

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

January 24, 2016



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

24 de enero 2016

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.



St. John's Annual Parish Meeting
January 24, 2016

Reunion Anual de la Parroquia San Juan
24 de enero 2016

- | | | |
|------------------------------------------------------------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| ◇ Adoption of the Roll of Voting Members and establishment of a quorum |Mr. Jay Anthony..... Senior Warden | ◇ Aprobación de la lista de los miembros votantes y el establecimiento del quórum |
| ◇ The 2016 Annual Meeting of St. John's Parish convened | | ◇ La Reunión Anual del 2016 de la Parroquia San Juan se convocada |
| ◇ Vestry Elections and Acknowledgment of departing Vestry Members | | ◇ Elecciones de la Junta Parroquial y Reconocimiento de Junta Parroquial Los miembros que están dejando |
| ◇ Approval of the Minutes of the 2015 Annual Parish Meeting | | ◇ Aprobación de las Minutas de la Reunión Anual de la Parroquia del 2015 |
| ◇ 2015 Financial Report ◇ Presentation of the 2016 Budget |Mr. Osvaldo Pagan,..... Parish Treasurer | ◇ Informe Financiero del 2015 ◇ Presentación del Presupuesto para el 2016 |
| ◇ Senior Warden Report |Mr. Jay Anthony..... Senior Warden | ◇ Informe-Senior Warden |
| ◇ Junior Warden Report |Mr. David Waldren..... Junior Warden | ◇ Informe-Junior Warden |
| ◇ Questions/Comments | | ◇ Preguntas/Comentarios |
| ◇ Adjournment until January 22, 2017 | | ◇ Se levanta hasta el 22 de enero del 2017 |

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St. John's Parish 2016 Voting List

| | | | |
|---------------------|---------------------------|-------------------------|----------------------|
| Allard, Sandra | Dover, Ena | Miller, Scott | Stevens, George |
| Anthony, Jay | Dover, Evanson | Minkler, Steven | Stevenson, Jill |
| Arroyo, Donna | Dover, Krystal | Minkler, Rosemary | Thibodeau, Leo |
| Arroyo, Elvin | Dover, Nicole | Minkler, Karen | Thibodeau, Josephine |
| Baranoski, Ken | Ferrarese, Nancy | Mirabal, Juana | Toribio, Fernando |
| Baranoski, Jan | Gervickas, Peter | Mirabal, Nguyen | Toribio, Maritza |
| Baranoski, Robert | Gervickas, Donna | Mitchell, Janet | Torres, Carmen |
| Barratt, Wonder | Gonzalez, Annette | Moody, Cheryl | Torres, Susette |
| Browning, Elaine | Gray, Unita | Moody, Stephen | Torres, Ricardo |
| Browning, Raymond | Haines, Katherine | Moore, Scott | Urbano, Amantina |
| Buckley, Monica | Haines, Sarah | Moore, Ana | Viner, Ed |
| Bush, Verdell | Hamilton, Gale | Nazario, Nestor | Waldren, David |
| Cabatingan, Ken | Havery, Robert | Nelson, Delmar | Waldren, Ellen |
| Calderon, Santos | Havery, Bonnie | Nelson, Thomas | Waldron, Jessica |
| Carmack, Margaret | Hernandez, Diana | Nunez, Ellie | Watson, David |
| Carroll, Marian | Hernandez, Lidia | Nyirakamana, Antoinette | Webber, Brenda |
| Carroll, Michael | Hernandez-Torres, Ricardo | Ortiz, Hipolito | Webber, Christopher |
| Castillo, Beikis L. | Hollenstein, Doris | Osborn, Sonja | Webber, Leo |
| Castillo, Milton | Holroyd, Marcia | Pagan, Osvaldo | Webber, Michelle |
| Castle, Lorene | Hudson, Jeanne-Marie | Parler, Carolyn | Webber, Patrece |
| Chillemi, Pinki | Hudson, Paul | Plunske, Jo-Anne | Wheeler, Roger |
| Cleary, Dana | Huggins, Joan | Polanco, Ramon | White, Courtney |
| Cleary, Mike | Jayarai, Hamsa | Pomeroy, Linda | White, Angela |
| Coffin, Maria | Jellinghaus, Norman | Pomeroy, Donald | White, Ryan |
| Colon, Efrain | Jellinghaus, Sandra | Regan, Sandra | Woods, Jane |
| Cook, Robert | Kron, Gail | Regan, Donald | Woods, Howard |
| Cortes, Miriam | Kron, William | Richards, Sherrie | Young, Edgar |
| Daniel, Joseph | Ladden, Brian | Samela, Sharon | Young, LoriBeth |
| Daniel, Monica | Ladden, Lucylle | Santa Maria, Roberta | |
| Daniele, Segunda | Lago, Edwina | Sauvageau, Margaret | |
| Davila, Ramon | MacDonald, George | Sauvageau, Susan | |
| DiTomaso, Joseph | Maddison Crump, Geneva | Skipp, Andrew | |
| DiTomaso, Karen | McDonald, Gerard | Stevens, Norma | |

Elected Leaders and Vestry appointed replacements
(as of January 1, 2016)

| Office | Length of Term | Name | Term Expires |
|--------------------|-----------------------|----------------------------------------------|---------------------|
| Senior Warden | 1 year | Jay Anthony | 2016 |
| Junior Warden | 1 year | David Waldren | 2016 |
| Treasurer | 1 year | Oswaldo Pagan | 2016 |
| Parish Clerk | 1 year | Monica Buckley | 2016 |
| Vestry | 3 years | Donna Gervickas | 2016 |
| | | vacancy filled by: Ana Gonzalez (resigned) | 2016 |
| | | George MacDonald | |
| | | Michelle Webber | 2016 |
| | | vacancy filled by: Wonder Barratt (resigned) | 2017 |
| | | Linda Pomeroy | |
| | | Karen Minkler | 2017 |
| | | LoriBeth Young | 2017 |
| | | Nancy Ferrarese | 2018 |
| | | Paul Hudson | 2018 |
| (1 year term) | Ron Benson (resigned) | 2016 | |
| vacancy filled by: | Ken Baranoski | | |

Committee Chairs and Coordinators

December 31, 2015

| | |
|----------------------------------------------|------------------------------|
| Acolytes | Angela White |
| Altar Flower Ministry | Church Office |
| Altar Guild | Donna Gervickas |
| Card Ministry | Sarah Haines |
| Church Street Community Services (CSCS)..... | Lorene Castle |
| Finance Council | Osvaldo Pagan |
| Food Pantry / GWIM | Sarah Haines & Sharon Samela |
| Hospitality Committee | Karen Minkler |
| House Committee | David Waldren |
| Lay Eucharistic Visitors | Marian Carroll |
| Library | Marcia Holroyd |
| Music Ministry | Steve Minkler |
| Outreach Committee | Doris Hollenstein |
| Sextons (Volunteer Security) | David Waldren |
| Ushers | Jay Anthony |
| Website/Social Media | Steve Minkler |

St. John's Staff

The Rev. Amy D. Welin, Priest in Charge
Cindy Runge, Parish Administrative Assistant
Pat DiMasi, Sexton
Tony Cavallo, Sexton

Vestry Roster 2016-2017
Saint John's Episcopal Church
 Waterbury, CT

| Office | Name | Term Expires |
|---------------------|-------------------|---------------------|
| Senior Warden | Jay Anthony | 2017 |
| Junior Warden | David Waldren | 2017 |
| Treasurer | George MacDonald | 2017 |
| Assistant Treasurer | Lorraine Barker | 2017 |
| Parish Clerk | Monica Buckley | 2017 |
| Vestry | Donna Gervickas | 2017 |
| | Bob Baranoski | 2017 |
| | Michelle Webber | 2017 |
| | Linda Pomeroy | 2017 |
| | Karen Minkler | 2017 |
| | LoriBeth Young | 2017 |
| | Nancy Ferrarese | 2018 |
| | Paul Hudson | 2018 |
| | Kenneth Baranoski | 2018 |

Delegates to Diocesan Convention

| | | |
|--------------------|----------------|------|
| | Donald Pomeroy | 2017 |
| | Oswaldo Pagan | 2017 |
| Alternate delegate | Marian Carroll | 2018 |

St. John's Parish Annual Meeting Minutes from January 25, 2015

The Voting list was presented by Osvaldo Pagan, Senior Warden and the establishment of a Quorum was verified. It was noted that Ken Cabatingan and Scott Miller had been omitted from the voting list. A motion was made by George MacDonald to accept the list as presented. The motion was seconded by David Waldren. The motion was unanimously carried as presented.

