

Skyland Community Church 2008 Annual Report

2008 was another very productive year at Skyland Church. Take a few moments to savor the reports in the following pages. It continues to be a great blessing and joy to me to work and worship, to play and pray with all of you. I want to highlight in particular the new energy around children and young adults in our community. We had made a priority to reach out to families with small children and to our youth and young adults. I think those reaching out are bearing fruit. We had three new families with young children who joined the church this year and an impressive group of young adults. Young adults joining this year are Julia Swayne, Anthony Petrillo, Max Peters and Aaron Selfridge. Our Nominating Committee brought youthful members to many elected positions: Julia Swayne will be the Clerk, Anthony Petrillo will serve on the Trustees, Max Peters will join and David Cooke will continue on the Deacons, Kacie Clark and Clayton Delamore will be joining Music and Arts. I really appreciate these young people for contributing their time and talents to add zest and life to our church.

I also want to thank everyone who put heart and soul into our many activities this year. I marvel at what we accomplish together. Thank you so much for being a part of it.

With Cheers and Blessings,
Stephen

We have done an amazing job in 2008 of realizing many of the vision goals that were identified as being most important to us.

We have made Skyland Church a model to the community of what we can do to help global warming and the environment by our continued example of Being Green.

We have made Skyland Church a place where youth know they are important to us and are made to feel valued and welcomed. The youngest members of our church community are excited to participate in Sunday School each week and our young adults have taken the next step and become members of our Church and members of our Boards and Committees.

We have reached out to help people in our community and all over the world, and we have infused God's spirit into everything we do, growing together as Christians.

You have made my job as moderator easy and it has been a pleasure working with every single one of you. I sincerely thank you for letting me be a part of it all.

Gina Wetherill

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Treasurer's Report

Thanks to your generous financial and personal support and the success of the 10K run, Skyland Church continues its generous mission outreach. Of the \$5793 proceeds from the 10K Run, \$5611 have been distributed to organizations selected by your Mission board. Special fund raisers and planned giving resulted in \$22635 of additional outreach. Total outreach is 17.7% of our general operating budget. See Missions report for details.

Your generosity in time and talents resulted in a joyous Harvest Festival with net proceeds of \$14,323. This revenue supports 9.0% of our general operating budget.

Thanks to your response to keep pledges current, pledge support is almost on target. Establishing the 'Year to Date' target requires some wisdom from above, sometimes called guessing, due to lump sum giving at various times during the year by some members.

Hall rental income is \$926 above our year-to date plan thanks primarily to the efforts of Gina Wetherill.

Income from offerings is \$1028 below our financial plan.

Everyone has helped to keep our operating expenses \$3449 less than planned. The result is our operating net is \$4774 above the planned amount for the first seven months.

Following is a quick summary of our finances at the start and end of 2008 and the June 1 start of our current 08/09 fiscal year.

| Year 2007 | January 1 | June 1 | December 31 |
|--------------------------------|------------------|----------------|--------------------|
| General fund Balance | 7,289 | -7,074 | 10,038 |
| Special Funds | 118,937 | 151,873 | 137,634 |
| Total Assets | 126,227 | 144,799 | 147,673 |
| | | | |
| Earthquake rebuild loan | 35,013 | 34,026 | 32,674 |

Change in assets from Jan 1, 2008 to Dec 31, 2008 is \$21,446.

A summary of our June through December income and disbursements along with year-to-date and annual budget is presented on the next page. Our special fund balances are shown on the succeeding page.

Gerald J. Alonzo

Skyland Community Church
 Profit & Loss Financial Plan Performance
 December 2008

7:13 PM
 01/01/2009
 Cash Basis

| | Jun - Dec 08 | YTD Budget | YTD Var. | Annual Budget |
|------------------------|----------------|----------------|--------------|----------------|
| Income | | | | |
| Pledges | 82,135 | 82,792 | (657) | 125,000 |
| Offerings | 10,972 | 12,000 | (1,028) | 17,000 |
| Other income & surplus | - | 47 | (47) | 1,081 |
| Hall Rental | 2,676 | 1,750 | 926 | 3,000 |
| Harvest Festival | 15,959 | 13,860 | 2,099 | 13,860 |
| Womens group | 33 | - | 33 | - |
| Income Total | 111,774 | 110,449 | 1,325 | 159,941 |

