



THE JOURNEY TOWARD PARISH FINANCIAL HEALTH



Almost ten years ago, when I first arrived at St. Matthew's, the Vestry was in the midst of finalizing a new financial arrangement with our school. The search for a new model came in the wake of several years of conflict between our church and school. A dedicated team comprised of Vestry and School Board members surveyed a nationwide sample of Episcopal Churches that also had schools. Their detailed research found that a *Shared Expense Model* represented the best practice for maintaining a healthy and equitable financial relationship between a parish church and its school. The basic assumption of the *Shared Expense Model* is that each institution is responsible for sustaining its own staff and programs, while each entity bears the cost of facilities according to its actual use of the buildings and grounds. In the analysis leading up to the adoption of the *Shared Expense Model* it had become clear that over time our church had been relying, to an unhealthy degree, upon a disproportionate financial subsidy from our school. From my arrival at St. Matthew's, the financial challenge for our parish has

been to improve our revenue and to control our costs. Together we have begun a long-term journey towards financial health. Our challenge has been constant. Each year we have faced the tension caused by the knowledge that while deficit budgets are unsustainable in the long term, if you slash spending and cut out too much staff and programming too soon, you will greatly hinder your opportunities for future growth. Over the past ten years we have worked to achieve a judicious balance between the two extremes. Last year, we approved a parish budget with an almost \$50,000 deficit while also planning to draw more than 5% from our endowment funds. Your Vestry has committed to making steady progress towards a balanced (and in the long term sustainable) budget. This year, we will submit a budget with less than a \$25,000 deficit while holding our endowment fund draw to only 5%. In the year 2018, we hope to achieve a balanced parish budget. These numbers represent substantial progress! Improved financial stewardship has been an important component of our budget advances,

along with making prudent and sometimes difficult staffing decisions.

When I first arrived in 2007, one of the ideas proposed by the Vestry to gain budget efficiency was to combine the positions of Organist and Choir Director into a single staff position. For ten years we have resisted this option largely based upon personnel considerations. In December of 2016, after Adrian offered his resignation, I asked Philip Keil, our long-time organist, if he would consider filling the combined position. Philip has agreed to take on the role of *Acting Organist and Choir Director* in the short-term, with the possibility of extending the position into the future. Hyun Suk Jang (Suki) will continue her work with the Children's Choir, and we will be looking for someone to assist with the Bell Choir. This move of consolidation in the music program will help to stabilize our overall budget. When I arrived at St. Matthew's, the Assistant Rector (held by Beth Parab) was only a half-time position. In 2008 we were able to move the

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position to 3/4 time, and in 2010 we took a plunge and moved the position to full time. The reasoning was venturing to provide additional programming and staffing to support parish growth. After several years of experience it has become clear that although our community appreciates the many benefits provided by a full time Associate Rector, it is just beyond what we can financially support as we move to a balanced budget. After careful consideration, our leadership has decided to hedge our bets for the year 2017. The budget calls for the Associate Rector position to return to 3/4 time in the fourth quarter (beginning October 1, 2017). If our financial position exceeds our projections, we could consider maintaining funding at the current level. This is the scenario that we will be working toward! If we remain on the current track, however, the 3/4 time position would become part of the 2018 budget for the full year. Over the past few years especially, I have been impressed by our leadership's dedication to putting us on the road to long term financial health. I believe that your Vestry has done a solid job in communicating our financial needs and emphasizing the importance of financial stewardship. We have not made hasty decisions and have adopted a long term view. I am thankful for the ongoing support of our entire parish and look forward to continuing to build our future together.

Blessings, Fr. Eric+

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MILESTONES

Baptisms

Riley Miller, January 8th

In Memoriam

Lawrence Hsu, funeral January 28th

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TAIZÉ CANDLELIGHT SERVICE

Tuesday, February 7th at 7pm

Everyone is invited to attend this ecumenical service characterized by meditative silence, repetitive songs, scripture and prayer. Taizé is the first Tuesday of every month (year around) in the side chapel. Mark your calendar for these upcoming services in the new year: March 7th, April 4th and May 2nd.

