

***St. John's Parish
Annual Meeting***

January 25, 2015



***Reunion Anual
de la Parroquia San Juan***

25 de enero 2015

VISION STATEMENT

St. John's Episcopal Church
is an open, inclusive, God-centered parish:



Recognizing Christ in every person,
supporting each individual's Spiritual Journey,
nurturing all God's children in the
peace of the Lord.



Creating a community of sacramental worship,
hospitality, and compassion.



Empowering people to serve and minister,
reaching out to heal and
make new the broken world,
proclaiming God's promise in truth and courage.

VISION

Iglesia Episcopal San Juan
es una parroquia abierta, inclusiva,
centrada en Dios:



Reconociendo a Cristo en cada persona,
apoyando el viaje espiritual de cada individuo,
cuidando todos los hijos de Dios
en la paz del Señor.



Creando a una comunidad de culto
sacramental, hospitalidad y compasión.



Capacitando a las personas
para servir y ministrar, tendiendo la mano
para sanar y hacer nuevo al mundo roto,
proclamando la promesa de Dios
en la verdad y el coraje.



AGENDA

- | | | |
|---|---|--|
| ◇ Adoption of the Roll of Voting Members and establishment of a quorum |Mr. Osvaldo Pagan.....
Senior Warden | ◇ Aprobación de la lista de los miembros votantes y el establecimiento del quórum |
| ◇ The 2015 Annual Meeting of St. John's Parish convened | | ◇ La Reunión Anual del 2015 de la Parroquia San Juan se convocada |
| ◇ Report of the Nominating Committee, Elections, and Acknowledgment of departing Vestry Members | ...Mrs. Linda Pomeroy..
Nominating Committee | ◇ Informe de la Comisión de Nombramientos Comité, Elecciones y Reconocimiento de Junta Parroquial Los miembros que están dejando |
| ◇ Approval of the Minutes of the 2014 Annual Parish Meeting |Mr. Osvaldo Pagan.....
Senior Warden | ◇ Aprobación de las Minutas de la Reunión Anual de la Parroquia del 2014 |
| ◇ 2014 Financial Report |Ms. Monica Buckley,..... | ◇ Informe Financiero del 2014 |
| ◇ Presentation of the 2015 Budget | Interim Parish Treasurer | ◇ Presentación del Presupuesto para el 2015 |
| ◇ Senior Warden Report |Mr. Osvaldo Pagan.....
Senior Warden | ◇ Informe-Senior Warden |
| ◇ Junior Warden Report |Mr. David Waldren.....
Junior Warden | ◇ Informe-Junior Warden |
| ◇ Repurposing Task Force Report | | ◇ Informe-Repurposing Task Force |
| ◇ By-Laws approval | | ◇ Aprobación de By Laws |
| ◇ Questions/Comments |all present..... | ◇ Preguntas/Comentarios |
| ◇ Adjournment until January 24, 2016 | | ◇ Se levanta hasta el 24 de enero del 2016 |

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de 26 de enero 2014

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 Cofradía del Altar

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 CSCS

 Food Pantry

 GWIM

 Hospitalidad

 Casa

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 Alcance

 Parish House Reutilización

 Programa Sábado Tutorial

 Sextons (Voluntario)

 Tag Venta

 Ujieres

 Ministerio de la Juventud

Parroquia Estatutos

St. John's Parish 2015 Voting List

Allard, Sandra	Dover, Krystal	Lenihan, Cathy	Plunske, Jo-Anne	Watson, David
Altamirano, Juan	Dover, Nicole	Leon, Susana	Polanco, Ramon	Webber, Brenda
Anthony, Jay	Emperatriz, Mayi	Leon, Pablo	Pomeroy, Linda	Webber, Christopher
Arroyo, Donna	Ferrarese, Nancy	MacDonald, George	Pomeroy, Donald	Webber, Leo
Arroyo, Elvin	Flores, Amgelica	Maddison Crump,	Ramirez, Jorge	Webber, Michelle
Astacio, Jorge	Flores, Maria	Geneva	Regan, Sandra	Webber, Patrece
Atwood, Phyllis	Flores, Raul	Martello, Catherine	Regan, Donald	Weiler, Bonnie
Baranoski, Robert	Foxhall, Richard	Martello, Domenick	Richards, Sherrie	Weiler, William
Barratt, Wonder	Friez, Henry	Martinez, Claire	Rodriguez, Edward	Wheeler, Roger
Benjamin, Gertrude	Gervickas, Peter	Martinez, Juana	Rosa, Raymond	White, Courtney
Benjamin, St. Claire	Gervickas, Donna	Martinez, Nilsa	Rowley, Judy	White, Angela
Benson, Judy	Gomes, Maria	Matos, Aleida	Rowley, Philip	White, Ryan
Benson, Ronald	Gonzalez, Ana	Matthews, Victor	Saldivar, Pedro	Woods, Jane
Borja, Jose	Gonzalez, Annette	McDonald, Michael	Salvat, Elizabeth	Woods, Howard
Browning, Elaine	Gray, Unita	McDonald, Gerard	Samela, Sharon	Yashenko, Danielle
Browning, Raymond	Grullon, Efron	McDonald, Sharon	Santa Maria, Roberta	Young, Edgar
Buckley, Monica	Grullon, Jacqueline	McDonnell, Elaine	Sauvageau, Margaret	Young, LoriBeth
Budhram, Adamay	Guamán, Pedro	McRae, David	Sauvageau, Susan	Yuhas, John
Budhram, Justine	Gurniak, Janet	Melara, Rhina	Skipp, Andrew	Yuhas, Priscilla
Buel, Robert	Gurniak, David	Miller, Scott	Steisel, Jane	
Bush, Verdell	Haines, Sarah	Minkler, Steven	Stevens, Norma	
Cabatingan, Ken	Hamilton, Gale	Minkler, Rosemary	Stevens, George	
Calderon, Santos	Hart-Curtin, Cath-	Minkler, Karen	Stevenson, Jill	
Carmack, Margaret	erine	Mirabal, Juana	Stevenson, Maude	
Carrano, Michele	Havery, Robert	Mirabal, Nguyen	Stewart, Patricia	
Carroll, Marian	Havery, Bonnie	Mitchell, Janet	Tapia, Rosa	
Carroll, Michael	Hernandez, Diana	Mitchell, Leroy	Tariglio, Nicole	
Castillo, Beikis	Hernandez, Lidia	Mojica, Maritza	Tejada, Maria A.	
Castillo, Milton	Hernandez-Torres,	Moody, Cheryl	Thibodeau, Leo	
Castle, Lorene	Ricardo	Moody, Stephen	Thibodeau, Josephine	
Cena, Felicia	Hill-Hall, Cynthia	Moore, Scott	Toribio, Fernando	
Chillemi, Pinki	Hollenstein, Doris	Moore, Ana	Toribio, Maritza	
Ciarleglio, Nicole	Holroyd, Marcia	Munger, Barbara	Torres, Carmen	
Cleary, Dana	Hudson, Jeanne-	Nazario, Nestor	Torres, Susette	
Clear, Mike	Marie	Nelson, Delmar	Torres, Ricardo	
Clementi, Vincent	Hudson, Paul	Nelson, Thomas	Urbano, Amantina	
Coffin, Maria	Huggins, Joan	Nunez, Ellie	Vaccarelli, Anne	
Cook, Robert	Jayarai, Hamsa	Nyirakamana, An-	Vaccarelli, Anthony	
Cortes, Aramita	Jellinghaus, Norman	toinette	Valentin, Edward	
Cortes, Miriam	Jellinghaus, Sandra	Olivero, Liza	Velez, Norma	
Curtin, Stephen	July, Bernice	Olivero, Antonio	Viega, Elena	
Curtin, Spencer	Kosky, Holly	Ortiz, Dennise	Viega, Vincent	
Daniel, Joseph	Kosky, Matthew	Ortiz, Hipolito	Villar, Adolfo	
Daniel, Monica	Kron, Gail	Ortiz, Jennifer	Viner, Ed	
Daniele, Segunda	Kron, William	Ortiz, Maria	Waldren, David	
DíTomaso, Joseph	Ladden, Brian	Ortiz, Scottie	Waldren, Ellen	
DiTomaso, Karen	Ladden, Lucylle	Osborn, Sonja	Waldron, Jessica	
Dominguez, Maria	Lago, Edwina	Pagan, Osvaldo	Walker, Liana	
Dover, Ena	Lasky, Charles	Parker, Rebecca	Walters, Carol	
Dover, Evanson	Lasky, Chayne	Pelosi, Nicola	Walters, William	