| | Jun - Dec 08 | YTD Budget | YTD Var. | Annual Budget |
|----------------------------|---------------|---------------|--------------|----------------|
| Disbursements | | | | |
| Arts | - | - | - | - |
| Communications | 921 | 904 | (17) | 2,300 |
| Council | - | - | - | - |
| Deacons | 2,132 | 2,650 | 518 | 3,000 |
| Education | 400 | 658 | 258 | 1,500 |
| Harvest Festival | 1,636 | 1,800 | 164 | 1,800 |
| Human Resources | | | | |
| Music Director | 5,532 | 5,271 | (262) | 8,654 |
| Pastor | 63,288 | 64,615 | 1,326 | 104,709 |
| Mission | | | | |
| Our Share to UCC | 4,874 | 4,874 | - | 9,748 |
| Other Expenses | 14 | 127 | 114 | 218 |
| Trustee | | | | |
| Non-Utility | 13,932 | 15,077 | 1,145 | 21,950 |
| Utilities | 3,243 | 3,446 | 202 | 6,050 |
| Disbursements Total | 95,973 | 99,422 | 3,449 | 159,928 |

| | | | | |
|------------------|---------------|---------------|--------------|-----------|
| NET TOTAL | 15,801 | 11,027 | 4,774 | 13 |
|------------------|---------------|---------------|--------------|-----------|

| MISSION SPECIAL | |
|--------------------------------------|---------------|
| Mission Income | |
| 10K Run | 8,714 |
| Local Emergency | 4,443 |
| Other Mission Drives | 6,601 |
| Mission Income Total | 19,758 |
| Mission Special Disbursements | |
| 10K Run Expense | 2,921 |
| 10k Run Outreach | 5,611 |
| Local Emergency Relief | 4,120 |
| Spical Outreach | 5,507 |
| Mission Special Disbur. Total | 18,159 |
| MISSION SPECIAL NET TOTAL | 1,599 |

Skyland Community Church
Balance Sheet
 As of January 1, 2009

7:16 PM
 01/01/2009
 Cash Basis

| | |
|---------------------------------|----------------|
| Accounts | |
| Checking plus undeposited funds | 65,492 |
| Savings | 1,902 |
| Investments | 80,279 |
| Total of Accounts | 147,673 |

| | |
|---------------------|---------------|
| General Fund | 10,038 |
|---------------------|---------------|

Special Funds

| | |
|--|---------------|
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| Board Designated Reserves | |
| Capital Improvement Fund | 823 |
| Child Care Fund | 15 |
| Choir Fund | 1,500 |
| Cooke Matching Fund | 8,232 |
| Deacon Retreat Fund | - |
| Endowment Dividends | - |
| Endowment Fund | 35,185 |
| Facility Maintenance Fund | 3,248 |
| Hand Bells Fund | 3,000 |
| History Project Fund | 3,515 |
| Memorial Walk Fund | 24,000 |
| Music & Arts Fund | (1,200) |
| Pastor Discretionary Fund | 3,004 |
| Pastor Educational/Prof. Fund | 3,905 |
| Pastor Search Fund | 888 |
| Pastor Substitute Fund | - |
| Seminary Student Fund | 2,936 |
| Women's Group Fund | 80 |
| Youth Fund | 401 |
| Total Board Designated Reserves | 89,533 |
| Deferred revenue | |
| Total 10K Run Advance | - |
| Pledge Advance | - |
| Total Deferred revenue | - |

| | |
|--------------------------------|---------------|
| Equity | |
| Temporarily restrict net asset | |
| Use restricted net assets | |
| Memorials | |
| S. Forsen | 300 |
| Milberry | 47,577 |
| J. Anderson | 225 |
| Total Memorials | 48,102 |

| | |
|----------------------------|---------------|
| Total Special Funds | 89,533 |
|----------------------------|---------------|

| | |
|--|----------------|
| Total Special Funds and Memorials | 137,634 |
|--|----------------|

| | |
|------------------------------|--------------------|
| Long Term Liabilities | |
| SBA Loan | Earthquake rebuild |
| | 32,674 |

Board of Deacons

The duties of the Deacons include facilitating the spiritual life of the church in several ways. We have responsibility for preparing Communion elements and serving Communion. We arrange for liturgists, greeters and ushers for services, and we plan and facilitate the Maundy Thursday supper and service, and the Christmas eve service. In the event that information needs to be distributed to members quickly, we use a phone tree to contact members. In the fall we host the annual Deacons potluck as an opportunity to spend some time with members on our phone tree list.

The Deacons invite guest speakers for Sunday services for special occasions or when Rev. Stephen Glauz-Todrank is away. In 2008 guest speakers included: Rev. T'Shala Olivieri, Rev. Kristen Will Pratt, Rev. Pam Nates, Deacon Larry Cooke, member and Pacific School of Religion student Patricia Wood, and student intern Moira O'Deady. Their sermons are available on our web site and may be downloaded for listening. On January 18, 2009, at the suggestion of Stephen Glauz-Todrank, the Deacons sponsored a video presentation of Rev. Martin Luther King, Jr.'s sermon "I Have a Dream".

