

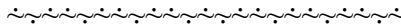
St. John's Parish Annual Meeting

January 28, 2024



Reunión Anual de la Parroquia San Juan

28 de enero 2024



ST. JOHN'S EPISCOPAL PARISH

16 Church Street
Waterbury, CT 06702

203-754-3116

email / correo electrónico: stjohns@stjohnsonthegreen.org

website / sitio web: stjohnsonthegreen.org

FaceBook: St. John's Episcopal Church, Waterbury CT



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 cultos 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

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> ◇ Adoption of the Roll of Voting Members and establishment of a quorum ◇ The 2024 Annual Meeting of St. John’s Parish convened ◇ Vestry Elections and Acknowledgment of departing Vestry Members ◇ Approval of the Minutes of the 2023 Annual Parish Meeting ◇ 2023 Financial Report ◇ Presentation of the 2024 Budget ◇ Senior Warden Report ◇ Junior Warden Report ◇ Questions/Comments ◇ Adjournment until January 26, 2025 | <ul style="list-style-type: none">Mr. Ken Baranoski.....
Senior WardenMr. Ken Baranoski.....
Senior WardenMr. Ken Baranoski.....
Senior WardenMr. Don Pomeroy.....
Junior WardenMr. Ken Baranoski.....
Senior Warden | <ul style="list-style-type: none"> ◇ Aprobación de la lista de los miembros votantes y el establecimiento del quórum ◇ La Reunión Anual del 2024 de la Parroquia San Juan se convocada ◇ Elecciones de la Junta Parroquial y Reconocimiento de Junta Parroquial Los miembros que están dejando ◇ Aprobación de las Minutas de la Reunión Anual de la Parroquia del 2023 ◇ Informe Financiero del 2023 ◇ Presentación del Presupuesto para el 2024 ◇ Informe-Senior Warden ◇ Informe-Junior Warden ◇ Preguntas/Comentarios ◇ Se levanta hasta el 26 de enero del 2025 |
|---|--|--|

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Building Security (Volunteer Sextons)	16	Seguridad de edificio (Sexton voluntario)
Card Ministry	17	Ministerio Card
Finance/Executive Council	17	Finance/Executive Council
Hispano-Latino Ministry	17	Ministerio Hispano-Latino
House Committee	18	Comité de la Casa
Lay Eucharistic Visitors	19	Coloquio Eucarísticas Visitantes
Music Ministry	19	Ministerio de la Música
Outreach	19	Alcance
Ushers	20	Ujieres
Website & Social Media	20	Sitio web & redes sociales
Parish By-Laws & Standing Resolutions	21-24	Parroquia Estatutos & resoluciones actuales a largo plazo

2024 VOTING LIST - St. John's Episcopal Church, Waterbury

Jay Anthony	Unita Gray	Ramon Polanco
Leonila Aquino	Sarah Haines	Donald Pomeroy
Jorge Astacio	Katherine Haines Geffert	Linda Pomeroy
Joe Atkins	Gale Hamilton	Sherrie Richards
Janice Baranoski	Bonnie Havery	Marta Rivera
Kenneth Baranoski	Robert Havery	Joyce Romano
Robert Baranoski	Samuel Hernandez	Sonia Samalot
Lorraine Barker	Marcia Holroyd	Sharon Samela
Wonder Barratt	Jeanne-Marie Hudson	Roberta Santa Maria
Sheila Basile	Paul Hudson	Maria Santana
Gabrielle Benjamin	Joan Huggins	Sondra Scipio
Gertrude Benjamin	Patrece John	Andrew Skipp
Israel Benjamin	Emerita Julbe	George Stevens
Jasmine Benjamin Jeffrey	Bernice July	Norma Stevens
Christine Borocho	Peter Kellogg	Josephine Thibodeau
Elaine Browning	Holly Kosky	Nalda Vigezzi
Adamay Budhram	Brian Ladden	Neva Vigezzi
Lorene Castle	Lucylle Ladden	Alfred Leo Webber
Maria Coffin	Ede-Jo Madden	Brenda Webber
Librada Colon	Evelyn Maldonado	Christopher Webber
Altagracia De Jesus	Gerard McDonald	Jordan Webber
John Decker	Karen Minkler	Michelle Webber
Maria Dominguez	Rosemary Minkler	Shelby Webber
Ena Dover	Steven Minkler	
Evanson Dover	Janet Mitchell	
Rob Duguay	Cinthya Montalvo	89 names
Lois Dunlap	Cheryl Moody	15% quorum: 14
Nancy Ferrarese	Stephen Moody	
Luis Garcia	Jude Morrissey	
Donna Gervickas	Madeline Morrissey	
Peter Gervickas	Elizabeth Nunez	
Armando Gonzalez	Richard Paniagua	
Eric Gotay	Rosa Penalo	