Elected Leaders and Vestry appointed replacements
(as of January 1, 2015)

Office	Length of Term	Name	Term Expires
Senior Warden	1 year	Oswaldo Pagan	2015
Junior Warden	1 year	David Waldren	2015
Treasurer	1 year	Lorraine Barker (resigned) vacancy filled by Monica Buckley	2015
Parish Clerk	1 year	Monica Buckley (change of position) vacancy filled by Karen Minkler	2015
Vestry	3 years	Annette Gonzalez	2015
		Linda Pomeroy	2015
		David Watson	2015
		Donna Gervickas	2016
		Ana Gonzalez (resigned) vacancy filled by George MacDonald	2016
		Michelle Webber	2016
		Wonder Barratt	2017
		Karen Minkler	2017
		LoriBeth Young	2017

Committee Chairs and Coordinators

December 31, 2014

Acolytes	Angela White
Altar Flower Ministry	Church Office
Altar Guild	Donna Gervickas
Card Ministry	Sarah Haines
Church School	Angela White
Church Street Community Services (CSCS).....	Lorene Castle
Finance Council	Monica Buckley
GWIM / Food Pantry	Sarah Haines & Sharon Samela
Hospitality	Karen Minkler
House Committee	David Waldren
Lay Eucharistic Ministry	Marian Carroll
Library	Marcia Holroyd
Minister of Music	Bob Havery
Outreach Committee	Doris Hollenstein
Parish House Repurposing Committee.....	Andrew Skipp
Saturday Tutoring Program (under CSCS).....	Rev. Michael Carroll
Sextons (Volunteer Security).....	David Waldren
Tag Sale	Donna Gervickas
Ushers	Jay Anthony
Youth Group	Angela White

St. John's Staff

The Rev. Amy D. Welin
Cindy Runge, Parish Administrative Assistant
Bob Havery, Minister of Music
Pat DiMasi, Sexton
Tony Cavallo, Sexton

**Report of the Nominating Committee
Saint John's Episcopal Church
Waterbury, CT**

Office	Length of Term	Name	Term Expires
Senior Warden	1 year term	Jay Anthony	2016
Junior Warden	1 year term	David Waldren	2016
Treasurer	1 year term	Oswaldo Pagan	2016
Parish Clerk	1 year term	Monica Buckley	2016
Vestry	3 year term	Nancy Ferrarese	2018
	3 year term	Paul Hudson	2018
	1 year term	Ronald Benson	2016

The following were elected in 2014 for 3 years:

Delagates to Diocesan Convention and to Waterbury Deanery (3 year term):	Oswaldo Pagan	2017
Alternate delegates:	Donald Pomeroy	2017

Nominating Committee for 2015 Annual Meeting

Linda Pomeroy - Chair
Annette Gonzalez
David Watson
Robert Baranoski

St. John's Parish Annual Meeting Minutes from January 26, 2014

see *Insert A*

Parish Statistics 2014

Baptisms

Paul Alfred Huggins
Aiden Bradford Hellman
Edwin Jadiel Lisboa
Iliany Lisbet Soriano
Julien Everett SantaMaria
Soldanela Diez
Keyler Hernandez
Ketzaly Tavares
Keishlaniz Bermeo
John Chacha
Jenniel Yael Pagan
Alexander Rain Sanchez London
Luna Liliannie Stephens
Llenson Adrian Pomoquiza
Jonathan David Olivero
Liza Marie Olivero
Stevie Shandiel Alvarez, Jr.
Ceila Johana Casco Moncada
Isabella Marie Hailstones
Amarellys Elisse Alvarez
Flor Yamileth Hermida
Yarelis N Rivera
Nancy Santos

Confirmation and Reception

Emilia Grace Hudson
Trinity Rose Livingston
Kenneth Tomayo Cabatingan

Marriages

Paul Michael Taylor and Stefani Lyn Seeley
Ronald Henry Dirienzo and Lisa Ann Ladany
Robert Scott Miller and Kenneth Tomayo Cabatingan
Scott Thomas Crump and Geneva Maria Maddison
Brian Matthew Marganski and Kimberly Y. Gereda
Christopher Francis Parkhurst and Ashley Marie Neff
Catherine Capozziello and Caridad Garcia
Mark Roberts Reihl and Diana Cavallo

Burials

Robert H. Klein
Roger A. Schroeder, Jr.
Bertha Lenart
Jeffrey B. Milam
John Bokon
William Conda
Paul Alfred Huggins
Shirley A. James Chouinard
Baby Boy Diaz
Baby Girl Marrero
Baby Girl Kader
Alban Gabriel Hernandez
Baby Boy Tiano
Juniel Arcangel Pagan
Baby Boy Morales
Yemen Lamel Dillard Spencer
Baby Boy Hernandez
Baby Girl Reidl
Ariana Ortiz
Baby Boy Frye
Baby Girl Ferreira
Baby By Fontaine
Baby Boy Leger
Aneika Andrea White
Sean Francis Bedford, Jr.
Perdo Vilella
Jorge Rivera
Ruth Quigley Harris

Clergy Report

see *Insert B*

Senior Warden's Report

The year 2014 proved to be a year full of surprises, great happy moments and others not so. It started for me with a mix of apprehension and hope due to the fact that I accepted the responsibility of being your Senior Warden, which for me has been a great honor and vote of confidence in my person, at a time that this Community in Christ is going thru a difficult period in its history. That really worried me a lot and made me think many times if I had the capacity to perform my duties as expected by many of you. If I was going to be able to make a difference and help steer this Community in Christ in the right direction. Difficult decisions were made, many meetings with interested parties to discern what to do and how to do it next, meetings with consultants to receive guidance and advice on how to proceed. In summary, many hours of sharing thoughts, hopes, feelings, and ideas of how to move forward.

And thru these months I started to realize something: that I wasn't alone in this journey. There were other people worried about our future and wanted to do something about it. Other people like me willing to give of their free time, to get together to find solutions to the many challenges that we have. Willing to try new radical, different ways to resolve our situation and steer our Church to the path of success and out of harm. The only thing that bother and worried me was how few we were (and to some extend are). Most of the time I can find the same people in these meetings or conferences, looking to make a difference in our present to guaranty a future for our Community that is St. John's. I thought that if we were more people we could do more, think more, give more, succeed more. And still think so.