On January 20, the Deacons gave their support to a gathering in Whitaker Hall to view together the inauguration of the new President of the United States, Barack Obama.

One of the duties of the Deacons is to support "in-care" members who are called to ministry, and members in a "Four-Way Covenant" between Skyland Church, UCC, the member and their place of employment. We also select and sponsor student interns. This year we continued to support intern Moira O'Deady, who began her internship in September 2007. Moira served in a variety of activities, including speaking at the pulpit, being available to church members for consultation, serving as liturgist, and contributing to other functions of the church as part of her training. Moira's internship ended in May 2008.

The Deacons decided that, in the future, we will be open to sponsoring an intern annually instead of biannually. As it happened, there were no applicants for 2008-2009, but we have extended an invitation to potential interns for 2009-2010.

We are very pleased that one of our very active members, Patricia Wood, is pursuing a degree at Pacific School of Religion. She visits our Deacons meeting from time to time and consults with a committee of Skyland members who provide ongoing support. During the past year the Deacons conducted two New-Member orientations and welcomed ten new members to the congregation.

This year the Deacons decided to host a booth at the Harvest Festival, which served as a welcome and information booth for the festival as well as a way to provide information about the church in general. The booth displayed computers with the Skyland web site,

informational flyers about the church, photographs of church members, a description of actions we have taken to become a Green Business, and environmental information of general interest. Visitors showed a lot of interest in our displays and stopped to talk with Deacons on duty in the booth. We also distributed 150 reusable shopping bags to members and visitors to use for their shopping at the Festival and in the future. The bags, which were hand decorated by several Deacons, were received with enthusiasm.

In 2008 a Memorial Committee was formed to plan and facilitate a memorial walk on the church grounds. Don Law served as our representative to the Memorial Committee,.

Members who served on the the Board of Deacons in 2008 were: Jennifer Busam, David Cooke, Larry Cooke, Ruth Dawkins, Don Law, Richard Lyness, Glenda McCalla, Marcia Rollins and Julie Victorine.

Larry Cooke and Richard Lyness will be leaving the Deacons this year. We thank them for their many valuable contributions to the work of the board during their term of service.

Marcia Rollins and Jennifer Busam

Board of Trustees

The year was a busy one for the trustees. The following major projects were completed with the help of many of the trustees and other interested volunteers:

Handicap Bathroom Access Project

The blacktop walkway between the church and Whitaker Hall from the hall entry pad to the sanctuary stairs pad was dug up and replaced with base rock and concrete. The concrete walkway from the unisex bathroom to the storage unit deck was raised to the new level. 3.5 yards of base rock (fill) and 6.5 yards of concrete were required. The elevations were made so that handicapped access would be available for use of the bathrooms.

Women's Bathroom Remodel

The women's bathroom was remodeled. The existing toilets were removed and disposed. Drywall was removed and blocking was installed to support new partitions necessary. Drywall was replaced, taped, textured to match existing and painted. New low-flow ADA-compliant toilets, a new partition, vinyl flooring and base molding, and a new sign were installed.

Unisex Bathroom

An occupied/vacant lock for the door was installed.

Tree Maintenance

Agricon was hired to remove the broken branch on the bay tree near the church entrance. Gerry used his front loader to move the piles of wood chips left by Agricon. The bay tree near the church entrance was further trimmed by Brook Kraeger trim for future parking area safety. Wes and Lou provided ground support. The large dead fir tree at the NW corner was dropped also by Brook and cut to firewood lengths. Gerry, Lou and Wes provided ground support. Wes and Lou cut down the tree between the church and the bell tower. The area is ready to be black topped. A retaining wall may be needed.

Gutter Guard Installation

Nearly 400 feet of gutter guard was installed over the church and hall gutters. This should eliminate the need to clear the leaves from the gutters annually.

Shed Foundation Work

The foundation work around the shed was completed allowing good drainage for rainwater away from the foundation. However, some of the support beams are rotten and will eventually need to be replaced.

Church Thermostat

The old thermostat in the church was replaced with a digital thermostat. It is set to go on at 8AM and off at noon. Instructions for the new thermostat are on the website and in the operating manual (drawer by refrigerator).