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SUNDAY COFFEE HOUR

The rotation for bringing treats to coffee hour after the Sunday service is as follows:

February 5: A-D February 12: E-J
February 19: K-P February 26: Q-S

We ask you to please put the food you are bringing on a paper plate (rather than in a package) and place it on the table in Julia Beylard Hall.

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SECOND HARVEST FOOD BANK: A NEW OPPORTUNITY

Your donations to our food bin in the church entryway go directly to families in our community. Also very helpful are monetary donations. With \$50, Second Harvest provides 100 meals. One-time donations are gratefully accepted, but right now there's an opportunity to make a difference on an ongoing basis, by joining the food bank's Monthly Harvest Club. An anonymous donor has offered up a challenge: if 300 people become new monthly donors or upgrade their current monthly gifts by February 28th, he will donate \$105,000 to Second Harvest- that's \$350 per new/upgraded donor! Details are available online at www.shfb.org/donate.

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WOMEN'S SPIRITUALITY GROUP

Women of all ages are invited to join us for a women's spirituality group. We meet every week throughout the year at Charles House on Mondays at 9:15 am. This is a small group opportunity to reflect on scripture, God's presence in our lives, the challenges of discipleship and prayer. For more information, please contact Rev. Lindsay or Ginger Fortmiller via the church office.

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**EPISCOPAL
SUMMER
CAMP**



I was 7 years old when I went to sleep away camp for the first time. I was going with my best friend, and she was a year older than me. We were gathered with our parents in the parking lot of the old Levitz furniture store waiting for the bus. We piled on board and my friend started crying. Meanwhile I plopped on a seat and eagerly waved to my mom. My friend never came back – she got too scared and backed out. My mom asked if I wanted to back out, but I didn't. Off I went to Girl Scout Camp all by myself. During the five days I was up there, I spiked a fever and was rushed to the Emergency Room, it rained the whole time, and I fell and scraped my knee badly. When I returned home I eagerly recounted all of my adventures to my parents and begged them to let me go the following summer.

With all the terrible things that happened that first year I should have not wanted to return. But camp is waaaaaay more than what you do at it or what the weather is like. Camp is a way for children and youth to grow into themselves. And Christian camp is a means by which they can develop more fully into their baptismal promises. In an article titled, “Does Camp Make a Difference?” (www.vibrantfaith.org/blog), Dr. Jake Sorenson explores the benefits of Christian Summer Camp. From a survey of parents whose youth participated in camp programs, he found that:

- 92% of responding parents agreed that the camp experience clearly had an impact on their children;
- 89% said their child learned something new; and,
- 90% of parents agreed that their child grew in faith at summer camp.

Parents reported that children returned home “singing camp songs, asking to pray at the dinner table, full of self-confidence, and simply happier than before they went to camp.” The same study revealed that camp offers a unique blend of five fundamental characteristics that are hard to recreate anywhere else:

- intentional relationships

- emotional/physical safety
- distinct differences and separation from the home environment
- active participation
- faith interwoven throughout

We live in an area rich in resources when it comes to camp. Our Diocesan properties St. Dorothy's Rest and Bishop's Ranch offer distinct and unique camping experiences, including Ankle Biters (for the littlest Christians) and BREAD Camp (intentional leadership development for our teens). Our Diocese also runs Camp St. Francis. Camp St. Andrew's is another great choice, which is hosted at Camp Jack Hazard. Over the years, St. Matthew's children and youth have participated in all of these programs and many can help you discern which is right for your child or youth. Camp can be a life changing experience for children and youth. I know, because more than anything, camp helped mold me into the confident leader I am today. Don't let financial considerations get in the way of your child participating in the camp experience; talk to Father Eric or me, and we will work with your family to make sure that if your child wants to go to camp, he or she can. Register soon, because space is limited (I know it seems early). After 11 summers of camp, during which I spent 6 weeks in the redwoods, it still holds some of my warmest memories. Even though I went to secular camp, much of what I experienced was spiritually profound. I can only imagine the potential for spiritual transformation if I had attended an Episcopal summer camp. Close to 24 years later, I have buried a close camp friend's mom, celebrated with them in their marriages, and continue to remain connected to some of the most amazing women I have ever met. A good camp experience can not be replicated in school, at home or in church, so I hope you will take advantage of the opportunities available to us and consider registering today.