Meeting was called to Order by Rev. Amy Welin at 10:20 a.m.

Mrs. Linda Pomeroy, representing the nominating committee, presented the following candidates for election:

- Jay Anthony – Senior Warden for a term of one year expiring in 2016
- David Waldren – Junior Warden for a term of one year expiring in 2016
- Osvaldo Pagan – Treasurer for a term of one year expiring in 2016
- Monica Buckley – Parish Clerk for a term of one year expiring in 2016
- Nancy Ferrarese – Vestry Member for a term of three years expiring in 2018
- Paul Hudson – Vestry Member for a term of three years expiring in 2018
- Ronald Benson – Vestry Member for a term of one year expiring in 2016

The following delegates were elected in 2014 as delegates to Diocesan Convention and Waterbury Deanery:

- Osvaldo Pagan – term of three years expiring in 2017.
- Donald Pomeroy – alternate for a term of three years expiring in 2017

During the 2015 Annual Meeting the following additional alternate delegate was elected:

- Marian Carroll – alternate for a term of three years expiring 2018

Rev. Welin requested any nominations from the floor be presented. Barring any such nominations, Mrs. Pomeroy presented the entire slate of candidates for election. A motion was made by William Kron to accept the candidates. Roberta Santa Maria seconded the motion. The motion was unanimously carried.

Rev. Welin thanked departing Vestry Members, Linda Pomeroy, Annette Gonzalez and David Watson for their service during the previous year.

Departing Senior Warden, Osvaldo Pagan, presented the minutes from the 2014 Annual Meeting for approval. George MacDonald made a motion to accept the minutes as presented. Sherrie Richards seconded the motion. The minutes were unanimously accepted as presented.

Monica Buckley, Departing Interim Treasurer, presented the Budget for 2015 as well as the Financial Reports as of December 31, 2014. Absent from the report was Endowment Fund balances as of December 31, 2014. The statement was not received in time to include in the Annual Report. A copy of the report will be posted in the Church Library as soon as it becomes available. Donna Gervickas made a motion to accept the Financial Reports as presented. Marian Carroll seconded the motion and the reports were unanimously accepted as presented.

David Waldren, Junior Warden reported on the general state of the building as well as plans for gathering committees to aid in the upkeep of the Sanctuary, Close and Parish Hall.

Rev. Amy Welin reported on the progress of the Re-purposing Committee. We are in talks with several agencies/individuals to aid us in finding the best use for our property in order to derive the highest income. →

Mrs. Linda Pomeroy presented the updated By-Laws of St. John's which defines the role and makeup of the Finance/Executive Council as well as updating canonical references. Donna Gervickas made a motion to accept the updated By-Laws as presented. The motion was seconded by Osvaldo Pagan and was unanimously carried.

Rev. Welin opened the floor to any questions or comments from the Parish. Jay Anthony, newly elected Senior Warden, addressed the Parish calling for parishioners present to reach out to fellow parishioners that appear on the voting list but do not attend regularly to encourage them to consider renewing/ establishing financial support of St. John's. Barring any further comments or questions Rev. Welin called for a motion to adjourn the meeting until January 24, 2016. Donald Pomeroy made the motion and Scott Miller seconded. Motion was carried unanimously and adjournment was declared at 11:05 a.m.

Respectfully Submitted,
Monica Buckley, Parish Clerk

Parish Statistics 2015

Baptisms

Aliyah Marie Perez
Yomaris Cortes
Madeline Elizabeth Lawson
Giovanni Cortes
Aubree Sanaa Levett
Stefanie Cortes
Angelica Joy Mackiewicz
Gabriel Gonzalez
Joshua Israel Maldonado de la Rosa
Christopher Emilio Martinez
Adrien Antonio Martinez
Reese Autumn Pellino
Geovany Matias
Ramon Polanco
Jhon Ramos
Maddison Geneva Crump
Wilmert Ramos
Eva Harrier DeStefano Trotman
Jacob Jason Nadeau
Xioraya Veguilla
Ana Angelica Vargas
Mariangely Cortes

Burials

Aliyah Marie Perez
Gwendoline M. Baranoski
Gwyneth P.M. Alderson
Joan E. Anderson
Dorothy W. Reid
Howard F. Shephard
Stephen H. Curtin
Marjorie M. Ferry
Eunice Albert
Ramon Seguarra
Adria Nyree Jones
Iris Mitchell
Craig Yashenko

Marriages

Miguel Angel Colon and Christina Hernandez
Jose Carlos Cruz and Christina Silva

Clergy Report

The purpose of the annual meeting is to review the health of our church over the past year, to hear and to receive the 2015 treasurer's report, to elect new members to our parish vestry and hear new business. I present my annual report on the state of the parish in the context of the scripture appointed for the day. This is not just an exercise in preaching. Everything we do here, everything we consider and the way we work out our life together, must be framed by the gospel. It is the gospel, the good news about Jesus Christ, which inspires and identifies the people St John's as God's partners in life and in mission.

We come to our annual meeting again, and we are forced to recognize that the only permanent thing in our life is the love of God. Everything else is a variable and vulnerable to change. All our lessons this week illuminate the amazing and surprising love that God has for us. God's love is enduring, able to withstand disrespect and disobedience. God's love is reconciling, to welcome the sinner and the outcast. God's love is big enough to encompass diversity and strong enough to bind us all into one Body.

The good news is that God's love has been poured over us, even if we do not perceive it, and especially if no one else cares about it. We are so very loved that God has incorporated us into the very Body of Christ, through the Holy Spirit at our baptism. (Paraphrasing David Bowie) Love is such an old-fashioned word. God's love dares us to care for the people on the edge of night. God's love dares us to change our way of caring about ourselves. Under pressure, God's love is what persists.

The sad news is that everything else in the human experience, from our physical life to our work and the structures we inhabit, will change and fade away. Right now, this is profoundly evident in church. The pressures exerted by culture, imperfect decisions, finances and luck have moved us at St John's (and other churches, and not just in Waterbury) in directions not anticipated by our forebears. Our members are aging and church participation is not a social requirement for younger people. The building, which used to be filled to capacity, is now too large for the congregation. Utility and maintenance costs are not sustainable. The endowment, which used to be the envy of other parish vestries, is nearly drained. Surely we can work with God in ways that go beyond the exhausting chore of maintaining our physical plant.

Facing the pressure, the vestry has proposed repurposing the real estate and relocating to a less costly space. That is something you will decide in the future. At the same time, newer members of the vestry have proposed committing to a plan of renewal for the parish community. That is something you can decide to do now. These two proposals are not necessarily mutually exclusive. I want to commend the courage and commitment of your wardens and vestry, and I invite you to thank them. [Ask vestry members to stand]. In the absence of a priest at St John's, the Wardens will be in charge: articulating the mission and vision of the parish, managing its day-to-day operations, supervising staff, identifying and nurturing leaders, and empowering members of the congregation to live out the Gospel in their daily lives. Please support them.

After today, I will take a week for prayer and rest prior to beginning a new call. I want to express my deep thanks to Jay Anthony for taking on the role of Senior Warden at this challenging time; to the staff, especially Cindy Runge, Pat DeMasi, Tony Cavallo, for their faithful service this year; to the engaged people of the parish who have continued to show up when needed and who committed themselves to making things work, especially Jay Anthony and Nancy Ferrarese, Dave and Ellen Waldren, Monica Buckley, Don and Linda Pomeroy, Bob Baranoski, Donna Gervickas, Steve, Karen, and Rosemary Minkler, Annette Gonzalez, Chris and Michelle Webber, Efrain Colon and Ramon Davila.