Elected Leaders and Vestry appointed replacements (as of January 1, 2024)

Office	Name	Term Expires (after Annual Meeting)
Senior Warden	Ken Baranoski	2024
Junior Warden	Don Pomeroy	2024
Treasurer	Lorraine Barker, Pro Tem	2024
Parish Clerk	Linda Pomeroy	2024
 Vestry:	Gerard McDonald	2026
	Neva Vigezzi	2026
	<i>vacancy</i>	
	Andrew Skipp	2025
	George Stevens	2025
	<i>vacancy</i>	
	Jorge Astacio	2024
	Sherrie Richards	2024
	Michelle Webber	2024
 Delegates to Diocesan Convention:	Andrew Skipp	2024
 Northwest Region Representative:	<i>vacancy</i>	

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Committee Chairs and Coordinators (as of December 31, 2023)

Altar Flower Ministry	Linda Pomeroy
Altar Guild	Linda Pomeroy
Building Security (Volunteer Sextons).....	Don Pomeroy
Card Ministry	Sarah Haines
Finance Council	Ken Baranoski
House Committee	Don Pomeroy
Lay Eucharistic Visitors	<i>vacancy</i>
Music Ministry	<i>vacancy</i>
Outreach Committee	Donna Gervickas
Ushers	Donna Gervickas
Website/Social Media	Sherrie Richards

St. John's Staff

The Rev. Jillian Morrison, Priest-in-Charge
The Rev. Armando Gonzalez, Hispanic-Latino Missional Priest

Cindy Runge, Parish Administrative Assistant
Joe Seaman, Sexton

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Report of the Nominating Committee

Vestry Roster 2024-2025

Office	Name	Term Expires (after Annual Meeting)
Senior Warden	Ken Baranoski	2025
Junior Warden	Don Pomeroy	2025
Treasurer	<i>vacancy</i>	2025
Parish Clerk	Linda Pomeroy	2025
Senior Vestry:	Sherrie Richards	2025
	Jorge Astacio	2025
	Andrew Skipp	2025
	George Stevens	2025
Junior Vestry:	Neva Vigezzi	2026
	Gerard McDonald	2026
Sophomore Vestry:	Cynthia Irizarry	2027
	Bobbie Santa Maria	2027
	Evanson Dover	2027
<p>Note: Thank you to those Vestry members who were willing to extend their terms to fill vacancies.</p>		
Delegates to Diocesan Convention:	Andrew Skipp <i>vacancy</i> <i>vacancy -alternate</i>	2025
Northwest Region Representative:	<i>vacancy</i>	2025

With a quorum present, the annual meeting of St. John's Parish was called to order at 10:20am by Ken Baranoski, Sr. Warden.

A motion was made by Jorge Astacio and 2nd by Rob Duguay to accept the minutes of the 2022 Annual Meeting as presented. All in favor with no abstentions.

Ken thanked Samuel Hernandez for his service on the Vestry. He was the only person not continuing on as a Vestry member. Ken also welcomed Juan Torres as a new member to the Vestry. The four officers will remain in their current positions and a full listing of vestry members for 2023 is listed in the Annual report.

In the absence of the treasurer, John Decker, Ken read the treasurer's report as presented. Ken reminded the Parish that even though we are a place of worship, we are also a business and stressed the importance for everyone to try to make a pledge in order for the Finance Committee to set the budget. To date we have received 28 pledge forms totaling \$73,150. The 2023 budget was approved by the Vestry with a deficit projected at \$189,900.

In his report John Decker thanked the Vestry, Executive-Finance Council, and all the individuals who have helped throughout the year to keep the church financially stable.

Don Pomeroy, Jr. Warden, also read his report discussing the roof issues and insurance deductibles. There is an estimated \$123,000 in about ten identified areas throughout the buildings that need work. He is waiting for the insurance company to let him know what they will pay. Don thanked Joe Seaman for all the work that he does above and beyond his normal duties. Joe received a standing ovation in thanks for all he does. Don also thanked the members of the committee: Neva Vigezzi, Donna Gervickas, Andrew Skipp, and Paul Hudson. He also thanked Cindy Runge for all that she oversees on a day-to-day basis. Read Don's report to see all that the House Committee does and is responsible for.