Lindsay+

ANGELIC FACES OF ST. MATTHEW'S

[Editor's Note: This article is being reprinted because a portion was inadvertently omitted from the January issue].



Pictured: Diana and Luna

Diana Dykes has been a parishioner at St. Matthew's since 2009. Diana has served as president of St. Catherine's, arranges altar flowers, organized the 2016 Antiques Road Show and Appraisal Fair, and hosted the Thrift Shop Volunteers Christmas Luncheon. Since joining St. Matthew's in 2000, Luna Stafford likewise is a highly active volunteer at St. Matthew's, where she arranges altar flowers, is an Usher at Sunday Services, is a member of the Hospitality Committee and St. Catherine's, and prepares meals for Home and Hope. The Thrift Shop began over 70 years ago as an outreach to our lovely community. The Thrift Shop continues to run very smoothly thanks to the capable and creative hands of Diana Dykes and her devoted and loving "Gal Friday," Luna Stafford, who have been at the helm for two years. They make a superb team. They are the Angelic Faces of St. Matthew's.

With gratitude and blessings, Darlia Clerico

CELEBRATE SUNDAYS

On CELEBRATE Sundays at the 10:15 service, there will be no church school. Instead, children and youth will participate actively in the liturgy as ushers, greeters, readers, acolytes and more. These services are a great opportunity for our congregation to connect intergenerationally. Join us for these upcoming Sundays:

February 12th: Day School Sunday. Celebrate the ministry of our Day School!

April 9th: Palm Sunday

June 4th: Feast of Pentecost



Pictured: Katie and Bob

Whenever one thinks of a couple at the 8:00 Sunday service who is special and devoted to our church, the Sharps definitely would come to mind. They met and were married at St. Matthew's in 1993. They are one and the same, a perfect team. They have and continue to give of themselves.

Katie was an organizer, singer and chair of the Couples Club Choir. She was the treasurer of the Thrift Shop for 5 years. Katie served on the Vestry, including two terms as the first female senior warden. She served twice on the Rector Search Committee, as well as on the "Music at St. Matthew's" and Day School Boards. Katie was the Deanery Treasurer for two years and taught adult Bible study. She was a member of the 150th Anniversary Capital Campaign Committee.

Bob served two terms on the Vestry, including as junior warden. He served on the Day School Board and several times as Stewardship Chair. He partnered with Katie on the Capital Campaign. Thank you, Katie and Bob, for your generosity with your time and talent!

With gratitude and blessings, Darlia Clerico

PIZZA WITH A PURPOSE FUNDRAISER: COME JOIN US!

Our monthly California Pizza Kitchen fundraiser has not only helped us raise money for our church, it has become another avenue for fellowship. Please join us on Thursday, February 2nd for our next CPK fellowship fundraiser. A group will gather at the CPK in Hillsdale Mall at 6:30.

~ Ildiko Segreti

Christmas at St. Matthew's

Heartfelt thanks to the hardworking and talented team of Jane Dunbar, Diana Dykes, Ann Murray, Susan Peterson, Luna Stafford and Elizabeth Weatherby for their magnificent decoration of the church on Christmas Eve.



Altar decorated with red roses, baby's breath and fern



Side chapel decorated with roses, carnations, holly and cedar



Window arrangements of Christmas bulbs, magnolia leaves, pine cones gathered in Lake Tahoe by Diana Dykes



Baptismal font with poinsettias



*Wisemen's star at pulpit
Photos by Darlia Clerico*



Rachel, Henry and Abigail Hinds

YG3: YOUTH GROUP

Youth in grades 6-12 gather together for food, fun and fellowship! Join youth from St. Matthew's, Transfiguration, and St. Paul's. See Rev. Lindsay with any questions or for more information. Hope to see you there!