Site Committee

The site committee was established and a plan submitted to the Council at their December meeting. Pippa Siersema, Scott Skillicorn, and Joan Law have agreed to be on this committee. The committee recommendations will be part of the Master Plan. The consensus is that the irrigation plan should be done first and the bell tower work next, followed by the stairway to the nursery. The path to the lower area of Whittaker Hall will be completed last. The memorial area needs further clarification. Scott Skillicorn will give more feedback with respect to the relocation of the water tank, propane tank, and trash. The storage area under the nursery could be upgraded without a lot of cost. To start, the grounds were improved with 3/4" drain rock and with a ramp to reach the storage shed from the east wing walkway. The two new handicapped spaces were marked with blue paint.

Church Policy For Acquiring And Using Labor For Church Projects

Larry Lopp presented a recommendation for a church policy for acquiring and using labor for church projects. The policy was posted in Whittaker Hall and on the website. It was recommended that the hourly wage be raised from \$10/hour to \$12/hour.

Emergency Egress In The Church In Compliance With Regulations

Brian Wood implemented his proposal for making the emergency egress in the church in compliance with regulations (minimum 36" aisle). This meets minimum handicap access requirements. Eight of the pews had to be trimmed and re-assembled.

Whitaker Hall Ceiling Fans

Loma Prieta Women's Club donated \$500 for the ceiling fans for Whitaker Hall. The fans need to be purchased and installed.

Many other small projects were also done including setup for the Skyland Run and the Harvest Festival. A list is being prepared by the trustees listing actions that should, and also could be taken in 2009. It is expected the 2009 calendar year will be difficult economically for the country and may reflect itself when our Pledge Drive begins in the spring of 2009. The short fall in the fall of 2008 was made up at year-end and essentially the Trustees feel that we are good shape going into the last half of the Fiscal Year.

In conclusion I want to thank all those who helped in the year. It is difficult to imagine how we could have done all this work without the dedication of many people.

Board of Missions

Our goals for this year were as follows:

To help the church realize their “vision” goals of outreach to the community, greening of the church and support for the Youth and to continue the work of the missions board.

In January we hosted Dr. Amman who gave a very inspiring sermon at Skyland Church on AIDS in Africa and his work for Global Strategies. The congregation donated \$1530 to Global strategies to help prevent mother to child transmission of HIV/Aids in the Congo, and Liberia.

In February Jessica Gaffney Clarke gave a talk about her work with the Peace Corps in Tanzania. Skyland Church members donated clothes, shoes, notebooks and pencils to be given to an orphanage in Makambo, Tanzania. Jessica also collected \$656 to be used for beds/food for the orphans as well as for solar electrical needs and a cell phone to raise money at the Women’s clinic where she works.

In March we collected \$1,644 for One Great Hour of Sharing and encouraged participation in the Crop walk in April. Jackie Seymour and Nancy Jo finished the Giving Booklets and placed them in the pews.

In April, the Crop Walk led by Stephen and Jan Parker raised \$943 for local hunger projects.

In April Jackie Seymour along with the Mission Board worked with the congregation to educate and act upon our “green” status. Thus we created better guidelines for recycling, using green cleaning products, reducing and/or eliminating the use of paper products, plastics and unrecycled waste. Jackie and Larry also presented Skyland Church’s “greening process” at the UCNC conference in Monterey. Jackie also created “green” pages for the website.

In May Anne showed her DVD “*House of Books*” to the Youth Group and led a discussion about the African Library Project. Many members were intrigued and showed an interest in doing a book drive. Anne also showed the DVD after church on potluck Sunday and the Mission Board made plans to do a book drive in October.

In June the Mission Board hosted Bread for the World on potluck Sunday. The letters to the senators and congressional representatives this year supported an increase in funding for the Millennium Development Goal (MDG) and supported the Global Poverty Act which calls for a coordinated strategy for helping the developing world and achieving the MDG. Over 80 letters were written and sent to various representatives.

In July the Mission Board hosted Olga Tsimanye, the head of teacher training in Kanye, Botswana. We kicked off the book drive by asking the congregation to bring in an used children's book and the 50 cents it costs to send it to Africa. The Skyland Youth were inspired, especially Julia Swayne who plans to visit Olga in Botswana and Kacie Clarke who has already collected 1,000 books for a library in Africa. Also in July, the Mission Board worked closely with Paula Leary to help make the Skyland 10K Run a smooth and successful endeavor. After expenses, the 2008 Skyland Run collected \$6200.

In August Emile Mooser gave a wonderful talk and slide show about his trip to SE Asia. He also raised \$1,139 for a much beloved Cambodian orphanage.

In September as outreach to the community, Anne Evans showed the DVD *House of Books* to the Loma Prieta Club to promote the Skyland Church African Library Book Drive beginning in October. We collected \$173 and the promise of many books. There was also an article in the Mountain Network News about the book drive.