But then I realized two things: first, that the greatest change of all started with thirteen men (the Son of God and twelve disciples), and second, that everything happens on God's time. Christ didn't need legions of people to bring us the news that we can aspire to something better here and in heaven. Just twelve men to reach the hearts and minds of the people so they can understand what God wants for us, what He expects from us, and how can we fulfill our duty as Christians. This thought gives me hope that even though we are a few doing the heavy lifting to steer our Church out of hardship, eventually more of you are going to join us in this quest to fulfill our duty with our Church, our community and our God. And that God's timing is perfect, He knows when things have to happen, and He will make them happen. And that he can open your hearts and minds and make you understand that He will always be at our side, helping us accomplish our goals and reach our dreams, as long we put the effort, the action, the faith, that we with Him can do anything that we believe in. Are you willing to believe? Are you willing to put the effort? The action? God is waiting for you.

Respectfully submitted,
Osvaldo Pagan, Senior Warden

Finance/Executive Council

The Finance/Executive Council for St. John's church consists of current officers, immediate past warden, clergy and two members at large. The Council's main duty is to be stewards of St. John's financial health by review of financial reports, making recommendations to the Vestry for spending and preparing the annual budget. Lastly, the Council sets the agenda for the monthly Vestry Meetings.

The Finance/Executive Council members during 2014 were Rev. Amy D. Welin, Osvaldo Pagan, David Waldren, Lorraine Barker, Monica Buckley, Don Pomeroy, Jay Anthony and Lorene Castle. The Council met each month during 2014 and prepared the annual budget that was approved by the Vestry in December 2014.

Respectfully submitted,
Monica A. Buckley, Interim Treasurer

Investment Summary 2014

see *Insert C*

Budget Reports 2014

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Cash Basis

St. John's Parish Operating Account Performance January through December 2014

	Jan - Dec 14	YTD Budget	over/ (under)	% of Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 · INCOME					
4010 · Pledges/Offerings					
4011 · Plate offering	5,966.84	5,700.00	266.84	104.68%	5,700.00
4012 · Pledge Current	140,909.00	150,000.00	(9,091.00)	93.94%	150,000.00
4014 · Easter offering	1,185.00	1,500.00	(315.00)	79.0%	1,500.00
4015 · Christmas offering	2,924.00	4,700.00	(1,776.00)	62.21%	4,700.00
4016 · Special services	2,000.00	1,500.00	500.00	133.33%	1,500.00
Total 4010 · Pledges/Offerings	152,984.84	163,400.00	(10,415.16)	93.83%	163,400.00
4020 · Donations					
4021 · Parking lot	17,104.00	20,000.00	(2,896.00)	85.52%	20,000.00
4022 · Room Donations	4,332.51	4,000.00	332.51	108.31%	4,000.00
4023 · Grants	28,499.92	27,000.00	1,499.92	105.56%	27,000.00
4024 · General Donations	3,943.55	2,500.00	1,443.55	157.74%	2,500.00
Total 4020 · Donations	53,879.98	53,500.00	379.98	100.71%	53,500.00
4030 · Investment Income					
4031 · Elton-Chipman	24,078.19	22,000.00	2,078.19	109.45%	22,000.00
Total 4030 · Investment Income	24,078.19	22,000.00	2,078.19	109.45%	22,000.00
Total 4000 · INCOME	230,943.01	238,900.00	(7,956.99)	96.67%	238,900.00
4460 · Rector's Discretionary Income	3,028.86				
Total Income	233,971.87	238,900.00	(4,928.13)	97.94%	238,900.00
Expense					
6000 · DISBURSEMENTS					
6100 · Salaries & Benefits					
6110 · Insurance					
6111 · Medical & Dental Ins.	14,907.00	16,098.00	(1,191.00)	92.6%	16,098.00
6112 · Life Insurance	672.00				
6113 · Workers Comp Insurance	1,944.00				
Total 6110 · Insurance	17,523.00	16,098.00	1,425.00	108.85%	16,098.00
6125 · Rector & Asst.					
6134 · Clergy Housing	21,999.90	22,000.00	(0.10)	100.0%	22,000.00
6125 · Rector & Asst. - Other	56,956.90	56,957.00	(0.10)	100.0%	56,957.00
Total 6125 · Rector & Asst.	78,956.80	78,957.00	(0.20)	100.0%	78,957.00
6126 · Sexton & Assistants	14,216.68	15,072.00	(855.32)	94.33%	15,072.00
6127 · Organists	18,227.32	24,350.00	(6,122.68)	74.86%	24,350.00
6128 · Office Administration	18,358.84	17,446.00	912.84	105.23%	17,446.00
6129 · Church School/Youth Ministry	1,300.00	2,000.00	(700.00)	65.0%	2,000.00

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Cash Basis

St. John's Parish
Operating Account Performance
January through December 2014

	Jan - Dec 14	YTD Budget	over/ (under)	% of Budget	Annual Budget
6130 · FICA (Employer's)	3,936.83	4,175.00	(238.17)	94.3%	4,175.00
6132 · Pensions	13,672.08	13,957.00	(284.92)	97.96%	13,957.00
6133 · Travel-Ed Reimburs	831.91	1,800.00	(968.09)	46.22%	1,800.00
6135 · Continuing Education	1,330.00	1,500.00	(170.00)	88.67%	1,500.00
6150 · Casual Labor					
6151 · Rector & Asst	1,397.06				
6153 · Organists	1,875.00				
Total 6150 · Casual Labor	3,272.06				
Total 6100 · Salaries & Benefits	171,625.52	175,355.00	(3,729.48)	97.87%	175,355.00
6200 · Buildings					
6238 · Property Insurance	43,476.00	62,885.00	(19,409.00)	69.14%	62,885.00
6239 · Fuel, Electric, Water	41,362.30	37,000.00	4,362.30	111.79%	37,000.00
6240 · Maintenance					
6241 · Minor Imp, Repairs	15,864.57	10,000.00	5,864.57	158.65%	10,000.00
6243 · Cleaning Service	660.00	2,500.00	(1,840.00)	26.4%	2,500.00
6244 · Snow Removal	12,927.50	12,000.00	927.50	107.73%	12,000.00
6246 · Housekeeping	2,296.38	7,230.00	(4,933.62)	31.76%	7,230.00
6240 · Maintenance - Other	2,056.97				
Total 6240 · Maintenance	33,805.42	31,730.00	2,075.42	106.54%	31,730.00
Total 6200 · Buildings	118,643.72	131,615.00	(12,971.28)	90.15%	131,615.00
6300 · Office Expenses					
6301 · Accounting/Bookkeeping	10,560.00	12,000.00	(1,440.00)	88.0%	12,000.00
6302 · Audits	2,000.00	3,000.00	(1,000.00)	66.67%	3,000.00
6303 · Bank Fees	458.00				
6309 · Legal/Professional Fees	326.06				
6315 · Office, General	3,393.20	10,500.00	(7,106.80)	32.32%	10,500.00
6316 · Office Equipment	4,032.47				
6325 · Payroll Preparation					
6311 · Payroll Expenses	183.31				
Total 6325 · Payroll Preparation	183.31				
6326 · Postage	165.05				
6327 · Property Tax	418.14				
6328 · Telephone-Internet	1,757.11				
Total 6300 · Office Expenses	23,293.34	25,500.00	(2,206.66)	91.35%	25,500.00
6400 · Parish Programs					
6452 · Christian Education	80.51	500.00	(419.49)	16.1%	500.00
6453 · Adult Education	498.65	250.00	248.65	199.46%	250.00
6454 · Parish Development	578.49				
6456 · Liturgical Supplies	835.21	750.00	85.21	111.36%	750.00