Ken stated there are still vacancies that need to be filled. In particular are the two positions of Delegates to Diocesan Convention. Karen Minkler will remain as an alternate. The other need is for a team of Lay Eucharistic Ministers to visit and take communion to our shut-ins.

Ken also reminded parishioners to remain after the service for lunch and to participate in the Parish Self Study that the Diocese mandates we complete as a prelude to being shared with potential candidates for Priest in Charge.

As there was no further business, a motion to adjourn at 10:45am was made by Rob Duguay and 2nd by Brian Ladden. All in favor.

Respectfully submitted,
Linda Pomeroy, Parish Clerk

Parish Statistics 2023

<u>Received</u>	<u>Baptisms</u>	<u>Confirmations</u>
Jose Lugo, I	Dylan Arriaga	Jose Lugo, II
Jose Lugo, II	Ethan Yadiel Rivera	
Jose Lugo, III	Aliyah Rodriguez	
Cynthia Irizarry	Angela Mendoza	<u>Marriages</u>
Janet Gonzalez	Mario Mendoza	<i>Jose Lugo / Cynthia Irizarry</i>
Cinthia Montalvo	Paisley Perna	
Barbara Garcia	Gianni Guerrero	
Cristina Zarate	Mayra Delgado	<u>Burials</u>
Leo Reyes	Chadielyz Ferrer	George Zucca
Juan Torres		
Allan Torres		
Rosa Penalo		
Luis Rodriguez		
Jan Baranoski		

PRIEST'S MESSAGE

Dear St. John's Episcopal Church,

I am absolutely honored to introduce myself as your new Priest-In-Charge. My journey with St. John's began several months ago as visiting supply clergy. As a visitor, I immediately fell in love with both of our congregations; the lively presence of all ages, diversity in musical worship and a sense of deep community are evidence that God is present in this place! I knew that I wanted to be part of St. John's story and to commit to the good work being done here.

It seems serendipitous that I join you during the season of Epiphany. In the weeks following Christmas, Episcopalians join together in wonder of God's very real presence among us. Our scripture readings during this season ask us to take on the disciple's call to "Come and see." Come and see what God has done. Come and see what God is presently doing. Come and see what God has in store! As I get to know the beloved community of St. John's, I feel this sense of wonder abundantly. I invite you to join me in seeing afresh the good things that are happening at St. John's by asking, "What is God up to, and in what ways might God be leading?"

In the pages of reports that follow, you will read that God is indeed moving at St. John's! I hope you will also accept this as an invitation into an opportunity of shared ministry. Are you tech-savvy? Consider blessing others by joining the Sunday morning tech team. Do you long to experience Sunday morning worship from a new point-of-view, or to get to know the service in a fresh way? Try serving as an Acolyte, a Lay Eucharist Minister, or consider the Altar Guild! Do you have a gift for singing, or perhaps enjoy making a "joyful" noise? Consider our choir and music ministries. Perhaps you are young or young at heart? Support our children's ministries! Notice also our beautiful flowers, the mailed cards that bring comfort and joy, our building that houses worship and community events, outreach opportunities, and much more. Or maybe, God is nudging you in ways yet to be imagined. All of these are opportunities for people of all ages to jump in and experience the many good things happening among us! Let us name out loud the ways God is moving, and follow our call to share in life more fully.

Thank you all for making St. John's the wonderful place that it is! Thank you also to our diligent vestry, our hard working staff, ministry leaders and faithful teams. I look forward to getting to know each person in our community weeks and months ahead. Please, let us make time to meet together, to share a coffee and get to know one another! Come, let us see the good ways that God is moving among us!

In Christ,
Rev. Jill Morrison

MENSAJE DEL SACERDOTE

Estimada Iglesia Episcopal de San Juan:

Es un honor para mí presentarme como su nuevo Sacerdote a cargo. Mi viaje con St. John's comenzó hace varios meses como clérigo suplente visitante. Como visitante, inmediatamente me enamoré de nuestras dos congregaciones; ¡La presencia animada de todas las edades, la diversidad en el culto musical y un sentido de comunidad profunda son evidencia de que Dios está presente en este lugar! Sabía que quería ser parte de la historia de St. John y comprometerme con el buen trabajo que se realiza aquí.

Parece una casualidad que me una a ustedes durante la temporada de Epifanía. En las semanas posteriores a Navidad, los episcopales se reúnen maravillados por la presencia real de Dios entre nosotros. Nuestras lecturas de las Escrituras durante esta temporada nos piden que asumamos el llamado del discípulo de "Ven y mira". Ven y mira lo que Dios ha hecho. Ven y mira lo que Dios está haciendo actualmente. ¡Ven y mira lo que Dios tiene reservado! A medida que conozco la querida comunidad de St. John, siento abundantemente esta sensación de asombro. Los invito a unirse a mí para ver de nuevo las cosas buenas que están sucediendo en St. John's preguntándonos: "¿Qué está haciendo Dios y de qué manera podría estar guiándonos?"