In October, the Mission board supported the Youth group by helping with a pancake breakfast to raise funds for shipping Kacie Clarke's book drive for the ALP. They received \$305 after expenses and got \$200 in matching funds from BD Sciences (Kim Gautho's employer) for shipping. They will ship this library to Botswana.

On October 12th, the Mission Board hosted an exhibition in Whitaker Hall that included the photos from the ALP and a showing of *House of Books* to jumpstart the Skyland Church book drive. Angela Patterson and Bill and Sophie hung posters in the Loma Community Center and put collection boxes at Loma and CT schools. To date from various sources, including the community, members of Skyland church and the schools and organizations, we have collected over 2,000 books and \$1,000. We will ship one library to Lesotho in February 2009 and another to Botswana in April 2009.

In November the Mission Board decided on the disbursement of the funds from the Skyland Mountain Run. Personal hygiene products were collected in November and December and given to the Davenport Resource Center for the families of migrant workers in mid-December. In November and December, Larry and various youth split wood and delivered it to those families in need in our community, especially those effected by the Summit fire last summer.

In December. Blanket Sunday(s) collected \$2,187. Over the past year we have collected \$404 in the Heifer tube and bought two goats and one pig.

The following is a summary of the money and items collected and distributed:

| | |
|---|-----------------|
| UCC Share | \$8874 |
| Blanket Sunday | \$2187 |
| Heifer Offering | \$404 |
| One Great Hour of Sharing | \$1644 |
| 10 K Run distribution (21 organizations) | \$5,611 |
| African Library Project (3 libraries) | \$1,502 |
| Fiji High School Student (special donation) | \$1,450 |
| India Student Ed. Fund (special fund) | \$500 |
| Migrant Workers Support | \$50 |
| Crop Walk | \$943 |
| Global Strategies (special collection) | \$1,530 |
| Orphanage in Cambodia (Emile Mooser) | \$1,139 |
| Tanzania orphanage/Women's clinic (solar project) | \$656 |
| Pastor Discretionary Fund (emergency relief) | <u>\$4,920</u> |
| Total donations and contributions | \$31,410 |
| Bread for the World | 83 Letters |
| Hygiene kits for migrant families | |
| Clothes, shoes, notebooks, pens for Tanzanian orphanage | |
| used children's books for ALP | 2,037+ |
| 6 cords of wood to Mountain families | |
| Food and supplies to Summit Fire victims | |
| Anne Evans | |

Board of Music and Arts

Although I agreed to chair Music & Arts in 2008, it was really in name only. I depended on the other Board members to shoulder most of the responsibilities of running the Board's activities. That turned out to be a wise move because I was unable to attend any of the events in which Music & Arts played a role (Skyland Run, Harvest Festival, Christmas Concert) due to previously scheduled travel commitments.

As in 2007, we submitted a budget of \$-0- for 2008. Our policy is that any music entertainment expenses for special events such as the Skyland Run are charged to the event itself, not Music & Arts.

Unlike previous years, this year I set up a *regular* meeting schedule. We met in even months on the third Sunday (conveniently also Potluck Sunday), starting in February. This schedule synchronized nicely with our yearly responsibilities:

- February: Get organized; assign activity ownership.
- April: Schedule coverage for church fellowship snacks in May and June [owner: Pippa].
- June: Make sure music entertainment for the Skyland Run in July is on track [owner: Patricia].
- August: Make sure music entertainment for the Harvest Festival in September is on track [owner: Erica].
- October: Organize end-of-year events such as art shows and holiday concerts.
- December: Nominate members and chair for next year.

Pippa organized the Board's refreshments for May and June. Again this year, I distributed a "how-to" guide for doing after-service refreshments.

Music & Arts members Terry Clark, Erica Goss and Patricia Wood worked together with Los Gatos-Saratoga Recreation to host a Children's Art Camp in both upper and lower Whitaker Hall for a week in July. All three board members acted as staff members for the art camp along with Carol Greene and Del Mahrle. The camp was a fun event for community children and was also offered with the hope of introducing Skyland to the parents of the children enrolled. It also brought in rental revenue for the week's usage of Whitaker Hall.

Patricia enlisted Sue Marvin, a former member of the Board, to arrange the music entertainment at the Skyland Run in July. Sue recommended an enthusiastic group called "Squeeze Daddy", which voluntarily played beyond their scheduled time.

I want to recognize John Wetherill, a long-time “honorary” member of Music & Arts, for his work in acquiring the magnificent piano for Whitaker Hall, a project made possible by generous donations from Dana Scoby, her family, and others.

Erica scheduled the music entertainment for the Harvest Festival in September. Again this year we arranged for microphones for the performances.