What will the future of St John's look like? Beyond the abiding love of God, we never really know with certainty what shall be. What I hope is that you will continue to cultivate a new vision of being the Episcopal Church in Waterbury, with joyful bilingual worship, generous service, and faithful collaboration.

God asked Jesus "to bring good news to the poor, to proclaim release to the captives, the recovery of sight to the blind, to let the oppressed go free, and to proclaim the year of the Lord's favor." God invites us to use all of our gifts to be the Body of Christ transforming the world. Not as isolated individuals, not on our own strength, not with our own goodness or wisdom, but as the beloved community that Christ has baptized into his Body. We are called to make real God's surprising love for all. I pray that you will have the courage and insight to make that a reality.

Informe Annual del Sacerdote

El propósito de la reunión anual es examinar la salud de nuestra iglesia durante el año pasado, para oír y recibir el informe del 2015 del tesorero, para elegir a los nuevos miembros a nuestra junta parroquial y escuchar nuevos negocios. Les presento mi informe anual sobre el estado de la parroquia en el contexto de la Escritura designada para el día. Esto no es sólo un ejercicio de la predicación. Todo lo que hacemos aquí, todo lo que consideramos y la forma en que organizamos nuestra vida en común, debe estar enmarcada por el evangelio. Es el evangelio, las buenas nuevas de Jesucristo, que inspira e identifica al pueblo de San Juan como socios de Dios en la vida y en la misión.

Llegamos a nuestra reunión anual de nuevo, y nos vemos obligados a reconocer que lo único permanente en nuestra vida es el amor de Dios. Todo lo demás es una variable y vulnerable al cambio. Todas nuestras lecturas de esta semana iluminar el amor increíble y sorprendente que Dios tiene para nosotros. El amor de Dios es duradera, capaz de soportar la falta de respeto y desobediencia. El amor de Dios es reconciliar, para dar la bienvenida al pecador y los marginados. El amor de Dios es lo suficientemente grande para abarcar la diversidad y es lo suficientemente fuerte para unirnos en un solo Cuerpo.

La buena noticia es que el amor de Dios ha sido derramado sobre nosotros, aunque nosotros no lo percibimos, y sobre todo si nadie más se preocupa por ella. Estamos muy queridos, que Dios nos ha incorporado en el Cuerpo de Cristo, por el Espíritu Santo en nuestro bautismo. (Parafraseando a David Bowie) El amor es una palabra tan antigua. El amor de Dios nos atreve a cuidar a las personas en el borde de la noche. El amor de Dios nos atreve a cambiar nuestra manera de cuidar de nosotros mismos. Bajo presión, el amor de Dios es lo que persiste.

La triste noticia es que todo lo demás en la experiencia humana, de nuestra vida física a nuestro trabajo y las estructuras que habitamos, va a cambiar y desaparecer. En este momento, este es profundamente evidente en la iglesia. Las presiones ejercidas por la cultura, las decisiones imperfectas, las finanzas y la suerte nos han movido a San Juan (y de otras iglesias, y no sólo en Waterbury) en direcciones no previstas por nuestros antepasados. Nuestros miembros están envejeciendo y la participación de la iglesia no es un requisito social para las personas más jóvenes. El edificio, que solía estar lleno a capacidad, ahora es demasiado grande para la congregación. Costos de servicios públicos y mantenimiento no son sostenibles. La dotación, que solía ser la envidia de otros sacristías parroquiales, está casi agotada. Sin duda, podemos trabajar con Dios en formas que van más allá de la tarea agotadora de mantener nuestra planta física.

Frente a la presión, junta parroquial ha propuesto replantear los bienes inmuebles y de trasladarse a un espacio menos costosos. Eso es algo que va a decidir en el futuro. Al mismo tiempo, los nuevos miembros de la junta parroquial han propuesto comprometerse con un plan de renovación de la comunidad parroquial. Eso es algo que pueda decidir que hacer ahora. Estas dos propuestas no son necesariamente excluyentes entre sí. Quiero elogiar el coraje y la dedicación de sus guardianes y junta parroquial, y yo invito a darles las gracias. [Pida a los miembros junta parroquial de pie]. En ausencia de un sacerdote en San Juan, los Guardianes se encargará: articular la misión y visión de la parroquia, la gestión de sus operaciones del día a día, la supervisión del personal, la identificación y el cuidado de los líderes, y el empoderamiento de los miembros de la congregación a vivir el Evangelio en su vida cotidiana. Por favor apoyarlos.

Después de hoy, voy a tomar una semana para la oración y el descanso antes de comenzar una nueva llamada. Quiero expresar mi más profundo agradecimiento a Jay Anthony por asumir el papel de Guardián Mayor en este momento difícil; para el personal, especialmente Cindy Runge, Pat DeMasi Tony Cavallo, por su fiel servicio este año; a las personas llenas de energía de la parroquia que han continuado a aparecer cuando sea necesario y que se comprometieron a hacer que las cosas funcionen, especialmente Jay Anthony y Nancy Ferrarese, Dave y Ellen Waldren, Mónica Buckley, Don y Linda Pomeroy, Bob Baranoski, Donna Gervickas, Steve, Karen, y Rosemary Minkler, Annette González, Chris Webber y Michelle, Efraín Colón y Ramón Dávila.

Lo que se verá como el futuro de San Juan? Más allá del amor perdurable de Dios, en realidad nunca sabemos con certeza lo que será. Lo que espero es que ustedes van a seguir cultivando una nueva visión de ser la Iglesia Episcopal en Waterbury, con la adoración gozosa y bilingüe, servicio generoso y fiel colaboración.

Dios le pidió a Jesús "para llevar buenas nuevas a los pobres, a anunciar libertad a los presos, y dar vista a los ciegos, poner libertad a los oprimidos y anunciar el año favorable del Señor." Dios nos invita a utilizar todos nuestros regalos para ser el Cuerpo de Cristo, transformando el mundo. No como individuos aislados, no en nuestra propia fuerza, no con nuestra propia bondad o la sabiduría, sino como la amada comunidad que Cristo ha bautizado en su Cuerpo. Estamos llamados a hacer sorprendente amor de Dios real para todos. Ruego que ustedes van a tener el coraje y la visión para hacer de esto una realidad.

Senior Warden's Report

Yet another year has flown by. Another year for us to gather, to pray, to baptize, to marry, to bury, to laugh and to cry.

When I look back on 2015 as your Senior Warden, there is one moment which looms over the year. It occurred on Sunday, November 15th during my Stewardship sermon. This is when I stated your Vestry finally came to the realization it needed to recommend to you, the parish, to begin the thought process of leaving our beloved building in favor of a more economically feasible one.

As I write this, we have yet to meet with the Diocese and have not yet had a parish vote on the matter. Up to this point we have only met with the media as they were interested and concerned about our recommendation. As always in situations like this, we have had to defend our position to people who have only now begun the interrogations as to what we have done in the past to save ourselves. *Did you do this? Did you do that? Did you consider this? Did you try that?* I understand the feelings this has exposed because I deal with grief on a daily basis. Since the 1960's, the Vestries of St. John's have been advised to avoid spending the endowment which we are perilously in danger of losing. But when you are sitting on \$4,000,000.00 of assets, complacency easily makes one put off the tough decisions. Now, over 50 years later, we struggle with the difficult choices with what little assets we have left.

As we move forward, there will most likely be many straws at which to grasp. We will seek information to help us collectively and individually as to which straws to select. I will not lie and I will not give you false hope, but we are being contacted by and in conversation with some who may have our solution. We might end up with a solution that could make you all happy or only a few. We need to put ourselves in God's most capable hands and God will get us through.

Your Vestry will need your help, your input and your support for the days and months ahead. Beginning February 1, 2015, we will be without permanent clergy as Rev. Amy D. Welin, our priest-in-charge for the past three years, will be moving on to her next responsibility. Until we are able to hire part time clergy, we will be having supply clergy to get us through until Easter. By that time I hope to have a Part Time Priest employed at St. John's. There will also be a team formed by Ken and Janice Baranoski to assist in breathing "*some life into that magical place*" (i.e. – St. John's).