En las páginas de informes que siguen, leerá que ¡Dios realmente se está moviendo en St. John's! Espero que también acepten esto como una invitación a una oportunidad de ministerio compartido. ¿Eres un experto en tecnología? Considere bendecir a otros uniéndose al equipo técnico del domingo por la mañana. ¿Anhela experimentar el culto del domingo por la mañana desde un nuevo punto de vista o conocer el servicio de una manera nueva? ¡Intente servir como acólito, ministro laico de la Eucaristía o considere el Gremio del Altar! ¿Tiene un don para cantar o quizás le gusta hacer un ruido "alegre"? Considere nuestros ministerios de coro y música. ¿Quizás eres joven o joven de corazón? ¡Apoye los ministerios de nuestros niños! Observe también nuestras hermosas flores, las tarjetas enviadas por correo que brindan consuelo y alegría, nuestro edificio que alberga eventos comunitarios y de adoración, oportunidades de extensión y mucho más. O tal vez Dios te está empujando en formas aún inimaginables. ¡Todas estas son oportunidades para que personas de todas las edades se sumen y experimenten las muchas cosas buenas que suceden entre nosotros! Mencionemos en voz alta las formas en que Dios se está moviendo y sigamos nuestro llamado a compartir la vida más plenamente.

¡Gracias a todos por hacer de St. John's el lugar maravilloso que es! Gracias también a nuestra diligente junta parroquial, nuestro personal trabajador, líderes ministeriales y equipos fieles. Espero conocer a cada persona de nuestra comunidad en las próximas semanas y meses. ¡Por favor, hagamos tiempo para reunirnos, compartir un café y conocernos! ¡Ven, veamos los buenos caminos que Dios se está moviendo entre nosotros!

En Cristo,
Reverenda Jill Morrison

SENIOR WARDEN'S MESSAGE

Hello, my St. John's family! 2023 is now behind us, and what a year it was! I am once again held in awe by the resilience, the camaraderie, the sense of belonging, and the love we have for one another, our community, and for St. John's. We've done so many great things this past year – our continued support for GWIM, DCF, Safe Haven, IRIS, and the Waterbury Education Dept.; the great learning experience of Swords to Plowshares; the Concert for Ukraine; Cool Yule; the Hispanic ministries Summit, and so many others!

We've had our share of setbacks as well, for sure. We've had more than our fill of floods, bashes, crashes, and bumps. Yet we always seem to pull together to overcome whatever is thrown our way. I cannot thank enough Cindy, Joe, our Officers and our Vestry for their hard work and dedication. It is through their dedication and hard work that made getting through these setbacks so much easier!

And now we have Rev. Jill Morrison! It is with great excitement and anticipation that I look forward to seeing where God is taking us on this next chapter with Rev. Jill. In the short while I have had the pleasure to work with her, it is clear there is a strong bond already between us. I am quite confident our future will be all the brighter!

We are continuing to make headway in our plans to develop our Parish House space, but still have much more to do. We are now in conversations with Stewardship Realty, a faith-based organization recommended by the Diocese. Their aim is to help us develop a firm plan for utilizing the space we have to better support both St. John's and the greater Waterbury area.

And so it is a great and exciting time to be a part of St. John's Waterbury! We are in the midst of many new beginnings, and I deeply thank all of those that are and have been involved. There are several ministries here at St. John's that are in need of your support and involvement.

Take an active role in the renewal of St. John's! We need everyone to take a role, big or small!!

Yours sincerely,
Ken Baranoski, Sr. Warden

MENSAJE DEL SENIOR WARDEN

¡Hola, mi familia de San Juan! El 2023 ha quedado atrás, ¡y qué año fue! Una vez más, me asombra la resiliencia, la camaradería, el sentido de pertenencia y el amor que tenemos los unos por los otros, por nuestra comunidad y por St. John's. Hemos hecho muchas cosas geniales el año pasado: nuestro apoyo continuo a GWIM, DCF, Safe Haven, IRIS y el Departamento de Educación de Waterbury; la gran experiencia de aprendizaje de Espadas a Rejas de Arado; el Concierto por Ucrania; Cool Yule; la Cumbre de Ministerios Hispanos, ¡Y tantos otros!