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Cash Basis

St. John's Parish
Operating Account Performance
January through December 2014

	Jan - Dec 14	YTD Budget	over/ (under)	% of Budget	Annual Budget
6457 · Music & Choir	757.43	1,000.00	(242.57)	75.74%	1,000.00
6458 · Maint. of Instruments	1,262.25	5,000.00	(3,737.75)	25.25%	5,000.00
6459 · Publications	203.95	500.00	(296.05)	40.79%	500.00
6460 · Publicity & Advertising	701.94	700.00	1.94	100.28%	700.00
6461 · Outrider	133.00	250.00	(117.00)	53.2%	250.00
6462 · Stewardship	673.45	500.00	173.45	134.69%	500.00
6463 · Celebrations					
6468 · Church Picnic	489.43				
6463 · Celebrations - Other	1,118.63	1,500.00	(381.37)	74.58%	1,500.00
Total 6463 · Celebrations	1,608.06	1,500.00	108.06	107.2%	1,500.00
6465 · Youth Ministry	100.00	1,000.00	(900.00)	10.0%	1,000.00
Total 6400 · Parish Programs	7,432.94	11,950.00	(4,517.06)	62.2%	11,950.00
6500 · Outside Parish					
6567 · Diocesan Pledge	52,176.00	52,170.00	6.00	100.01%	52,170.00
6590 · CT Health Ins Exch Exp	5,886.00				
Total 6500 · Outside Parish	58,062.00	52,170.00	5,892.00	111.29%	52,170.00
Total 6000 · DISBURSEMENTS	379,057.52	396,590.00	(17,532.48)	95.58%	396,590.00
6650 · Rector's Discretion, Frid Exp	4,605.09				
Total Expense	383,662.61	396,590.00	(12,927.39)	96.74%	396,590.00
Net Ordinary Income	(149,690.74)	(157,690.00)	7,999.26	94.93%	(157,690.00)
Other Income/Expense					
Other Income					
8000 · Other Income					
8001 · Permanent Endowment	30.43				
8002 · Budde Fund	26,485.41				
8004 · Rector's Discretionary	12.35				
8005 · Designated Funds	18,225.10				
Total 8000 · Other Income	44,753.29				
Total Other Income	44,753.29				
Net Other Income	44,753.29				
Net Income	(104,937.45)	(157,690.00)	52,752.55	66.55%	(157,690.00)

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01/06/15
Cash Basis

St. John's Parish
Off Budget
As of December 31, 2014

	Beginning Balance	\$ Change	Dec 31, 14	% Change
1350 · Off Budget Bank of America				
1360 · 275th Anniversary Bricks BOA	38,101.39	0.00	38,101.39	0.0%
1361 · Altar Flowers BOA	6,548.34	-99.37	6,448.97	-1.52%
1362 · Arts Ministry BOA	789.53	-757.88	31.65	-95.99%
1363 · Bazaar/Hol Fair BOA	764.62	0.00	764.62	0.0%
1364 · Bishops Funds BOA	358.22	0.00	358.22	0.0%
1365 · Budde Fund (People's End.) BOA	684.00	40.00	724.00	5.85%
1366 · Capital BOA	10,265.64	-2,570.00	7,695.64	-25.04%
1367 · Waterbury Youth Chorus BOA	202.50	0.00	202.50	0.0%
1369 · Close Fund BOA	471.27	0.00	471.27	0.0%
1370 · Columbarium Fund BOA	-3,073.25	0.00	-3,073.25	0.0%
1371 · Columbarium Maintenance BOA	783.80	0.00	783.80	0.0%
1372 · Earth Ministry BOA	405.67	0.00	405.67	0.0%
1373 · Fund Raising BOA	11,159.36	1,961.31	13,120.67	17.58%
1374 · Memorial BOA	10,351.00	378.00	10,729.00	3.65%
1375 · One Cause BOA	557.87	0.00	557.87	0.0%
1376 · Organ Fund BOA	16,733.56	-5,692.50	11,041.06	-34.02%
1377 · Outreach BOA	9,611.41	-1,076.77	8,534.64	-11.2%
1379 · Search Committee BOA	11,775.18	0.00	11,775.18	0.0%
1380 · Theological Education BOA	5,339.14	0.00	5,339.14	0.0%
1381 · Wheeler Fund (Music) BOA	3,248.81	1,050.00	4,298.81	32.32%
1382 · White Envelope BOA	435.38	0.00	435.38	0.0%
1383 · Int/Div/Gain BOA	114.33	0.00	114.33	0.0%
1350 · Off Budget Bank of America - Other	2,875.33	1,087.88	3,963.21	37.84%
Total 1350 · Off Budget Bank of America	128,503.10	-5,679.33	122,823.77	-4.42%

2015 BUDGET

Saint John's Parish 2015 Budget Worksheet

INCOME		adjusted 1/16/2015	
	Item	2014	2015
1	Plate offering	\$ 5,700	\$ 5,700
2	Pledge Pymts. current	\$ 150,000	\$ 88,252
3	Easter offering	\$ 1,500	\$ 1,200
4	Christmas offering	\$ 4,700	\$ 4,700
5	Special services	\$ 1,500	\$ 1,500
6	Total pledges/offerings	\$ 163,400	\$ 101,352
7	Parking lot	\$ 20,000	\$ 20,000
8	Room Donations	\$ 4,000	\$ 4,000
9	Grants	\$ 27,000	\$ 27,000
10	General Donations	\$ 2,500	\$ 2,500
11	Total donations	\$ 53,500	\$ 53,500
12	Endowment Investment Withdrawal		
13	Elton/Chipman Funds	\$ 22,000	\$ 22,000
14	Total Investment Income	\$ 22,000	\$ 22,000
15	Interest Income		
16	Miscellaneous		
17	TOTAL INCOME	\$ 238,900	\$ 176,852
18	DISBURSEMENTS	\$ 396,590	\$ 363,682
19	SURPLUS/(DEFICIT)	\$ (157,690)	\$ (186,830)

DISBURSEMENTS				
	Item	2014	2015	
20	Rector & Assistants (Salary)	\$ 56,957	\$ 57,811	1.50%
21	Clergy Housing	\$ 22,000	\$ 22,000	
	<i>Subtotal: Clergy</i>	\$ 78,957	\$ 79,811	
22	Sexton & Assistants	\$ 15,072	\$ 15,298	1.50%
23	Music Ministry	\$ 24,350	\$ 17,377	
24	Office Administration	\$ 17,446	\$ 17,708	1.50%
25	Church School/Youth Ministry	\$ 2,000	\$ -	
26	FICA (Employer's Share)	\$ 4,175	\$ 4,238	
27	Group Med & Dental Insurance	\$ 16,098	\$ 16,500	
28	Pensions	\$ 13,957	\$ 14,247	
29	Professional/Travel	\$ 1,800	\$ 1,800	
30	Continuing Education	\$ 1,500	\$ 1,500	
31	Salaries & Benefits	\$ 175,355	\$ 168,479	