Erica and Terry coordinated with Dana Scoby to hold a concert of Christmas music performed by Dana Scoby’s Sterling and Strings Quartet and piano soloist John Wetherill. After the concert, the performers invited the audience to sing carols.

Suggestions for the 2009 Board of Music & Arts

Because I am ineligible for the 2009 Board, I leave it up to the 2009 members to set the specific objectives for the year. Nevertheless, here are a few suggestions and observations, especially for the new Chair in 2009:

1. Hold regular meetings and send out a meeting reminder and agenda well in advance.
2. Delegate, delegate, delegate.
3. Our newly acquired piano in Whitaker Hall is underutilized. I encourage the 2009 Board to make it an objective to make it a centerpiece of Whitaker Hall activities.
4. It’s easy and fun to come up with new ideas for Music & Arts activities, but nothing will happen unless someone takes ownership.
5. Don’t be reluctant to ask for help from other boards. For example, if you need microphones set up, ask someone on the Board of Communication Systems (BCS) for assistance. (I am still on that Board.)

John Gaffney

Board of Communications Systems

This year has been a busy first year for the Board of Communications Systems.

The church web site, under the able direction of John Wetherill, has continued to evolve as the communication core of our church activities. The membership database, the list of key information, name, photo, address, phone number and email address on our members and friends is now an integral part of the web site. This critical info is now update able by the members online. The electronic plumbing of the site continues to evolve to insure secure on line data. The site continues to evolve as the location on all critical church documents.

The monthly church news letter, produced by editors John Gaffney and Mike Mahrle, is rapidly evolving to all electronic production, this will reduce the manual effort necessary for its production and make it an even more valuable means of communication with our wide membership and friends.

The many documents important to operating our church, such as the Sunday bulletin blanks, the phone book, the giving book and many others continue to be beautifully produced by Nancy Jo Lopp. These documents are being moved online so they maybe modified and printed as needed by the membership.

The inspiration and early work on many of these communication products was done over the last 15 to 20 years by Wes Smith. In many ways the BCS was created to provide a home for and a way to evolve these capabilities that have been the sole work of Wes. The BCS has successfully created a home for the fine work that Wes has done over these many year. We on the BCS thank Wes for all his efforts to assist Skyland Community Church in its development.

Our goals for the coming year include the development and deployment of an online "How To Manual" to provide an easily accessible method to store and retrieve written material to plan, produce and repair all the events and systems that are important to the effective and joyful operation of our church.

Great thanks to the members of the BCS for their tireless and successful work to make our church more visible.

Larry Lopp

Pastoral Relations Committee

In accordance with the bylaws, the Pastoral Relations Committee consisted of four members: Don Law, Holly Reed, Ruth Dawkins, and chair person Mary Ellen McTamaney. It is the committee's duty to meet twice a year to review the effectiveness of the relationship between the pastor and the congregation and to make a recommendation regarding the pastor's salary and benefits. At the time of this report, we have not yet made an offer to Stephen regarding a cost of living increase in salary and related expenses because of the financial uncertainty in the economy and the congregation.

We'll be meeting in the next few weeks to discuss finances with him. There were no issues regarding his welfare, needed guidance or problems between members of the congregation and the pastor at this time. We will be scheduling our second meeting with Stephen in the spring to discuss these issues again.

Mary Ellen McTamaney

Site Planning Committee

I will try to summarize here our suggestions and conclusions, so the reader does not have to go through all the details to reach the “bottom line.” To my knowledge the committee reached consensus on most all of the recommendations and we have had fun doing this very interesting assignment.

First of all, as you may imagine, the project grew with time. Through the efforts of the committee, outside members and contractors we were able to put together the outline of a program that enables the church to execute the plan in phases. As always, there will be constraints of money and time necessary to perform these tasks. Some tasks (projects) can be done with volunteer help, others need outside help. The numbers (\$) are my estimate, done with the guidance of members and outside contractors. I wish there was a **Golden Rule** for projects like there is in architecture. My own is the “2 factor”...that is it will take twice as long and cost twice as much as was first believed. .

The site planning committee has met several times and numerous other meetings have been held with outside contractors and knowledgeable members of the church. We are further along with some phases of the plan than others. I have broken down the plan into these areas:

- A)...Landscaping
- B)...Relocation of water, propane and trash
- C)...Memorial
- D)...Path to lower Whitaker
- E)...Storage (above and below Nursery)
- F)...Bell tower

In each area, we have outlined what we believe should be done. Using outside contractors I have estimated costs. These costs are very rough estimates. As in any project of this nature, the costs are influenced by two factors;

- 1)...**Progressive Revelations** (unknown obstacles)
- 2)...**Galloping Enhancements** (champagne appetites)

It seems logical that we first determine priorities and most important, do we have available funds for each project? Because the **overall** monetary requirement to do all these programs is large, it is probably best to prioritize and get some of the small tasks done first.