I have great confidence in those of you who have chosen to make this journey. It tells me you are part of what makes our St. John's family a strong, cohesive unit that can and will weather the storm. You make me look forward to 2016.

Respectfully submitted,
Jay Anthony, Senior Warden

Informe del Senior Warden

Un año ha pasado volando. Otro año para que podamos reunir, a rezar, a bautizar, a casarse, a enterrar, de reír y de llorar.

Cuando miro hacia atrás en 2015 como su Guardián Mayor, hay un momento que cierne sobre el año. Se llevó a cabo el Domingo, 15 de noviembre durante mi sermón acerca de la mayordomía. Esto es cuando he dicho que su Junta Parroquial finalmente llegó a la conclusión de que era necesario recomendar a ustedes, la parroquia, para comenzar el proceso de pensamiento de dejar nuestro querido edificio en favor de otra más viable económicamente.

Mientras escribo esto, todavía tenemos que cumplir con la Diócesis y aún no hemos tenido una votación de la parroquia en la materia. Hasta aquí sólo hemos reunido con los medios de comunicación, ya que estaban interesados y preocupados por nuestra recomendación. Como siempre en situaciones como esta, hemos tenido que defender nuestra posición a las personas que sólo ahora han comenzado los interrogatorios en cuanto a lo que hemos hecho en el pasado para salvarnos a nosotros mismos. ¿Hiciste esto? ¿Hiciste eso? ¿Consideró esto? ¿Ha intentado eso? Entiendo los sentimientos que esto ha expuestas porque me ocupo de dolor sobre una base diaria. Desde la década de 1960, la Junta Parroquial de San Juan de haber sido advertido de evitar gastar la dotación, que estamos peligrosamente en peligro de perder. Pero cuando usted está sentado en \$ 4,000,000.00 de los activos, la complacencia hace que sea fácil de aplazar las decisiones difíciles. Ahora, más de 50 años después, luchamos con las decisiones difíciles con lo poco activos que nos queda.

A medida que avanzamos, habrá más probable es que muchas pajitas en el que captar. Vamos a buscar información para ayudarnos colectiva e individualmente en cuanto a que pajitas para seleccionar. No voy a mentir y yo no te daré falsas esperanzas, pero estamos siendo contactados por y en conversación con algunos de los que puede tener nuestra solución. Podríamos terminar con una solución que podría hacer que todos contentos o sólo unos pocos. Tenemos que ponernos en manos más capaces de Dios y Dios no nos llevará a través de este.

Su Junta Parroquial necesitará su ayuda, su opinión y su ayuda para los días y meses venideros. A partir del 01 de febrero 2015, estaremos sin clero permanentes como Rev. Amy D. Welin, nuestro sacerdote a cargo durante los últimos tres años, se mudará a su próxima responsabilidad. Hasta que podamos contratar clero a tiempo parcial, vamos a tener el clero de suministro, para llevarnos a través de Pascua. En ese momento espero tener Sacerdote empleado tiempo parcial en St. John. También habrá un equipo formado por Ken y Janice Baranoski para ayudar en la respiración "un poco de vida en ese lugar mágico" (es decir, - San Juan).

Tengo una gran confianza en aquellos de ustedes que han elegido para hacer este viaje. Me dice que usted es parte de lo que hace la familia de nuestro St John una unidad cohesiva fuerte, lo que puede y va a capear el temporal. Usted me hace mirar hacia adelante con alegría a 2016.

Respetuosamente,
Jay Anthony, Senor 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.

The Finance/Executive Council members during 2015 were Jay Anthony , Osvaldo Pagan, David Waldren, Monica Buckley, Don Pomeroy, George MacDonald, Donna Gervickas and Rev. Amy D. Welin. The Council met each month during 2015 and prepared the annual budget that was approved by the Vestry in December 2015.

Respectfully submitted,
Monica A. Buckley, Parish Clerk

Investment Summary 2015

see *Insert A*

Budget Reports 2015

11:10 AM
01/05/16
Accrual Basis

St. John's Parish Balance Sheet As of December 31, 2015

Dec 31, 15

ASSETS

Current Assets

Checking/Savings

1000 - Operating Acct.

1004 - Bank of America Operating 9273

1015 - Operating Subaccounts 107,409.98

1016 - Outreach Funds 1,684.64

1004 - Bank of America Operating 9273 - Other 113,604.12

Total 1004 - Bank of America Operating 9273 222,698.74

1010 - Petty Cash 40.00

Total 1000 - Operating Acct. 222,738.74

1055 - Rector's Discretionary Fnd 1122 2,605.77

1300 - Old TD Bank 5581

1350 - Old Bank of America 9605

1360 - 275th Anniversary Bricks BOA 38,101.39

1362 - Ministry BOA 14,523.23

1366 - Capital BOA 11,658.85

1369 - Close Fund BOA 471.27

1370 - Columbarium Fund BOA -3,073.25

1371 - Columbarium Maintenance BOA 783.80

1372 - Earth Ministry BOA 405.67

1373 - Fund Raising BOA 3,682.16

1374 - Memorial BOA 10,729.00

1376 - Music BOA 15,139.87

1379 - Search Committee BOA 11,775.18

1380 - Theological Education BOA 5,339.14

1383 - Int/Div/Gain BOA 114.33

1350 - Old Bank of America 9605 - Other -109,650.64

Total 1350 - Old Bank of America 9605 0.00

Total 1300 - Old TD Bank 5581 0.00

Total Checking/Savings 225,344.51

Accounts Receivable

1900 - Accounts Receivable 24,398.00

Total Accounts Receivable 24,398.00

Total Current Assets 249,742.51

Fixed Assets

1400 - Land & Buildings 7,438,947.00

1410 - Furniture & Equipment 3,495.00

Total Fixed Assets 7,442,442.00

St. John's Parish
Balance Sheet
As of December 31, 2015

Dec 31, 15

| | |
|------------------------------------|----------------------------|
| Other Assets | |
| 1450 · Endowment Funds | |
| 1451 · Permanent Endowment #04652 | 536.76 |
| 1452 · Budde Fund #04653 | 423,869.89 |
| 1455 · Designated Funds #04656 | <u>325,427.53</u> |
| Total 1450 · Endowment Funds | <u>749,834.18</u> |
| | |
| Total Other Assets | <u>749,834.18</u> |
| | |
| TOTAL ASSETS | <u><u>8,442,018.69</u></u> |
| | |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| 2000 · Liabilities | 2,847.76 |
| Total Accounts Payable | <u>2,847.76</u> |
| | |
| Other Current Liabilities | |
| 2040 · Refundable Key Deposit | 400.00 |
| 2050 · Due To/From Rector's Disc | 122.20 |
| 2060 · Due To/From Off Budget | 457.75 |
| 2105 · Payroll Liabilities | |
| 403B | 250.00 |
| 2105 · Payroll Liabilities - Other | <u>1,331.04</u> |
| Total 2105 · Payroll Liabilities | <u>1,581.04</u> |
| | |
| Total Other Current Liabilities | <u>2,560.99</u> |
| | |
| Total Current Liabilities | <u>5,408.75</u> |
| | |
| Total Liabilities | 5,408.75 |
| | |
| Equity | |
| 3900 · Retained Earnings | 8,538,995.13 |
| Net Income | <u>-102,385.19</u> |
| Total Equity | <u>8,436,609.94</u> |
| | |
| TOTAL LIABILITIES & EQUITY | <u><u>8,442,018.69</u></u> |