2015 BUDGET continued

Saint John's Parish
2015 Budget Worksheet

	Item	2014	2015
32	Property Insurance	\$ 62,885	\$ 64,400
33	Fuel, Electric & Water	\$ 37,000	\$ 35,000
34	Maintenance & Repairs	\$ 10,000	\$ 10,000
35	Cleaning Service	\$ 2,500	\$ -
36	Snow Removal	\$ 12,000	\$ 12,000
37	Housekeeping	\$ 7,230	\$ 5,000
38	Total - Buildings	\$ 131,615	\$ 126,400
39	Payroll Preparation	Included in Acct & Bookkeeping Services	
40	Accounting/Bookkeeping	\$ 12,000	\$ 12,000
41	Legal	\$ -	
42	Audits	\$ 3,000	\$ 2,500
43	Office Expenses	\$ 10,500	\$ 10,000
44	Total - Office Admin.	\$ 25,500	\$ 24,500
45	Adult Education	\$ 250	\$ 250
46	Celebrations	\$ 1,500	\$ 1,500
47	Christian Education		
	a. Church School (Childrens Chapel)	\$ 500	\$ 250
	b. Saturday Program		\$ -
48	Library		\$ -
49	Liturgical Supplies	\$ 750	\$ 750
50	Music & Choir	\$ 1,000	\$ 750
51	Maintenance of Instruments	\$ 5,000	\$ 4,000
52	Outrider	\$ 250	\$ 250
53	Parish Development		
54	Publications	\$ 500	\$ 500
55	Publicity and Advertising	\$ 700	\$ 700
56	Stewardship	\$ 500	\$ 500
57	Youth Ministry	\$ 1,000	\$ 500
58	Total - Parish Program Supplies	\$ 11,950	\$ 9,950
59	Diocesan Pledge	\$ 52,170	\$ 34,353
60	Miscellaneous/Rounding		
61	Total - Other		
62	TOTAL DISBURSEMENTS	\$ 396,590	\$ 363,682

Monthly Withdrawal \$15,569.18

ACOLYTES

The acolytes are building community. At present, we have three lead acolytes, three intermittently participating acolytes, and four beginning acolytes in training, for a total of ten acolytes. Traditionally, the acolytes serve at the English speaking 10 am church service, but are now also a part of the Hispanic service at 12 noon. With the assistance of Bob Baranoski, the lead acolytes are mentoring the acolytes in training. In addition to service, the acolytes participate in periodic meetings to discuss liturgy and the role of service, field trips and future fundraising events. Our hope is to reach outside of the church walls for events, possibly with other churches. An ultimate trip would be to the National Cathedral in Washington, D.C., in October for the Acolyte Festival.

Respectfully submitted,
Angela White, Acolyte Coordinator

ALTAR FLOWER MINISTRY

This small but highly dedicated committee has been responsible for floral arrangements praising God's altar at weekly Sunday services and special occasions.

Along with enhancing the liturgical seasons, there is also a considerable positive impact on St. John's Budget as a result of the member's commitment to this ministry. Appreciation is expressed to all parishioners who contribute to the flower fund as well.

To help contain costs, we have limited the number of lilies and poinsettias at Christmas and Easter. This year more artificial poinsettias were purchased which will continue to prove cost effective over the long term.

Current participants in the Flower Ministry are:

Pinki Chillemi, Jan Gurniak, Sarah Haines, Sonja Osborn, and Linda Pomeroy.

If you have any interest in joining this committee, please contact the office.

ALTAR GUILD

The Altar Guild is responsible for preparing the altar for all worship services. Sunday Eucharist, Baptisms, Weddings, and Funerals along with any other service we may have. We set up the altar before and clean up after. Linens need to be taken washed and ironed. Altar Guild work goes on quietly behind the scenes under direction of our priest. We have a small group of 6 people who work faithfully every week at 10am 12 pm Sunday services. We need more help! Please contact the church office or see me on a Sunday.

Our dedicated members are:

10 am service: Bob Baranoski, Donna Gervickas, Linda Pomeroy

12 pm service: Amantina Urbano, Peggy Carmack, Lydia Hernandez

52 weeks a year. We cover all additional services as needed. Please join us.

Respectfully submitted,
Donna Gervickas, Altar Guild Directress

CARD MINISTRY

Birthday cards are sent out to parishioners sixty and older on their special day. If you would like to be included see me Sunday mornings. Cards for other occasions are sent out also. Cards of encouragement and speedy recovery are always available. Birthday cards (of no need to you with envelopes) are always welcome.

Respectfully submitted,
Sarah Haines

CHURCH STREET COMMUNITY SERVICES, INC. (CSCS)

Waterbury Youth Chorus (WYC):

Church Street Community Services funds the Waterbury Youth Chorus which is a community chorus for children and youth from grades 2-12. The Waterbury Youth Chorus currently has 29 members, eight of whom are from St. John's. The WYC is ethnically diverse with thirteen members that are Hispanic or White/Hispanic; seven members that are Black/African American and nine members that are White.

WYC members currently pay tuition on a scale based on family income. The WYC has seventeen students that are from families that have extremely low or low income based on HUD (United States Department of Housing and Urban Development) housing criteria, while six members are from families with moderate income and six families have high income. The lowest tuition charged is \$5 monthly which makes the WYC possible for families with low incomes. The tuition insures income for the costs of the chorus and increases parents commitment to make sure their children are at all practices and performances.

Tutoring Program:

Church Street Community Services has also continued to support the costs involved in providing a free tutoring program on Saturday mornings for primarily Latino children. This program has been in operation for 10 years and has served over 75 children during that time. Attendance for this program began to drop off during the spring semester of 2014. Rev. Carroll said that former participants were taking advantage of sports programs instead of the tutoring program. Rev. Carroll said he would try to re-energize the program for the fall of 2014 but this effort was not successful. Currently, Rev. Carroll has been assigned to another parish. At the same time the tutors who were faithful to the program for the past 10 years were experiencing health problems. In addition one of the most faithful tutors died. We are presently seeking another champion to determine how we can help children succeed in school. In the meantime, we are referring anyone who inquires to the PAL program sponsored by the Police Athletic League (www.waterburypal.org 203-346-3921). Tutoring is also available through this program.

In spite of the difficulties described, this program served around 7-10 children in 2014.

Workshops for Children and Adults:

CSCS sponsored two workshops on Cyber Bullying which were attended by both parents and their children. The two workshops reached 20 children and adults. The workshops were led by staff from Safe Haven

St. John's involvement with CSCS during 2014: Three members of the CSCS Board of Director's are from St. John's (Lorene Castle, Marian Carroll and Bill Kron). In addition CSCS received significant financial contributions from the Outreach Committee of \$4,000 and \$4,500 from the 2013 Wine Tasting Event. CSCS is very grateful for all the support from St. John's. CSCS was also selected to benefit from the 2014 "Tis the Season to be Grateful". In addition, St. John's provides practice and performance space for the Waterbury Youth Chorus and, previously, classroom space for the Saturday Tutoring Program.

