celebrate on Commitment Sunday!** We joyfully returned our commitment for the 2019 General Fund to enable our many ministries to operate and thrive, sparking joy in our extended communities of St. Mark's! We held recognition with handing out pins and celebrating in Heritage Hall with flowers and sweets.

To date, the congregation has total commitments of \$423,211 from 111 commitments of our 186 giving units. We are in great appreciation for all gifts received; especially recognizing the 39 giving units who have increased their commitments from 2018 to 2019! Our participation of giving units is 60%, as compared to 66% last year. In addition, we received 2019 One-Time Building Fund Gifts of \$13,670.

One of our goals this year is to have 100% participation by the congregation. Your gift and participation are welcomed throughout the year, and know that every contributing unit will help St. Mark's in supporting our ministries.

Strengthening and even maintaining our relationships requires your commitment of support. The Annual Campaign enables us to support our ministries and have the greatest impact in the community. We are greatly blessed with many ministries that make a difference to each of our lives, and to the lives we positively impact locally and globally.

With joyous generosity, we give out of gratitude to God, and our giving is an active way in which we live out our faith, and make a difference building community at St. Mark's, in San Francisco and around the world.

Stewardship Committee: Roger Ostrem, Greg Jahnke, Jane Borg, Laura Evenson, Steve Ernst, Pastor Elizabeth and Mary Birkel



**ROGER OSTREM  
CAPITAL CAMPAIGN**

Four years ago, at St. Mark's 2015 annual meeting, the congregation voted to initiate a Capital Campaign to raise funds to install an elevator in the church building. The elevator project was later expanded to include the repair and restoration of the sanctuary's stained-glass windows and installation of new hardwood flooring in the sanctuary. One year later, at St. Mark's 2016 annual meeting, the congregation overwhelmingly voted in favor of proceeding with the entire floor/elevator/windows project. At that point, a 3-year Capital Campaign commenced to assist in raising the necessary funding to



# 2018 ANNUAL REPORT

complete the proposed project. Year-end 2018 marks the successful conclusion of our 3-year capital campaign.

To date, we have received a total of \$1,567,490 in total pledges, grants and one time gifts. We also withdrew \$561,037 from the Housing Equity Fund, resulting in a total income of \$2,128,527.

In terms of expenses, the total cost of the entire Floor, Elevator and Windows project, including fundraising expenses and our ELCA Campaign gift, is \$2,179,644.

As of 12/31/2018 total pledges received is \$558,915, leaving an outstanding pledge balance of \$56,339 still to be received. Our committee encourages those members and friends who have not yet finalized their commitment to please do so as soon as possible.

The remaining outstanding balance to pay off all project costs is \$51,116. For additional details on the Income and Expenses related to the Capital Campaign, please refer to the one page report handed out at the annual meeting.

Please consider a gift to the Campaign to close the gap between income and expenses. We are so close in completing the campaign. Your special gift will help with a successful conclusion of the Campaign.

The Capital Campaign Committee wishes to express its thanks and appreciation for the loving support received during this 3-year campaign. Thank you to all who have supported this campaign with both your efforts and your financial commitments. Your gifts have made this much anticipated project a reality.

Roger Ostrem & Greg Jahnke  
Capital Campaign Committee, Co-Chairs



## SCOTT TAYLOR GOVERNANCE TASK FORCE

Members of the Martin Luther Tower, Inc. (MLTI) Board, St. Mark's Church Council and members from the congregation participated in an ad hoc committee, the Governance Task Force (GTF), during the second half of 2017 and 2018. The goal of the committee was to review the current governance structure to determine if it was still appropriate and to enhance communication between the MLT Board and Church Council especially related to development of St. Mark's Square. The committee used a consultant, Dan Hotchkiss, who wrote the book entitled *Governance and Ministry: Rethinking Board Leadership*. The members of this committee are Pastor Ekdale, Pastor Moe-Lobeda,

Scott Taylor, Shannon Cheng, Randy Schieber, Jo Chadwick, Nate Francis and Kate Knickerbocker. Also, MLT consultants, Jeff Kohler and Dan Hotchkiss were active participants on the committee and Mark Semonian has been involved in "executive committee" communications of the GTF.

The work of the GTF resulted in a governance policy book being drafted by Shannon Cheng and Scott Taylor for MLTI based upon sample policies provided from Dan Hotchkiss from his book. Jeff Kohler assisted in the development of this policy book and MLTI obtained legal review of the document. The objective of the policy book was to determine the delegation of work to the staff of MLT from the Board with the objective of the MLT Board being able to focus on the strategic aspects of governance rather than many day-to-day activities of running the organization. An attorney hired by MLTI has also been engaged to work with the committee to develop a memorandum of understanding between St. Mark's Church (the Church) and MLT so that certain fundamental activities between the two organizations can be documented. MLTI will be reviewing its governing documents to determine if they need to be changed in recognition that based upon the nature of development on St. Mark's Square that the type of development may require a broader overall mission for MLTI. For example, MLTI may consider developing workforce housing where our governing documents primarily relate to senior housing.

The St. Mark's Church also has reviewed its governing documents and it was determined that those do need to be changed at the current time. However, the Church will take the lead on developing a "Memorandum of Understanding" between it and MLT. The primary areas of focus that are expected to be documented in the Memorandum of Understanding are as follows: delegation of the management of the Urban Life Center (ULC) from MLT to the Church, the "free rent" use of the Church offices in the ULC, mechanics for church and congregation approval of any future development on St. Mark's Square and current and future financial support by grants from MLT to the Church. The Church has also hired an attorney to help with the documentation of agreements and financial arrangements between itself and MLTI and the Martin Luther Tower (the Tower). These agreements are formalizing practices that have occurred in the past such as chaplaincy services provided by the Church to residents of the Tower.

The Governance Task Force is doing work to set the stage of getting our governance structure updated for the Church and MLTI in anticipation of a future development on St. Mark's Square. It has been an exciting process to see the progress that has been made by the Church and MLTI during the past year and a half.

Respectively Submitted by Scott Taylor, GTF Chair

## STATISTICAL SUMMARY

	2013	2014	2015	2016	2017	2018
Baptisms	9	5	4	5	6	1
Confirmations	2	0	1	1	5	3
Weddings	8	11	16	14	9	2
Deaths	3	3	2	3	0	2
New Members Received	16	19	3	8	15	7
Baptized Members	438	451	452	453	387	389
Confirmed Members	341	349	348	347	296	301
Average Worship Attendance	196	187	167	149	144	140

## ST. MARK'S WORSHIP SCHEDULE Sundays

9:00 am.....Holy Communion with Children's Time

10:00 am.....Refreshments, Fellowship Hour and Education

11:00 am.....Choral Eucharist

12:15 pm.....Refreshments and Fellowship Hour

**Check our weekly Parish Announcements and our Facebook page**

[www.stmarks-sf.org/blog](http://www.stmarks-sf.org/blog)

[www.facebook.com/stmarkssf](http://www.facebook.com/stmarkssf)

For more events and activities at St. Mark's!

### Church Office Hours

Monday through Friday - 9:00AM to 5:00PM

415-928-7770



1111 O'Farrell Street  
San Francisco, CA 94109