St. John's Parish
Profit & Loss Budget vs. Actual
January through December 2015

| | <u>Jan - Dec 15</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|----------------------------------------|---------------------|-------------------|-----------------------|--------------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| 4000 - INCOME | | | | |
| 4010 - Pledges/Offerings | | | | |
| 4011 - Plate offering | 27,117.18 | 5,700.00 | 21,417.18 | 475.74% |
| 4012 - Pledge Current | 68,870.55 | 88,252.00 | -19,381.45 | 78.04% |
| 4013 - Pledge prior | 810.00 | 0.00 | 810.00 | 100.0% |
| 4014 - Easter offering | 967.00 | 1,200.00 | -233.00 | 80.58% |
| 4015 - Christmas offering | 2,067.00 | 4,700.00 | -2,633.00 | 43.98% |
| 4016 - Special services | 495.00 | 1,500.00 | -1,005.00 | 33.0% |
| 4017 - Faith Street Online Giving | 15,290.79 | | | |
| Total 4010 - Pledges/Offerings | <u>115,617.52</u> | <u>101,352.00</u> | <u>14,265.52</u> | <u>114.08%</u> |
| 4020 - Donations | | | | |
| 4021 - Parking lot | 28,635.00 | 20,000.00 | 8,635.00 | 143.18% |
| 4022 - Room Donations | 9,314.63 | 4,000.00 | 5,314.63 | 232.87% |
| 4023 - Grants | 26,266.67 | 27,000.00 | -733.33 | 97.28% |
| 4024 - General Donations | 1,970.00 | 2,500.00 | -530.00 | 78.8% |
| Total 4020 - Donations | <u>66,186.30</u> | <u>53,500.00</u> | <u>12,686.30</u> | <u>123.71%</u> |
| 4030 - Investment Income | | | | |
| 4031 - Elton-Chipman | 22,608.56 | 22,000.00 | 608.56 | 102.77% |
| Total 4030 - Investment Income | <u>22,608.56</u> | <u>22,000.00</u> | <u>608.56</u> | <u>102.77%</u> |
| 4300 - Ministries Income | | | | |
| 4301 - Altar Flowers | 1,365.00 | | | |
| 4308 - Capital | | | | |
| 4442 - Electrical Project | | | | |
| 4443 - Chandellers | 1,000.00 | | | |
| Total 4442 - Electrical Project | <u>1,000.00</u> | | | |
| Total 4308 - Capital | <u>1,000.00</u> | | | |
| 4312 - Outreach | 2,333.33 | | | |
| 4319 - Organ Fund | 120.00 | | | |
| 4327 - Wheeler Fund | 187.00 | | | |
| 4332 - Church Childrens Fund | 690.00 | | | |
| 4444 - Fundraiser | 10,710.23 | | | |
| 4446 - Music | 272.00 | | | |
| Total 4300 - Ministries Income | <u>16,677.56</u> | | | |
| Total 4000 - INCOME | <u>221,089.94</u> | <u>176,852.00</u> | <u>44,237.94</u> | <u>125.01%</u> |
| Total Income | <u>221,089.94</u> | <u>176,852.00</u> | <u>44,237.94</u> | <u>125.01%</u> |
| Expense | | | | |
| 6000 - DISBURSEMENTS | | | | |
| 6100 - Salaries & Benefits | | | | |
| 6110 - Insurance | | | | |
| 6111 - Medical & Dental Ins. | 15,167.50 | 16,500.00 | -1,332.50 | 91.92% |
| 6112 - Life Insurance | 672.00 | | | |
| 6113 - Workers Comp Insurance | 1,500.00 | | | |
| Total 6110 - Insurance | <u>17,339.50</u> | <u>16,500.00</u> | <u>839.50</u> | <u>105.09%</u> |
| 6125 - Rector & Asst. | | | | |
| 6134 - Clergy Housing | 21,999.90 | 22,000.00 | -0.10 | 100.0% |

St. John's Parish
Profit & Loss Budget vs. Actual
January through December 2015

| | <u>Jan - Dec 15</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---------------------------------------------|---------------------|-------------------|-----------------------|--------------------|
| 6125 · Rector & Asst. - Other | 57,811.00 | 57,811.00 | 0.00 | 100.0% |
| Total 6125 · Rector & Asst. | 79,810.90 | 79,811.00 | -0.10 | 100.0% |
| 6126 · Sexton & Assistants | 14,757.13 | 15,298.00 | -540.87 | 96.46% |
| 6127 · Organists | 17,831.75 | 17,377.00 | 454.75 | 102.62% |
| 6128 · Office Administration | 17,566.50 | 17,708.00 | -141.50 | 99.2% |
| 6130 · FICA (Employer's) | 3,716.79 | 4,238.00 | -521.21 | 87.7% |
| 6132 · Pensions | 14,356.92 | 14,247.00 | 109.92 | 100.77% |
| 6133 · Travel-Ed Reimburs | 0.00 | 1,800.00 | -1,800.00 | 0.0% |
| 6135 · Continuing Education | 1,539.60 | 1,500.00 | 39.60 | 102.64% |
| 6150 · Casual Labor | | | | |
| 6151 · Rector & Asst | 1,779.54 | | | |
| 6152 · Sexton & Asst | 100.00 | | | |
| 6153 · Organists | 100.00 | | | |
| Total 6150 · Casual Labor | 1,979.54 | | | |
| Total 6100 · Salaries & Benefits | 168,898.63 | 168,479.00 | 419.63 | 100.25% |
| 6200 · Buildings | | | | |
| 6238 · Property Insurance | 11,736.46 | 64,400.00 | -52,663.54 | 18.22% |
| 6239 · Fuel, Electric, Water | 31,191.66 | 35,000.00 | -3,808.34 | 89.12% |
| 6240 · Maintenance | | | | |
| 6241 · Minor Imp, Repairs | 0.00 | 10,000.00 | -10,000.00 | 0.0% |
| 6244 · Snow Removal | 14,355.00 | 12,000.00 | 2,355.00 | 119.63% |
| 6246 · Housekeeping | 0.00 | 5,000.00 | -5,000.00 | 0.0% |
| 6240 · Maintenance - Other | 9,258.32 | | | |
| Total 6240 · Maintenance | 23,613.32 | 27,000.00 | -3,386.68 | 87.46% |
| Total 6200 · Buildings | 66,541.44 | 126,400.00 | -59,858.56 | 52.64% |
| 6300 · Office Expenses | | | | |
| 6301 · Accounting/Bookkeeping | 8,555.39 | 12,000.00 | -3,444.61 | 71.3% |
| 6302 · Audits | 2,000.00 | 2,500.00 | -500.00 | 80.0% |
| 6303 · Bank Fees | 674.75 | | | |
| 6309 · Legal/Professional Fees | 7,150.00 | | | |
| 6315 · Office, General | 3,818.15 | 10,000.00 | -6,181.85 | 38.18% |
| 6316 · Office Equipment | 3,496.92 | | | |
| 6325 · Payroll Preparation | | | | |
| 6311 · Payroll Expenses | 114.76 | | | |
| Total 6325 · Payroll Preparation | 114.76 | | | |
| 6326 · Postage | 36.83 | | | |
| 6328 · Telephone-Internet | 1,948.36 | | | |
| Total 6300 · Office Expenses | 27,795.16 | 24,500.00 | 3,295.16 | 113.45% |
| 6400 · Parish Programs | | | | |
| 6452 · Christian Formation | 864.16 | 250.00 | 614.16 | 345.66% |
| 6453 · Adult Education | 65.00 | 250.00 | -185.00 | 26.0% |
| 6454 · Parish Development | 167.00 | | | |
| 6456 · Liturgical Supplies | 527.93 | 750.00 | -222.07 | 70.39% |
| 6457 · Music & Choir | 627.56 | 750.00 | -122.44 | 83.68% |
| 6458 · Maint. of Instruments | 875.00 | 4,000.00 | -3,125.00 | 21.88% |
| 6459 · Publications | 230.25 | 500.00 | -269.75 | 46.05% |
| 6460 · Publicity & Advertising | 192.00 | 700.00 | -508.00 | 27.43% |