February 12th, 5-7 pm: Meeting at Church of the Transfiguration, San Mateo

February 19th: No meeting

February 26th, 5-7pm: Meeting at Transfiguration

March 5th, 5-7pm: Meeting at St. Paul's, Burlingame

ASH WEDNESDAY MARCH 1ST

Services will take place at

7:00am

12 noon

7:00pm

REIGNITE: A NEW PROGRAM FOR THOSE NEARING RETIREMENT

February 16th - February 19th

Do you want to make a difference in the world? Inequity is growing. Basic life needs: housing, food, transportation are harder to come by. People are coping by pulling apart, not coming together. But it doesn't have to be this way. Join a committed group of professionals who want to strive together for social justice. ReIGNITE is a four-day workshop for late-career professionals exploring transitions to nonprofit or social justice work. Reflect on the deepest personal values that bring meaning and passion to your life, and create an action plan to turn these personal passions into an "encore career." Connect with a supportive community of others who share your desire to make a meaningful contribution to society.

When: Thursday, February 16th to Sunday, February 19th, 8:30 a.m. to 1:30 p.m.

Where: Pacific School of Religion, 1798 Scenic Avenue, Berkeley

Cost: \$500-\$1500, pay as you can

Registration: <https://reignitefebruary.eventbrite.com>

Contact: ignite@psr.edu or 510.849.8279

Link: www.igniteatpsr.com/reignite

HOSPITALITY COMMITTEE NEWS



Pictured: Darlia Clerico and Ildiko Segreti. Photo by Kathleen Gantvoort.

With the new year comes change to the hospitality committee. The committee has two new co-chairs: Darlia Clerico and Ildiko Segreti. They are happy and excited to take on this new roll together. Heartfelt thanks are extended to Raymond Schulz for his devoted chairmanship for two terms. The committee is in the planning stages for another successful Feast of St. Matthew parish picnic in September, which is co-hosted with the Vestry. "Do not neglect to show hospitality to strangers, for by this some have entertained angels without knowing it." Hebrews 13:2.

Blessings, Darlia Clerico and Ildiko Segreti

EQUIPPING THE BELOVED COMMUNITY: LAY AND VESTRY TRAINING

Grace Cathedral will be the host for this learning-rich training event. Register for a day of learning and fellowship on Saturday, February 11th. Nancy Frausto will lead the keynote address, featuring her experience and passion for the ministry of "scrappy churches." Nancy is the Episcopal Diocese of Los Angeles' first Latina leader to have grown up in a Spanish speaking Episcopal church and gone on to pursue ordination. She will be leading a workshop on shared leadership with bilingual congregations. The day will also feature workshops for vestry members, parish administrators, treasurers, Eucharistic Ministers and Visitors, and more. This event seeks to empower parishioners who have leadership roles with the knowledge and skills to play their roles with confidence while enjoying worship, fellowship, and lunch with peers throughout the diocese.

When: Saturday, February 11th, 10am-5pm

Where: Grace Cathedral, 1100 California Street, San Francisco

Cost: \$10 (vestry members), \$25 (general admission)

Registration: <https://diocal.wufoo.com/forms/z1f5x6m20g7tep6/>

Contact: Caren Miles, carenm@diocal.org

CONFIRMATION, RECEPTION AND RENEWAL OF BAPTISMAL VOWS

Confirmation is a sacramental rite of the church whereby the Holy Spirit, invoked at one's baptism, is strengthened. Confirmation usually happens between junior high and high school age, but adults may also be confirmed if they have not been confirmed in another tradition. People who have been baptized and confirmed in a different tradition are invited to be received. Reception is the rite wherein the Bishop acknowledges one's baptism and confirmation in a different Christian denomination and welcomes him or her into the Episcopal Church. Those who have been baptized, confirmed or received into the Episcopal Church, but have fallen away from their faith or desire to strengthen their commitments to Christ and his Church are invited to participate in the Renewal of Baptismal Vows. Historically, the time for preparation for these sacramental rites is the season of Lent. If you desire to go through preparation during this season of Lent, please contact the clergy, and they will let you know when the sessions will begin. The service of confirmation, reception, and renewal of baptismal vows will take place on June 3rd at Grace Cathedral in San Francisco.