Some projects are somewhat interdependent. For example, the landscaping requires watering. Since we have been dramatically unsuccessful in employing the “water fairy” to water plants, the plants die. Therefore, we should do irrigation before any planting effort begins. So here goes, starting with those projects that probably should come first and do not require much more than money to get them done.

1)...Irrigation (\$4k for front and Bell Tower))

Without this project we will continue our present “plant and kill” policy. Therefore, we need to do this first. The original plan was to just do the front and side of the church. This was expanded to include the bell tower also. This requires a trench and a pipe leading to the tower from the system in front of the church. If anything is done to the on the other side of the drive, leading to Whitaker, it should be on a separate system. This project can be done before spring if we get on to it.

2)...Bell Tower (\$3k for stucco)

The Committee believes this is a focal point of the church. It is the first thing anyone sees when entering the church parking lot. The bell has a wonderful story and the tower can be “beautified” to be quite attractive. The task here is to stucco the foundation and do something to the stairs. The area around the tower would be dug out and planted after the irrigation becomes accessible. Now, here is an example of galloping enhancement:...” while we are at it, we should spot light it, place a plaque explaining its history and certainly repaint it”

3)...The Storage Area (\$ 3k without door, wall and floor)

We have firm bids from John Thompson to do this work. The project consists of rebuilding the stairway to the loft over the nursery and allowing easy access to that loft for storing things like material for the Harvest Festival, etc. The unknown is: what structural members need to be replaced and do we need to provide a new door? The other question is the condition of the floor. None of these appear to be “show stoppers” and it is suggested this project proceed when funds are available.

The other two major projects are:

The Memorial:

This project has been already worked on, to the extent that the location for the Memorial will be the back of the nursery and will be architecturally appropriate to the rest of the church. The Memorial Committee must decide what the Memorial should look like and what materials are needed for construction. There will be appropriate plaques or stones for those who will be honored. Our committee believes the Memorial Committee needs to investigate other such memorials and then hire an architect to work with the Trustees to design and build the structure. There is presently \$26,000 for this project so it now should enter the concept stage.

The Path to Lower Whitaker:

This project could be easily delayed and was not considered at this time to have a high

priority. The plans have been drawn by Lou McTamany and estimates have been made regarding costs. There is still some discussion as to whether this should be a path or a driveway and where it would be located. The Committee recommends this be put on the back burner for now.

Estimate: \$5000

The Storage Area:

This is an extensive and expensive project. It requires not only moving the water tank, propane tank and the refuse containers, but building a shed for storage. There will be needed excavation work, re-plumbing and wiring necessary. While one can argue I have put too much money in for this, I tried to give it my best guess. I have asked Scott Skilicorn to come up with some better estimates. I do not see this as a 2009 project, unless we have a visit from the “money fairy.”

Estimate: \$ 30,000

In summary, it is recommended that the new Trustees continue the work already started in 2008.

Again thanks to all those who have helped in this endeavor, I think we have made a good start!

Details

The following is where we are to date on the areas in question.

Here is, briefly, where all that sits.

A)...Landscaping

I have had several meetings with Trustees, and also Pippa and Joan, reviewing the property and what might be done. In addition, I have met with Bob Kay, an irrigation contractor. As you can imagine, there are multiple opinions on all things. The overall conclusion is: without irrigation good landscaping is impossible. Even with drought tolerant plants, we will need to water. I realize there is a segment of the church population that does not want to water plants, but I do not know of any substitute. That is, no water = no plants, or dead plants. The irrigation contractor would use a 6 station controller (minimum type available) with two valves under the church to prevent vandalism. He would run PVC around the front of the church and along the side leading to Whitaker. The planter box would be replaced with a new heavy duty redwood box. We would also feed the Bell Tower from this system.

The area across the driveway down to Whitaker would be fed by an independent system located within Whitaker to feed the plants on the other side of the driveway.

We have considered drip irrigation throughout. Estimate might be 250 gallons per week of water. It also assumes drought tolerant plants as opposed to English Garden types.

Assuming we do the irrigation, it remains to be seen how far we carry this. Certainly the front of the church is an eyesore and needs fixing, as does the side leading to Whitaker. The tree on the corner of the church, across from the bell tower, is down. This area will be concreted to provide access for the handicapped. The area going to Whitaker from the Church gets a redo, as does the piece on the opposite side of the driveway. So far, nothing has been discussed about other parts of the site, such as the back of Whitaker Hall, or the area around the cross, other than to say we should do something. All irrigation thoughts are around automatic timers and programmed watering. It is recommended a committee of knowledgeable people determine the planting to be used, remembering there needs to be gopher cages and drip irrigation.