St. John's Parish
Profit & Loss Budget vs. Actual
January through December 2015

| | Jan - Dec 15 | Budget | \$ Over Budget | % of Budget |
|---------------------------------------------|--------------------|--------------------|------------------|---------------|
| 6461 · Outrider | 148.00 | 250.00 | -102.00 | 59.2% |
| 6462 · Stewardship | 534.85 | 500.00 | 34.85 | 106.97% |
| 6463 · Celebrations | 498.89 | 1,500.00 | -1,001.11 | 33.26% |
| 6465 · Youth Ministry | 0.00 | 500.00 | -500.00 | 0.0% |
| Total 6400 · Parish Programs | 4,730.64 | 9,950.00 | -5,219.36 | 47.54% |
| 6500 · Mission | | | | |
| 6567 · Diocesan Pledge | 34,344.00 | | | |
| 6568 · GWIM | 0.00 | | | |
| Total 6500 · Mission | 34,344.00 | | | |
| 6700 · Ministries Expenditures | | | | |
| 6701 · Altar Flowers | 574.39 | | | |
| 6704 · Bishops Funds | 358.22 | | | |
| 6706 · Waterbury Youth Chorus | 202.50 | | | |
| 6711 · Church Childrens Ministry | 40.29 | | | |
| 6712 · Outreach | 6,950.00 | | | |
| 6719 · Organ Fund | 4,098.48 | | | |
| 6726 · White Envelope | 435.38 | | | |
| 6727 · Wheeler Fund | 500.00 | | | |
| 6744 · Fund Raisers | 12,334.50 | | | |
| 6700 · Ministries Expenditures - Other | 564.00 | | | |
| Total 6700 · Ministries Expenditures | 26,057.76 | | | |
| 6999 · Uncategorized Expenses | 80.78 | | | |
| Total 6000 · DISBURSEMENTS | 328,448.41 | 329,329.00 | -880.59 | 99.73% |
| Total Expense | 328,448.41 | 329,329.00 | -880.59 | 99.73% |
| Net Ordinary Income | -107,358.47 | -152,477.00 | 45,118.53 | 70.41% |
| Other Income/Expense | | | | |
| Other Income | | | | |
| 8000 · Other Income | | | | |
| 8001 · Permanent Endowment | 2.17 | | | |
| 8002 · Budde Fund | 2,831.03 | | | |
| 8004 · Rector's Discretionary | 188.58 | | | |
| 8005 · Designated Funds | 1,182.16 | | | |
| Total 8000 · Other Income | 4,203.94 | | | |
| Total Other Income | 4,203.94 | | | |
| Net Other Income | 4,203.94 | | | |
| Net Income | -103,154.53 | -152,477.00 | 49,322.47 | 67.65% |

2016 BUDGET

Saint John's Parish 2016 Budget (with past two years comparison) updated 1-11-2016

| INCOME | | | | |
|---------------|----------------------------------|-------------------|-------------------|-------------------|
| | Item | 2014 | 2015 | 2016 |
| 1 | Plate offering | \$ 5,700 | \$ 5,700 | \$ 5,700 |
| 2 | Pledged | \$ 150,000 | \$ 88,252 | \$ 56,180 |
| 3 | Easter offering | \$ 1,500 | \$ 1,200 | \$ 1,000 |
| 4 | Christmas offering | \$ 4,700 | \$ 4,700 | \$ 2,500 |
| 5 | Special services | \$ 1,500 | \$ 1,500 | \$ 1,500 |
| 6 | Total - Pledges/Offerings | \$ 163,400 | \$ 101,352 | \$ 66,880 |
| 7 | Parking lot | \$ 20,000 | \$ 20,000 | \$ 20,000 |
| 8 | Room Donations | \$ 4,000 | \$ 4,000 | \$ 4,000 |
| 9 | Grants | \$ 27,000 | \$ 28,000 | \$ 27,000 |
| 10 | General Donations | \$ 2,500 | \$ 2,500 | \$ 2,500 |
| 11 | Total - Donations | \$ 53,500 | \$ 54,500 | \$ 53,500 |
| 12 | Endowment Investment Withdrawal | | | |
| 13 | Elton/Chipman Funds | \$ 22,000 | \$ 22,000 | \$ 22,000 |
| 14 | Total -Investment Income | \$ 22,000 | \$ 22,000 | \$ 22,000 |
| 15 | Interest Income | | | |
| 16 | Miscellaneous | | | |
| 17 | Total - Other | | | |
| 18 | TOTAL INCOME | \$ 238,900 | \$ 177,852 | \$ 142,380 |

| DISBURSEMENTS | | | | |
|----------------------|----------------------------------------|-------------------|-------------------|-------------------|
| | Item | 2014 | 2015 | 2016 |
| 19 | Rector & Supply (Salary) | \$ 56,957 | \$ 57,151 | \$ 60,578 |
| 20 | Clergy Housing | \$ 22,000 | \$ 22,000 | \$ 22,000 |
| 21 | Sexton & Assistants | \$ 15,072 | \$ 15,298 | \$ 15,604 |
| 22 | Music Ministry | \$ 24,350 | \$ 17,377 | \$ 18,200 |
| 23 | Office Administration | \$ 17,446 | \$ 17,708 | \$ 18,062 |
| 24 | Church School/Youth Ministry | \$ 2,000 | | |
| 25 | FICA (Employer's Share) | \$ 4,175 | \$ 4,238 | \$ 4,400 |
| 26 | Group Med & Dental Insurance | \$ 16,098 | \$ 16,500 | \$ 17,344 |
| 27 | Pensions | \$ 13,957 | \$ 14,247 | \$ 14,594 |
| 28 | Professional/Travel | \$ 1,800 | \$ 1,800 | \$ 1,800 |
| 29 | Continuing Education | \$ 1,500 | \$ 1,500 | \$ 1,750 |
| 30 | Total - Salaries & Benefits | \$ 175,355 | \$ 167,819 | \$ 174,332 |
| 31 | Property Insurance | \$ 62,885 | \$ 28,981 | \$ 28,981 |
| 32 | Fuel, Electric & Water | \$ 37,000 | \$ 35,000 | \$ 35,000 |
| 33 | Maintenance & Repairs | \$ 10,000 | \$ 10,000 | \$ 10,000 |
| 34 | Cleaning Service | \$ 2,500 | | |

2016 BUDGET continued

Saint John's Parish 2016 Budget (with past two years comparison) updated 1-11-2016

| | Item | 2014 | 2015 | 2016 |
|----|----------------------------------------|-----------------------------------------|---------------------|---------------------|
| 35 | Snow Removal | \$ 12,000 | \$ 12,000 | \$ 12,000 |
| 36 | Housekeeping | \$ 7,230 | \$ 5,000 | \$ 5,000 |
| 37 | Total - Buildings | \$ 131,615 | \$ 90,981 | \$ 90,981 |
| 38 | Payroll Preparation | Included in Acct & Bookkeeping Services | | |
| 39 | Accounting/Bookkeeping | \$ 12,000 | \$ 12,000 | \$ 12,000 |
| 40 | Legal | \$ - | | |
| 41 | Audits | \$ 3,000 | \$ 2,500 | \$ 2,500 |
| 42 | Office Expenses | \$ 10,500 | \$ 10,000 | \$ 10,000 |
| 43 | Total - Office Admin. | \$ 25,500 | \$ 24,500 | \$ 24,500 |
| 44 | Adult Education | \$ 250 | \$ 250 | \$ 250 |
| 45 | Celebrations | \$ 1,500 | \$ 1,500 | \$ 1,500 |
| 46 | Christian Education | | | |
| | a. Church School (Childrens Chapel) | \$ 500 | \$ 250 | \$ 250 |
| | b. Saturday Program | | | |
| 47 | Library | | | |
| 48 | Liturgical Supplies | \$ 750 | \$ 750 | \$ 750 |
| 49 | Music & Choir | \$ 1,000 | \$ 750 | \$ 750 |
| 50 | Maintenance of Instruments | \$ 5,000 | \$ 4,000 | \$ 4,000 |
| 51 | Outrider | \$ 250 | \$ 250 | \$ 250 |
| 52 | Parish Development | | | |
| 53 | Publications | \$ 500 | \$ 500 | \$ 500 |
| 54 | Publicity and Advertising | \$ 700 | \$ 700 | \$ 700 |
| 55 | Stewardship | \$ 500 | \$ 500 | \$ 500 |
| 56 | Youth Ministry | \$ 1,000 | \$ 500 | \$ 500 |
| 57 | Total - Parish Program Supplies | \$ 11,950 | \$ 9,950 | \$ 9,950 |
| 58 | Diocesan Pledge | \$ 52,170 | \$ 34,353 | \$ 32,760 |
| 59 | Miscellaneous/Rounding | | | |
| 60 | Total - Other | | | |
| 61 | TOTAL DISBURSEMENTS | \$ 396,590 | \$ 327,603 | \$ 332,523 |
| 62 | TOTAL INCOME | \$ 238,900 | \$ 177,852 | \$ 142,380 |
| 63 | DISBURSEMENTS | \$ 396,590 | \$ 327,603 | \$ 332,523 |
| 64 | SURPLUS/(DEFICIT) | \$ (157,690) | \$ (149,751) | \$ (190,143) |

| | |
|-------------------------------------------------------------------------------------|------------------|
| This 2016 budget requires a monthly withdrawal from the endowment fund of \$ | 15,845.25 |
|-------------------------------------------------------------------------------------|------------------|