Respectfully submitted,
Lorene Castle, President

FOOD PANTRY

Every Sunday, parishioners bring 'items in need' to help struggling families with groceries. The demand is rising everyday. Items in need are: tuna fish, canned fish, hot/cold cereal, peanut butter, jellies, beans, rice, hearty soups, spaghetti, spaghetti sauce, crackers, coffee and tea.

"Thank you" to everyone for your generosity. It is the CHRIST in everyone as we reach out to help those that have a need of us. God bless everyone.

Respectfully submitted, Sarah Haines and Sharon Samela

GWIM (Greater Waterbury Interfaith Ministries)

The purpose of GWIM is communication; to inform, educate and encourage active participation.

Sarah Haines and Shirley Chouinard were together for fourteen years. We met in different departments, connected and then worked together in the food pantry, soup kitchen, hunger walks, birdies (collected money) meetings. We had outstanding attendance, supported each other and worked to collect for toy sales, toys for GWIM, the makings for 250 sandwiches with lunch bags twice a year. That was quite an accomplishment—"Hats off to everyone."

As GWIM now has a home of its own, "We will forge forth." I welcome Sharon Samela through the Outreach. Sarah, Shirley and Sharon had a bond together helping those that have a need of us. As Sarah and Sharon look forward to 2015, we want to say "Thank you" to St. John's Parish for the love you have given GWIM and the homeless and the hungry. We are grateful to you all.

Respectfully submitted, Sarah Haines and Sharon Samela

HOSPITALITY COMMITTEE

Hospitality continues to do an outstanding job of providing delicious edible delights each Sunday. For this we need to thank Steve, Pete, Gail, Marion, Lorraine, Linda, Monica, Donna, Verdell, Sherrie, Sarah, Jan, Pinki and Jo-Anne. Your contributions are certainly appreciated.

There are parishioners that remain anonymous who contribute also. More often than not our table is overflowing because of your kindness and generosity.

Hospitality is always looking to welcome new members—no meetings required—promise. All we need is for you to provide approximately three (3) dozen of some "goodie" when scheduled. And, we will give you plenty of time to prepare. We post the schedule in the library to keep everyone up-to-date.

If you love to have refreshments after our service, and are interested in contributing, you can contact me at 203-756-4795 or via email at rskminkler@gmail.com

Karen Minkler, Hospitality Coordinator

HOUSE COMMITTEE

The House Committee has set the goal to try and repair the church roof, as this is the main concern for the committee and members of other committees. We were able to repair the roof over the front side of the sanctuary. We are now working on getting the sacristy roof repaired.

We have had several plumbing issues, and still have the use of only toilet in the women's bathroom. Thanks to Freddy's Sewer & Drain and John Gervickas Plumbing, for plumbing repairs. We now have a grease trap which helped in fixing some of the plumbing problems.

The library had a new paint job done and this task was undertaken by Don Pomeroy with the assistance of David Watson. Don also made a new frame for the picture of the church organ.

The cleanup in the close was started with some of the bushes trimmed or removed over the summer months. This was done with help and support of several parish members and people from Community Services. The cleaning of the close is an ongoing project and I would like to again thank David Watson for his efforts to help maintain it.

Respectfully submitted,
David Waldren, Junior Warden and House Committee Chairperson

LAY EUCHARISTIC VISITORS

Lay Eucharistic Visitors assist the clergy of the Parish by sharing the consecrated Body and Blood of Our Lord Jesus Christ with people unable to attend worship services. The Eucharist is shared with people as part "of our common life and also for enriching our parish family by their sharing with us the food of our pilgrimage toward God".

Current LEVs are: Marian Carroll, chair, Pinki Chillemi, Sandra Jellinghaus, and Jo Plunske. Alternate is Sandy Allard.

If you are interested in this ministry please contact the church office or speak to one of the LEVs or myself. Training and helpful resources are available.

Respectfully submitted,
Marian Carroll

LIBRARY

Four books have been donated to the library by friends of St. John's in the categories of Christian Life and World Religions. Donated books have been catalogued and placed on the shelves.

A children's library is located on the third floor of the Parish House and houses Teacher Training and additional Christian Education Resources.

The library shelves were kept in order, dusted and the newly donated books displayed on the library cart.

A few books have been borrowed without notation in the log book. It is requested when borrowing a book, that you sign your name and title of the book in the log, located on the library cart. Borrowed books should be returned to the cart in the Return bin. It is helpful to the librarian NOT to replace books on the shelves.

Respectfully submitted: Marcia H. Holroyd, Librarian

MUSIC MINISTRY

We continued some of the newer innovations this year, such as the *Flash Choir anthems* and the Psalms sung by a cantor with a refrain sung by the congregation. New this year was the "Hymn of the Month", a hymn sung each Sunday for a month. These all seem to be working well.

We had special music for Easter Sunday, with a brass quartet, and a trumpet and carols Christmas Eve. The Wheeler Fund provided this. Solos were beautifully sung by Sandy Regan and Brandon White, and Psalm cantors were Marian Carroll (Easter Sunday), Roger Wheeler and Brandon White.

The choir now stands at 4 sopranos, 1 alto, 3 tenors and 2 basses. I thank them all for their fine singing and dedication to St. John's.

The Hispanic Service was added to the responsibilities of the organist with the provision that Steve Minkler would continue to play for one service each month. Steve also played piano at bilingual services. Rosemary Minkler joined him on occasion. Their talents are greatly appreciated by me, and were enjoyed by all who attended this year's Cool Yule.

This will be my last Annual Report as your organist. The following is the letter I submitted to Amy earlier this season:

To Rev. Amy Welin, the Choir and the People of St. John's Parish;

After much reflection I have decided to retire as St. John's Director of Music on March 1, 2015. I say "retire" rather than resign because I will not be seeking another position. As I approach the age of 70, I

have come to understand the need to lighten my load. There are many weeks when I do not have a single day off, and this has become increasingly difficult for me to sustain.

I resign with mixed feelings. While I feel the need to have some time to relax and rejuvenate each week, St. John's has been an important part of my life for more than 38 of the past 48 years. I believe that this is the longest tenure of any organist of St. John's Parish. During that time I have served with four rectors, three interim priests, one priest in charge plus several assistant priests. These have been distinguished people. One went on to become an Archdeacon, and one became a bishop. Others have brought their own unique gifts to St. John's making it an honor to serve with them. Most have given me their unfailing support, which made my work all the more rewarding. The choir, while diminished in numbers, has recently been as dedicated and generous of their gifts as any choir with which I have worked.

St. John's has been a wonderful place for me to work and to worship, but I cannot stay forever, and the time to leave seems right. I need more time for myself and my family, and a younger organist can be poised to lead the music of St. John's into the future. I pray that the future will be a bright one.

Sincerely,

Robert Havery, Organist and Director of Music

OUTREACH COMMITTEE

The Outreach Committee met on the third Wednesdays of the month.

Members: Wonder Baratt, Ellie Nuñez, David Waldron, David Watson, Lorraine Barker (Treasurer), Lorene Castle, Shirley Chouinard, Donna Gervickas, Jan Gurniak, Sarah Haines, Doris Hollenstein (Chairperson), Jo-Anne Plunske and Sharon Samela (Secretary). We mourn the death of our long and faithful member Shirley Chouinard.

Programs supported in 2014: Church Street Community Services, Covenant to Care, Safe Haven, GWIM Soup Kitchen and Food Pantry, Home Front Inc.