BAPTISMAL DATES

The Sacrament of Baptism will be offered at the Easter Vigil (April 15th) and Pentecost (June 4th). If you have not been baptized, or are unsure of your baptism and would like to talk to a member of the clergy, please contact Fr. Eric or Rev. Lindsay by calling the church office.

PANCAKE SUPPER COMING UP— WITH AN ICE CREAM SUNDAE BAR!

It's breakfast for dinner at the annual pancake supper on *Shrove Tuesday, February 28th!* Come to Julia Beylard Hall from 6:00 to 7:30 pm as we gather to prepare for Lent and serve up pancakes with all the fixings (sausage, fruit, orange juice, coffee, and tea). Suggested donation \$5 per adult in advance or \$15 per family.



EVENSONG CELEBRATING THOSE MARRIED OR PARTNERED 50+ YEARS

Grace Cathedral and the Rt. Rev. Marc Handley Andrus, Bishop of California, cordially invite couples who have been married or partnered for 50 years or more to celebrate their years together. This festal Choral Evensong will be sung by the Cathedral Camerata. Couples are invited to renew their wedding vows during the service, and the bishop will pronounce God's blessing. A celebratory reception follows the service.

SUNDAY, FEBRUARY 26

gracecathedral.org/50plus

ABSALOM JONES COMMEMORATION

The Diocese of California's own commemoration of Absalom Jones, first African American Episcopal Priest, will be on Saturday, February 18th at 10:30 am at St. Paul's in Oakland. Please note the change in location. A group from St. Matthew's usually carpools, leaving from the church parking lot. More information will follow in the Ivy Leaf bulletin.





HOLY WEEK SERVICES

Palm Sunday, April 9th

8:00 a.m. *Holy Eucharist, Rite I*
 10:15 a.m. *Holy Eucharist, Rite II*

Tuesday in Holy Week, April 11th

9:00 a.m. *Morning Prayer*

Wednesday in Holy Week, April 12th

9:00 a.m. *Morning Prayer*

Maundy Thursday, April 13th

9:00 a.m. *Morning Prayer*
 2:00 p.m. *Day School Mime - Stations
 of the Cross*
 7:00 p.m. *Maundy Thursday Service
 with Foot washing*
 8:30 p.m. *Vigil at the Altar of Repose*

Good Friday, April 14th

12:00 p.m. *Good Friday Service*

Holy Saturday, April 15th

6:00 p.m. *The Great Vigil of Easter
 with Baptism*

Easter Sunday, April 16th

8:00 a.m. *Holy Eucharist, Rite I*
 10:15 a.m. *Holy Eucharist, Rite II*
 11:30 a.m. *Festive Reception, Easter Egg
 Hunt*

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**YOUTH GROUP:
 LEADERSHIP TRANSITION**

Early last month St. Paul's welcomed its new Associate Rector, Rev. Charlotte Wilson. Charlotte grew up in Minnesota, went to college in Michigan, and moved to Mountain View in 1989. She has lived in or near Palo Alto ever since.

She has an MA in Early Childhood Education from San Jose State University, a certificate in Spiritual Direction from Mercy Center (Burlingame), and an M. Div. from Church Divinity School of the Pacific (2016).

She has a small spiritual direction practice based in Saratoga, helping individuals listen for God in their lives. Recently ordained, she is joining our youth group (YG3) just in time to help us begin planning for the spring and our summer immersion trip! It was bittersweet for us to learn that Rev. Monica Whitaker accepted a call to serve as rector of a parish in Sedona, Arizona. This will allow her to be closer to daughter and grandson but her support and presence will be missed by the YG3 members who have had the chance to know her over the past year.



St. Paul's Associate Rector, Rev. Charlotte Wilson

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Go Green!