ACOLYTES

The acolytes are building community. At present, we have lead crucifer and torch bearing acolytes (some who are also lectors and chalice bearers), torch bearing acolytes, and beginning acolytes in training. 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, we have acolytes who will be preparing for confirmation. Our hope is to reach outside of the church walls for events, possibly with other churches. An ultimate event would be a trip to the National Cathedral in Washington, D.C., in October 2016 for the Acolyte Festival. Anyone interested in learning more about acolytes at St. Johns, please feel free to see me or contact me at afwhite09@gmail.com.

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. Current participants in the Flower Ministry are: Sonja Osborn and Linda Pomeroy. Artificial arrangements are used when no one is available.

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 live plants at Christmas and Easter. Artificial poinsettias were purchased which will continue to prove cost effective over the long term.

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

Respectfully submitted,
Church 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, Scott Miller,
Ken Cabatingan, Janice Baranoski, Ken Baranoski

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 on the sixty plus list, please see Sarah Haines at the 10am service on Sunday mornings. Cards for other occasions are sent out also. If you would like cards of encouragement please do not hesitate to see Sarah Haines. Birthday cards with envelopes are always welcome.

Respectfully submitted,
Sarah Haines

CHURCH STREET COMMUNITY SERVICES, INC. (CSCS)

For anyone reading St John's Annual Report for the first time, Church Street Community Services is a non-profit agency that St. John's started to continue outreach programs the church could no longer fund. Since 2007 Church Street Community has sponsored workshops for parents and community residents, a Tutoring Program for children, a Martial Arts class and the Waterbury Youth Chorus. Church Street Community Services is thankful to St. John's for their continued support which has included major donations from the Wine Tasting fund raisers. In addition, St. John's Parish provides rehearsal, and performance space for the Waterbury Youth Chorus and classroom space for educational workshops for the WYC.

We also thank the Outreach Committee for their continued support for CSCS and the programs we provide.

CSCS is responsible for the costs involved in programs for our community youth and their parents. CSCS must raise around \$33,000 each year to continue the programs they currently provide which include the Waterbury Youth Chorus, Educational Workshops for the WYC and Educational Trips for WYC members. CSCS has initiated a sliding scale tuition payment for members of the Waterbury Youth Chorus which helps fund the costs of the programs. Other funding has come from donations, grants and fund raisers.

The good news: Melissa Rooklidge, WYC Director reports this year the WYC chorus started the first practice by singing in three parts. This has not happened before. Also new this year is a select chorus called Presto which performed recently at the noon service at St. John's.

The challenges: We need additional Board Members for the CSCS Board of Directors. Bill Kron is the only member of the Board from St. John's although Lorene Castle and Lorraine Barker are officers. Bill Kron has been our volunteer treasurer for several years and would like to use his talents in other ways. The WYC has also struggled to maintain WYC members and active parents from year to year. This means a major recruitment every year without seeing the growth we projected for the program. The other programs that we have supported through the years have ceased to exist because of dwindling attendance. We do not want this to happen to the WYC but we need your help.

Future needs: Please contact Lorene Castle or Bill Kron if you would like to be involved in helping this program succeed in future years. Music has been linked to school success. It is a valuable service for students. CSCS will need additional personnel and financial resources to continue to provide the Waterbury Youth Chorus as well as enlarge the community services that we can offer.

Contact us: Please check out our website: cscswaterbury.org for additional information including the schedule of WYC performances. email: cscswaterbury@gmail.com to volunteer or call Lorene Castle @ 203 756-1733.

Respectfully submitted,
Lorene Castle, President

FOOD PANTRY

Parishioners participate in food drives every Sunday of the year. Hats off to you! You are a blessing to those that have need of you. Items in high demand and hard to keep on the shelves are: tuna fish, hot/cold cereal, peanut butter, jellies, beans, rice, soups, macaroni, spaghetti, spaghetti sauce, and granola bars. Please bring to all services. Thank you.

Respectfully submitted,
Sarah Haines and Sharon Samela

GWIM (Greater Waterbury Interfaith Ministries)

Area churches provide meat loaves, casseroles, and sandwiches for the homeless. Mittens, scarves, and gloves collected for Operation Warmth are distributed to those in need. Operation Fuel donation checks to GWIM are in need to keep people warm, especially the elderly. Thanksgiving and Christmas dinners held at First Congregational Church provide a warm meal. GWIM was able to provide 350 turkeys in 2015 and Barbara Dublin was able to distribute gift cards and gifts at the Christmas Party thanks to generous donations from the community.

St. John's parishioners provide provisions for the making of sandwiches and lunch bags for the homeless on Good Friday and on Labor Day, participate in Hunger Walks in the spring and fall, and support concerts to help raise funds for GWIM.

Due to the rising cost of food, more people are coming to the Soup Kitchen located at 770 East Main Street, Waterbury. Thank you to everyone for your year round support to help those that have need of us.

Respectfully submitted,
Sarah Haines and Sharon Samela

HOSPITALITY COMMITTEE

Hospitality- "the friendly and generous reception and entertainment of guests, visitors, or strangers"

Hospitality continues to do an outstanding job of providing delicious edible delights each Sunday. For this we need to thank Pete, Gail, Marion, Linda, Monica, Donna, Verdell, Sherrie, Sarah, Pinki and Jo-Anne, Angela, George and Norma, Sharon, Dana. 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

Respectfully submitted,
Karen Minkler, Hospitality Coordinator

HOUSE COMMITTEE

2015 was a very fruitful year for our committee and the church as a whole. We had undertaken several major projects. They were the parking lot, trimming all of the trees on our property, the close and maintaining the sanctuary, along with some minor painting in the auditorium.

These projects were undertaken with my grateful thanks to the committee members, David, Donna, Don, Paul, and several other parish members.

The tree work inside the Close and in front of the parish was completed by Wise Choice Tree Services. They did a great job at trimming the two trees in the close and cutting down the tree in the front of the parish.

Don, Paul, and I, came down on a Saturday morning to trim back several branches of the trees facing West Main Street. This took most of the morning but we got the job done.

We had the Boy Scouts from Mill Plain Church call to see if there were any projects they could work on. We gladly said yes, and put them to work. About six Scouts came down and painted parts of the walls in the auditorium and trimmed some of the bushes on West Main Street. This was a very nice day and we were proud to have them help out.

Regular maintenance of the property, including raking leaves, picking up litter, mowing the grass and weeding, was done by either volunteers or our paid sexton Pat.

The House Committee is very grateful for all those who volunteer to keep St. John's clean and well groomed, as we do get compliments on the beauty of our parish. Let's keep up the good work.

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."

We now have only two active LEVs – Sandra Jellinghaus and Marian Carroll
If you have any interest in becoming involved in this ministry, please contact the church office or see me after church.

Respectfully submitted,
Marian Carroll

LIBRARY

No new books have been donated to the library and few books have been borrowed or noted in the Log book (10 in 2015). Occasionally books are replaced on the shelves in their proper category and books on the library cart are circulated by season.

Please note that the library is available during church office hours and Sunday mornings.