Tag sales were held to raise funds. In May a family was helped to make improvements inside and outside of their home. Prayer pocket shawls, shawls, hats and mittens are crafted and distributed to those in need by our ecumenical group which meets on the second Saturday of the month.

Financial donations and gifts to Covenant to Care, Safe Haven and GWIM are received throughout the year.

The Committee extends their thanks to generous parishioners, friends, the Griffith and Grateful Funds for all Outreach contributions. New members are welcome.

Respectfully submitted,

Doris Hollenstein, Chairperson

PARISH HOUSE REPURPOSING TASK GROUP

This group began meeting in September 2013. We have examined many possibilities for using the Parish House and other real estate assets of St John's parish, in order to generate income. We have considered leasing space to non-profit and for-profit businesses (including universities), converting some space into a school, developing an educational or job training program, and developing the space for residential use.

We have consulted with a developer from MA, two local commercial real estate agents, the Mayor's office, and Waterbury Development Corporation, a parking lot management company, and other area businesses.

Currently we are working with NVP and LISC (Local Initiatives Support Corporation), considering possibilities with developers who work with non-profits in CT. We are considering sending out several RFPs (Requests For Proposal) to developers, asking what they can envision for the Parish House and parking lot property. We expect to reach some conclusions by late winter, and plan to inform the parish of our findings.

Members: Jay Anthony, Lorraine Barker, Lorene Castle, Harriet Fotter, Donna Gervickas, Osvaldo Pagan, Don Pomeroy, Andrew Skipp, Amy Welin

Consultant: Kenneth Galdston, Naugatuck Valley Project

SATURDAY MORNING TUTORIAL PROGRAM

After ten years of service to at risk students the SMTP ceased operations this fall due to lack of participants. The program was utilized by over eighty students from Greater Waterbury. Deepest thanks to all who contributed their time, talent and treasure to the Project; especially the Vestry, staff, and people of St. John's Parish and Church Street Community Services whose dedication made this whole ministry possible. To our many tutors:

"...your names are counted in the Book of Life..."

Respectfully submitted,
Fr. Mike Carroll

SEXTONS (Volunteer Security)

The Volunteer Sextons are adjuncts to the staff sextons, providing coverage when the staff sextons are not available or it is not fiscally possible to employ them. The volunteer sextons currently cover two evening support groups each week, and other occasions as need arises. Their job is to open the church and see to the needs of the users, and to the safety and security of the church.

Current members: Bob Baranoski, Dave Waldren, Chris Webber

New volunteers are always welcome. Talk to David Waldren for more information.

Respectfully submitted,
Church Office

TAG SALE & DOLL SALES

Doll Sales were held four times in 2014. In April on the 5th and the 12th, and at the Woodbury Flea Market on May 10th and September 20th. Many thanks to Don and Linda Pomeroy and Sharon Samela for doing the April sales, and to Cindy Runge for helping to load, transport and sell with me at the Woodbury sales. The total raised from the doll sales was \$839.50.

St. John's held one tag sale on November 22, 2014. Net profits were \$1,523.89. This includes \$294 from the sales of Bob Baranoski's fruit cakes! Thank you to our faithful workers and donors.

I would especially like to thank my co chair Dave Watson.

Respectfully submitted,
Donna Gervickas, Chairperson

USHERS

St. John's Ushers have served their Church with pride and devotion throughout 2014 as they have in years past. We have approximately 15 ladies and gentlemen who have performed the following duties each Sunday morning and at special services.

- Parishioners and visitors are greeted as they arrive, presented with a service bulletin and if desired, assisted with seating.
- Members or guests of the parish are invited to present the elements for Communion.
- We collect and present the regular offering as well as donations for the food bank and soup kitchen.

- We take an attendance count and stand ready to assist parishioners, visitors and staff, should there be any need.

We welcome new members, who will find it a wonderful opportunity to participate with fellow parishioners and get a full view of our church services.

This past year we lost Shirley Chouinard who proudly served as an usher for many years. She is greatly missed among our ranks.

Respectfully submitted,
Jay Anthony, Head Usher, 2014

Youth Group

The Youth Group had a two year revival when we combined with the youth from Mill Plain Union Church, Wtby. The mission was to grow in faith through interactive biweekly meetings and local service events. In its second year, we joined with other churches to form a new chapter in an established organization called GIV2 (Give Squared), in which the youth participated in quarterly service events around the state. Our final service trip was an overnight at the Heifer Foundation Farm with the Junior Youth and the Boston Homelessness Weekend with the Senior Youth. Unfortunately, the Youth Group has dissolved as the leaders have turned to pursue different paths.

Respectfully submitted,
Angela White, former Youth Group Leader

SAINT JOHN'S PARISH BY-LAWS

PREAMBLE

Saint John's Parish in the City of Waterbury, Connecticut, is a parish of the Diocese of Connecticut, a diocese of The Episcopal Church.

The purpose of these by-laws is to establish the structure of and rules by which the business of the Parish is conducted and to promote a better understanding among the parish membership as to how its business is carried out.

ARTICLE I

Canonical Precedence

Saint John's Parish operates under and acknowledges the authority of the canons of the General Convention of The Episcopal Church and the "Constitution and Canons" of the Diocese of Connecticut (2013 Ed.) hereinafter referred to as the Canon(s). Nothing in these by-laws shall be construed to conflict with the forgoing and if such conflict is deemed to exist, the higher authority shall prevail.

ARTICLE II

All existing Standing Resolutions are hereby rescinded except the Standing Resolution dated January 21, 1980, The Rev. Samuel A. Budde People's Endowment, and the Standing Resolution dated December 22, 2012, The Rev. Samuel A. Budde People's Endowment.

ARTICLE III

Membership

Any person who has received the Sacrament of Holy Baptism, which has been recorded in this Parish and otherwise meets requirements of Canon I, Sections 4 and 5, is a member of this Parish. A member who is sixteen years of age or older is considered an adult member. Any member who has received the sacrament of Holy Communion in this Church at least three times during the preceding year is a Communicant. All Communicants sixteen years of age or older are adult communicants. An adult communicant who meets the requirements of Canon I, Section 6, is entitled to vote at any Parish meeting.

Within one month of the annual Parish meeting, the Parish Clerk shall submit to the Vestry the list of members previously entitled to vote along with recommendations for additions to or deletions from said list. The list as may be amended is then subject to approval by the Vestry, and the approved list shall be presented at the annual Parish meeting.

The Rector is considered a member of the Parish.

ARTICLE IV

Parish Meetings

A Parish meeting of the membership shall be held annually for the purpose of electing Wardens, Parish Clerk, Treasurer, members of the Vestry and lay delegates to the Diocesan Convention and Deanery as well as conducting such other business as lawfully may come before the meeting.

Said meeting shall be held on the fourth Sunday of January, or in the event of postponement for good cause, e.g. inclement weather, as determined by the Rector and Wardens, shall be held on another date not later than thirty days following the fourth Sunday in January as determined by the Rector and Wardens.

Special Parish meetings may be called by a vote of the Vestry or written petition of 10 percent of the members entitled to vote. The purpose for which the meeting is to be called shall be clearly stated and shall be in accordance with the canonical purposes for which a Parish meeting may be called.

A quorum for any Parish meeting shall consist of 15 percent of the members entitled to vote.