Estimated costs: \$4000(not including the separate Whitaker System)

B)...Relocation of water, propane and garbage

The storage area has been discussed, and it was decided to recommend cutting the hill back where the current water tank is and getting a new 5000 gallon tank and placing it up near the fire tank. There would then be enough space to put the propane tank, the garbage dumpsters and room for a storage container/ building to provide additional storage for events like Harvest Festival. Pippa has recommended a fence high enough to screen this area and covering the fence with ivy. I have discussed with Gary Mason the water issue; we could sell our old tank. Also, Gary sees no problem filling a tank up the hill. In addition, I have been working with Scott Skillicorn to provide guidance and recommendations, not to mention estimated costs.

Estimate: \$ 30,000 (includes wooden storage building and retaining wall)

C)...Memorial

The Memorial Project is pending, awaiting recommendations from the Memorial Committee. I understand they will recommend the Memorial be behind the nursery/ bathroom area. Since there are many ways to go, and a wide choice of design, it is recommended the Memorial Committee survey some of the existing Memorials at other locations and get concepts of a plan. Then, hire an architect to do a professional design job. Naturally materials as well as design dictate costs. The number here is a very basic ball park number.

Estimate: \$26,000

D)...Pathway/Driveway to lower Whitaker Hall

The Pathway/ Driveway plan was held up because there was discussion of having a Memorial walk adjacent to the Wicht property and ending at the wooden cross on that

side of the church. At the moment I have included estimates that Lou Mc Tamaney has provided for a drive way, 12 feet wide, to Lower Whitaker done with asphalt. It is recommended this project be held.

Estimate: \$5000

E)...Storage Areas

There are two areas under consideration:

The first area involves rebuilding the stairway to attic and reinforcing the wall and replacing the door. We have not examined the interior to determine whether the floor needs to be replaced or strengthened. There are three bids from John Thompson, which differ only in the type of material to be used.

Estimate: \$3000

The second area is that area where the old lumber is stored that was used for the Harvest Festival booths. Lou Mc Tamaney has proposed a ground structure possibly a concrete slab that would allow storage under the Nursery.

Estimate: \$2000

F)...Bell Tower

It was suggested over the past few years we stucco the bell tower. In addition, we suggest we replant the area around the tower. Again there needs to be a resolution regarding irrigation. No water= dead plants. Remember the green takes water and plants must be watered to be successful.

Estimate: \$3000 stucco only

I am sure I have missed some things, but if history holds true, I am assured I will be reminded of them. As we board my ship for home, we wave to the natives on the shore and wish them God's speed!

To all of you who have helped. I extend my very sincere thanks!

Jim Bowen
Other committee members:
Maire Howard
Larry Lopp
Stephen Glauz-Todrank
Pippa Siersema
Joan Law
Peggy Johnson

Women's Group

The Women's Group of Skyland Church is a volunteer organization that meets the first Tuesday morning of each month (except December and July – September) for the purpose of providing support, enrichment, and planning special projects to raise funds for local and global needs. All women are invited and encouraged to participate in whatever way they can even if they are not able to attend the meetings.

In addition to the responsibility for organizing monthly potlucks, the kitchen activities, Altar Flowers, and the production of the church directory the women provided many activities that enrich our church community and bring us closer.

In January, the women hosted our second annual Spaghetti Dinner. This was a major effort providing delicious food as well as an opportunity to gather socially and strengthen our community bonds.

In February, we hosted a day-long spiritual retreat at the Sisters of the Holy Names Convent in Los Gatos centering on friendship and spirituality. This well attended event brought us all closer to each other and to our spiritual selves.

In March Brenda Jatho organized a beading class for us. The attendees shared techniques and ideas and many went home with new jewelry. The Women's Group also provided the snacks and decorations for both Easter service coffee hours.

In April, we hosted a Soul Collage Workshop, a practice designed to enrich spiritual growth.

In May we hosted a very successful Wine Tasting fund raiser with the Silver Mountain Winery. It was a very enjoyable social evening and as well as a fund raiser.

In June we distributed the funds that we had earned to the following projects/groups: Women's Bathroom fund, Valley Churches United, African Library Project, Jessica Gaffney Clark's Tanzanian Women's Clinic project, and City of Refuge UCC donation.

In October the women provided refreshments for the ALP open house and in November Brenda Jatho again led a beading class.

In December Brenda Jatho found a family in need as a recipient for our annual giving tree gift donations. The women's group also sponsored the very well attended Christmas Potluck.

Jackie Seymour