Respectfully submitted,
Marcia Holroyd, Librarian

MUSIC MINISTRY

Music at Worship Services

March of 2015 marked the end of a musical era at St. John's Parish. Robert Havery retired as Organist and Minister of Music, after serving twice in that role for a total of 36 years. Bob concluded what is perhaps the longest tenure of any organist in the history of St. John's. His well-attended "Farewell Recital" on February 1 included selections by composers Johann Sebastian Bach, Louis-Nicolas Clérambault, Maurice Duruflé, Antonio Vivaldi, Louis Vierne, and James Woodman. Grieg Shearer, principal flutist for the Hartford Symphony Orchestra (and "alumnus" of St. John's) joined Bob on several selections. Bob's talent, kind nature, and good humor were a major part of the music program for nearly four decades and will be greatly missed.

Rev. Amy Welin appointed a search committee to assist her with hiring a new, part-time Musician & Choir Director to replace Bob. Committee members Ron Benson, Annette Gonzalez, Steve Minkler (chair), Don Pomeroy, Sherrie Richards, Michelle Webber, and Brandon White held several "community conversations" in

January and February with parishioners to seek input on the future direction of the music program. The committee then wrote a new job description, position announcement, and interview/audition protocol. Over a four-month period, a small number of candidates applied and interviewed for the job. The committee and Rev. Amy agreed that none had the appropriate blend of musicianship, choir directing experience, and vision to serve in this capacity. It also became clear the parish's declining budget made it difficult to attract serious candidates due to the relatively low salary.

Despite the lack of a "permanent" Musician & Choir Director, a variety of talented musicians continued to provide St. John's with a high quality, increasingly diverse music program for worship services.

The "Rock & Roll Easter Vigil," held April 4, included a soundtrack of re-worked lyrics added to the music of popular songs such as "Serve Christ Maybe," "Shake It Off," "Pharaoh, Pharaoh," "Dem Bones," "All About That Grace," and "Risen (Happy)." The rock and roll band included Rosemary Minkler, Steve Minkler, Chris Carrington, Marian Carroll, and Rev. Amy Welin.

Mary Rose DiGiovanna served as Interim Organist from March until September, when she was called to a full-time position at another church. Mary Rose's talents were well matched for the McManis Organ and acoustics at St. John's.

On June 14, "Beatles Sunday" featured sing-along, "church-appropriate" music of John Lennon, Paul McCartney, George Harrison, and Ringo Starr in place of songs from the standard hymnals.

In October, we began piloting a scheduled rotation of musicians who each contribute their talents once per month: supply organist Cheryl Wadsworth; parishioners Scott Miller (organ) and Steven Minkler (piano/organ); and, parishioner Rosemary Minkler (piano) and her jazz ensemble of classmates from Western Connecticut State University's music program: Keenan Asbridge (trumpet), Grant Beale (guitar), Keith McDade (bass), Tim Lewis (saxophone), and Steve Niemitz (drums).

Sadly, the Adult Choir disbanded mid-year due to declining membership and lack of a Choir Director. Vocal music is provided occasionally by the Waterbury Youth Chorus under the direction of Melissa Rooklidge, Marian Carroll, Darren Richards, Roger Wheeler, Brandon White, and occasional "Flash Choirs."

Concert Series

The sanctuary and library of St. John's hosted a number of concerts open to the public this year:

Farewell Recital by Robert Havery (organ) with guest Grieg Shearer (flute).

Beatles Coffeehouse with Rosemary Minkler, Steve Minkler, Grant Beale, Matt Spencer, and guest Marian Carroll.

Classical Coffeehouse with Jacob Clewell (viola) and Xin Ben Yu (piano); program featured selections by Paul Hindemith, Franz Schubert, and Dimitri Shostakovich.

Jazz Coffeehouse with Rosemary Minkler (piano), Greg LaPine (saxophone), Jeff Moro (bass), and Steve Niemitz (drums).

Waterbury Chorale: A Glorious Christmas.

Waterbury Youth Chorus: Spring Concert and Holiday Concert.

13th Annual "A Cool Yule" Christmas Jazz Concert.

Respectfully submitted,

Steven Minkler, Music Coordinator

OUTREACH COMMITTEE

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

Members: Elle Nuñez, David Waldren, David Watson, Lorraine Barker, Lorene Castle, Donna Gervickas (Treasurer), Sarah Haines, Doris Hollenstein (Chairperson), Sharon Samela (Secretary).

→

Covenant to Care

As part of our commitment to provide goods and services to the children being followed by the Department of Children and Families, St. John's parishioners and the Outreach Committee were able to support the following projects:

Easter baskets/gifts were provided to 22 children. For the Back to School Project parishioners were asked to donate school supplies. The Outreach Committee provided additional school supplies along with \$525 in gift cards from Walmart and Target (15 cards each for \$35) for school clothes.

Christmas Project: Our adopted social worker submitted requests for Christmas presents for 20 children under her care. It was asked that requests be kept to \$25 but there were several requests that substantially exceeded this amount. Despite this all requests were fulfilled because of your generosity. Please know that next year the \$25 limit will be reiterated and more closely followed.

In addition parishioners donated gifts of clothes, shoes, boots and toys for a family in need consisting of a 6-year-old girl, 4-year-old boy and a 6-month-old little girl.

The people of St. John's continue to amaze me with their generosity and support of these projects to help children who otherwise would go without. Please know that your support is greatly appreciated.

Safe Haven

In October the director of Safe Haven, Lee Schlesinger, spoke during the service. He explained Safe Haven's focus is to provide emergency shelter and free support for victims of domestic violence and abuse. St. John's has a monthly list of suggested items to be donated to assist Safe Haven. Donations can be brought to Church anytime. Donations have fallen off unfortunately but this is understandable as many requests are made on parishioners.

Other Programs supported in 2015

- House Repairs for a parish family in May.
- GWIM-Soup Kitchen, Food Pantry, Christmas gifts, etc.
- Knit 1 Purl 2-prayer and pocket shawls, baby hats, hats and mittens.
- Church Street Community Services
- Episcopal Relief Development
- Waterbury Youth Council
- Refugees

The Committee extends their thanks to generous parishioners, friends, the Griffith and Grapeful Funds for all Outreach contributions and to the Naugatuck Valley Project for recognition of our work.

New members are welcome.

Respectfully submitted,

Doris Hollenstein, Chairperson and Sharon Samela, Secretary

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: Dave Waldren, Chris Webber, Don Pomeroy, Paul Hudson

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

Respectfully submitted,

Church Office

USHERS

St. John's Ushers have served their Church with pride and devotion throughout 2015 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.

Respectfully submitted,
Jay Anthony, Head Usher 2015

WEBSITE & SOCIAL MEDIA

St. John's website (www.stjohnsonthegreen.org) "crashed" during the fall of 2014, and had to be completely rebuilt from scratch. This opportunity allowed us to launch a newly-designed, WordPress-based site in November 2014. Numerous additions and enhancements have attempted to make the website informative, attractive, and useful. Whenever possible, content is presented in both English and Spanish.

The main "home page" features the latest news, recent sermons, Vision Statement, upcoming calendar events, and clergy/staff/lay leadership directory. Major sections of the website include "About Us," a full Calendar, Music (including sound recordings), Newsletter, Photos, and Sermons. Most sermons are audio-recorded and available as Podcasts. The new website has attracted nearly 14,000 views since it launched. The most-viewed pages other than the home page are "We Are St. John's Strong" (Jay Anthony's sermon about our financial status), and "Q&A: Why Is St. John's Considering Moving?"

Many thanks to Scott Moore for donating the technology which makes the website work, Steve Minkler for rebuilding, designing, and maintaining it, Rev. Amy Welin for providing her sermons and English/Spanish translations, and others who have contributed photographs, articles, and documents.

St. John's also has a Facebook presence (www.facebook.com/stjohnsonthegreen). Most of the original content is duplicated from the website, as the two are linked together electronically. Since comments are disabled on the website to prevent "spam" (unsolicited and useless messages), Facebook is the primary location where the church can interact with "friends" and the public through social media.

Finally, St. John's has an account with Remind.com, which allows people to sign up to receive text messages from the church. This system is used mostly for special events and weather-related information.

Respectfully submitted,
Steven Minkler, Online Coordinator

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.