ARTICLE V

Nominations

At the October meetings of the Vestry, a nominating committee shall be selected for the purpose of nominating officers of the Parish and others.

The Nominating Committee shall consist of not less than three or more than five members, two of whom shall be members of the Vestry other than a Warden, and one of three members from other than the Vestry.

Nominations shall be made for the following: Senior Warden, Junior Warden, Vestry Members, Parish Clerk, Treasurer, and lay delegates to Diocesan Convention and Deanery. Nominations shall be reported to the Parish Clerk not less than thirty days prior to the annual Parish meeting, and shall be published and made available to the Parish office not less than fifteen days prior to the annual meeting.

Anyone under 18 years of age cannot be a Warden, officer or member of the Vestry.

Nominations for any office may be made from the floor at the annual Parish meeting.

ARTICLE VI

Elections

Elections at the annual Parish meeting shall be held for each office separately, except the elections of Vestry members for the same term of office may be made collectively.

No proxy votes shall be permitted.

In the event of contested elections, the Parish Clerk shall distribute paper ballots and members shall write in the names of those for whom they wish to vote. No member shall vote for more nominees than the number of persons to be elected for a given office. Any ballots not cast in accordance with the foregoing shall be disallowed. To be elected, a nominee must receive a majority of the votes cast and if this is not the case, additional ballots shall be cast for those not receiving a majority vote until all offices are filled.

ARTICLE VII

Officers of the Parish

The officers of the Parish are the Rector, the Wardens, Treasurer, Parish Clerk, and the Vestry.

The Wardens are elected at the annual Parish meeting for a term of one year, and may be re-elected for two subsequent terms. One warden shall be known as the Senior Warden and the other, the Junior Warden. Wardens may be elected either to Senior Warden or Junior Warden after an interval of one year following completion of their allowed terms. Notwithstanding the foregoing, the Junior Warden may succeed the Senior Warden after three terms or less of Junior Warden.

The Treasurer and Parish Clerk are elected for one year terms and may succeed themselves without limitation. Although not officers of the Parish, lay delegates to the Diocesan Convention and Deanery along with alternates are elected for a three year term and may be elected for one additional three year term.

Vacancies in any of the above offices, excluding the Rector, shall be filled in accordance with Canon I, Section 6. A vacancy shall be deemed to exist when after an examination of the facts of each case and notification of the officer in question, the Vestry shall so vote.

ARTICLE VIII

Duties of the Officers

Rector

The Rector is the Executive Officer of the Parish and is responsible for the general oversight of Parish activities and canonically is the final authority on all matters relating to Liturgy, Music, Christian Education and activities related thereto. The Rector may establish standing or ad hoc committees or commissions relating to the foregoing and may appoint or remove members thereof.

The Rector or Priest in Charge shall be an ex officio member of all Parish commissions and committees, but shall not be included in the count when setting the size of the commission or committee.

The Rector shall preside at all Parish and Vestry meetings. In the absence of the Rector, the Senior Warden or Junior Warden in that order shall preside.

Wardens

Wardens shall perform all duties as prescribed in these by-laws and shall in the case of a vacancy in the Rectorship perform the duties as set forth in Canon I, Section 6.

The Senior Warden shall chair the Finance Council and carry out other assignments of the Vestry in regard to the business and financial affairs of the Parish. The Senior Warden may serve as a non-voting member of any other committee of the Vestry.

The Junior Warden shall chair the Program Council and carry out other assignments of the Vestry with regard to the business and financial affairs of the Parish. The Junior Warden may serve as a non-voting member of any other committee of the Vestry.

Parish Clerk

The Parish Clerk shall keep records of all Parish and Vestry meetings and in addition perform the duties set forth in these by-laws and in the Canons.

ARTICLE IX

The Vestry

The Vestry shall support ministries and missions set forth in the Parish Vision Statement. The Vestry, as Trustee, is charged with the responsibility for the direction, management and control of the business affairs of the Parish and for overseeing the maintenance and upkeep of church properties.

The Vestry shall establish and promulgate written rules of procedure including the establishment of standing or ad hoc committees, the scope and responsibilities of which shall be clearly stated. The Vestry may also dissolve said committees.

The Vestry shall consist of the Rector, ex officio, the Wardens, the Parish Clerk, and nine elected members, all of whom shall be members of the Parish entitled to vote. The nine elected Vestry members shall be elected for a period of three years and may not succeed themselves, except after an interval of one year. The terms of the Vestry shall be staggered such that three members are elected each year.

An elected member of the Vestry may also be elected to the office of Parish Clerk.

In the event of a vacancy the Vestry may appoint a new member to serve until the next annual Parish meeting. The appointment shall not preclude the election at the next Parish meeting of the appointed member to fill out the unexpired term to which he or she has been appointed, or to a full three year term as part of the class of three Vestry members to be elected in a given year.

Proxy votes shall not be allowed at Vestry meetings.

The Executive/Finance Council

The Executive/Finance Council of St. John's shall consist of the Rector, current Vestry Officers (Senior Warden, Junior Warden, Treasurer, and Parish Clerk) the immediate Past Warden(s) and 3 at large parish members. Participation in the council is a requirement of current Vestry Officers as well as the immediate Past Warden(s). The at large members will be appointed onto the council by the Senior Warden and will serve for a term of one year with the option of re-appointment.

ARTICLE X

Income

All monies received by the Parish shall be subject to the control of the Vestry and disbursed as approved by the Vestry except donations made for specific purposes which are the prerogatives of the Rector.

All monies received by the Parish shall be turned over to the Treasurer and held in account for the purpose intended. All disbursements shall be subject to procedures established by the Vestry.

ARTICLE XI

Amendments

Amendments to these by-laws may be adopted at any Parish meeting and shall be effective after the adjournment of such meeting. Amendments shall be approved by a two-thirds vote of the members present and entitled to vote.

Proposed amendments shall be submitted in writing to the Parish Clerk not less than thirty days prior to an annual Parish meeting. They shall be available in the Parish office not less than fifteen days prior to the meeting and notice thereof shall be posted along with the notice of the meeting.

ARTICLE XII

Adoption and Effective Date Thereof

These by-laws shall become effective after the adjournment of the Parish Meeting at which they are adopted. They shall require a two-thirds vote of members present entitled to vote.

ARTICLE XIII

Review of By-Laws

The by-laws should be reviewed by a committee appointed by the Vestry no less than once every three years.

APPENDIX

Standing Resolution adopted at the annual Parish Meeting--January 21, 1980.

The Rev. Samuel A. Budde People's Endowment

Beginning in 1981, the income from the Endowment Fund may be withdrawn and applied toward the Parish operating deficit or other purposes, with the consultation of the Finance Committee and by vote of two-thirds of the Vestry. Principal of the Fund may be withdrawn and used by a two-thirds vote of the Parish meeting.

Standing Resolution adopted at the Special Parish Meeting--December 22, 2012

The Rev. Samuel A. Budde People's Endowment

St. John's will need to withdraw from the Budde Endowment Fund account in order to meet the obligations of the 2013 Operating Budget. Parish By-Laws require approval at a Parish Meeting to withdraw funds from the principal amount of the Budde Fund, therefore, be it resolved that by a Parish vote, the Vestry is hereby given the authority to make the necessary withdrawals beginning January 1, 2013.