In an attempt to streamline our communications and be better stewards of our resources, we would like to encourage you to go green! Please complete this quick form at <http://goo.gl/forms/pNPJZwV9q5>, which will allow us to update your communication preferences.

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CAMP ST. ANDREW'S: REGISTRATION OPEN!

Registration is now open for Camp St. Andrews, an Episcopal Diocese of California youth camp in the Sierra Mountains. This year's camp will run July 23-29. Registration is due by April 30 and financial aid is available. To find out more, go to www.campstandrews.org. A testimonial from parishioner Cherie Hammer:

My kids have been going to Camp St. Andrews for 10+ years. They started as campers and have now 'graduated' to be staff. I grew up going to 'church camp', and it was important to me to find a similar experience for them. Some of my fondest memories growing up were at camp, retreats, and mission trips; I forged life-long friendships and, more importantly, (while I didn't appreciate it then) I forged my spirituality in ways I never could by just going to church. When I researched Episcopal camps, Camp St. Andrews stood out because of its multi-generational roots - today the camp is run by the children and grandchildren of the founders. It is heavy on 'camp' (rustic lodgings, fun activities like archery and rock climbing and an overnight hike that invariably has rain) yet light on dogma. It lets the spirituality grow naturally, which is far more effective. In our house, the entire summer must be planned around the third week in July for CSA. The fact that CSA has become as important a part of my kids' lives as my camp was to mine is proof of the importance of these experiences. Every year my kids come back a little more mature, a little more engaged, and changed for the better. Oh and they get new socks out of it too! My CSA tradition is to buy them new socks while they are at camp because as soon as the filthy ones are jettisoned from the duffle bag, they are dropped into the trash. After the first year, I learned that the thought that I could get camp socks clean after a week in the Sierras was a quixotic pipe dream!

FAMILY FELLOWSHIP – DINNER NIGHT

Friday, February 10th, 6-8pm, Julia Beylard Hall

Snuggle up in your pajamas and bring a favorite breakfast dish to share because it's BREAKFAST for dinner. After we eat we will enjoy some goodnight book storytelling. Our dinner night tradition is an opportunity to gather and share a meal with other young adults and other families with school age children outside Sunday morning coffee hour. We enjoy a potluck dinner, and the children have the opportunity to play together while adults get to talk! Please also bring nonalcoholic beverages of your choice (this is an alcohol-free event). Be sure to save the dates for future family fellowship dinners: March 10th, May 12th and June 9th.



THE TAU CROSS

The Episcopal Church of St. Matthew
is a family called by Christ . . .

*to live God's Love,
to share the Gospel,
to grow Spiritually*

Come celebrate with us!

*Services are 8:00 am & 10:15 am
every Sunday*

*Morning Prayer, 9 am, Tuesdays & Thursdays
Rite I Holy Eucharist, 9 am, Fridays*

UPCOMING EVENTS	
Feb 2	Pizza With A Purpose
Feb 7	Taizé Service
Feb 10	Family Fellowship Dinner
Feb 11	Equipping Beloved Community
Feb 12	Day School Sunday
Feb 28	Shrove Tuesday Supper



The Tau Cross is the monthly newsletter of the Episcopal Church of St. Matthew. We welcome submissions that have a connection to the parish. Inclusion is at the discretion of the staff and may be edited for space or clarity. The deadline for articles is the 15th of the month and may be sent by email to Beth von Emster at bvonemster@yahoo.com or deposited in the Tau Cross mailbox in the church office. Entries should follow these guidelines: Include title of event or article; 200 word maximum description including when, where, cost and contact information as applicable; Avoid abbreviations and other "insider" lingo; Further guidelines and tips available upon request. Tau Cross Staff: Editor, Beth von Emster; Associate Editor, Cherie Hammer; Layout & Design //dadalab.com

Or Current Resident

*The Rev. Dr. Eric Kimball Hinds, Rector
The Rev. Lindsay Marie Hills, Associate Rector
The Rev. Amber Stancliffe Evans, School Chaplain
The Rev. Robert Caughey, Deacon*

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