También hemos tenido nuestra cuota de contratiempos, sin duda. Hemos tenido más que suficiente de inundaciones, golpes, choques y golpes. Sin embargo, parece que siempre nos unimos para superar lo que sea que se nos presente. No puedo agradecer lo suficiente a Cindy, Joe, a nuestros oficiales y a nuestra Junta Parroquial por su arduo trabajo y dedicación. ¡Es a través de su dedicación y arduo trabajo que hizo que superar estos contratiempos fuera mucho más fácil!

¡Y ahora tenemos a la Reverenda Jill Morrison! Es con gran emoción y anticipación que espero ver a dónde nos lleva Dios en este próximo capítulo con la Rev. Jill. En el poco tiempo que he tenido el placer de trabajar con ella, está claro que ya existe un fuerte vínculo entre nosotros. ¡Estoy seguro de que nuestro futuro será aún más brillante!

Seguimos avanzando en nuestros planes para desarrollar nuestro espacio de la Casa Parroquial, pero aún nos queda mucho por hacer. Ahora estamos en conversaciones con Stewardship Realty, una organización religiosa recomendada por la Diócesis. Su objetivo es ayudarnos a desarrollar un plan firme para utilizar el espacio que tenemos para apoyar mejor tanto a St. John's como al área metropolitana de Waterbury.

¡Y por eso es un gran y emocionante momento para ser parte de St. John's Waterbury! Estamos en medio de muchos nuevos comienzos, y agradezco profundamente a todos los que están y han estado involucrados. Hay varios ministerios aquí en St. John's que necesitan su apoyo y participación. ¡Participe activamente en la renovación de St. John's! ¡Necesitamos que todos asuman un papel, grande o pequeño!

Muy atentamente,
Ken Baranoski, Sr. Warden

Budget Reports Year End 2023

12:54 PM
01/19/24
Cash Basis

**St. John's Parish
Balance Sheet
As of December 31, 2023**

corrected for lines 1028 & 1042

	<u>Dec 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash and Cash Equivalents	
1004 · BOA General Operating-9273	106,657.40
1005 · Specified Use-9099	
1015 · Specified Use Subaccounts	
1016 · Outreach Funds	9,318.92
1017 · Saint John's Wings	4,628.41
1018 · Wheeler Fund	2,733.81
1019 · Music Ministry	4,883.10
1020 · Altar Flowers	8,400.86
1021 · Organ Fund	5,444.96
1022 · Fundraisers	1,543.78
1023 · Curtin Children's Fund	649.71
1024 · Columbarium Maintenance	763.80
1026 · 275th Anniversary Fund	27,441.39
1027 · Earth Ministry	405.67
1028 · Memorial	10,771.03
1029 · Major Gifts Campaign	1,940.25
1030 · Theological Education	4,070.04
1031 · Capital	79.63
1040 · Latino Ministerio	40.94
1041 · Burrall Close Fund	395.16
1042 · Parish House Roof Fund	71,009.82
Total 1015 · Specified Use Subaccounts	<u>154,521.28</u>
Total 1005 · Specified Use-9099	<u>154,521.28</u>
1010 · Petty Cash	40.00
1035 · FD Community Credit Union	61,728.94
1055 · Rector's Discretionary Fnd 1122	4,070.13
Total 1000 · Cash and Cash Equivalents	<u>327,017.75</u>
Total Checking/Savings	<u>327,017.75</u>
Total Current Assets	<u>327,017.75</u>
Fixed Assets	
1400 · Land & Buildings	7,438,947.00
1410 · Furniture & Equipment	50,677.68
Total Fixed Assets	<u>7,489,624.68</u>
Other Assets	
1450 · Endowment Funds	
1452 · Budde Fund #04653	500,132.42
1455 · Designated Funds #04656	
Burrall Close	148,667.09
Griffith Outreach	142,392.20
Lucy R. Smith Th Ed	129,636.87
Wheeler Music	25,067.43
Total 1455 · Designated Funds #04656	<u>445,763.59</u>
Total 1450 · Endowment Funds	<u>945,896.01</u>
Total Other Assets	<u>945,896.01</u>
TOTAL ASSETS	<u><u>8,762,538.44</u></u>

Budget Reports Year End 2023 (continued)

12:54 PM
01/19/24
Cash Basis

**St. John's Parish
Balance Sheet
As of December 31, 2023**

	Dec 31, 23
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Liabilities	-42.00
Total Accounts Payable	-42.00
Other Current Liabilities	
2040 · Refundable Key Deposit	400.00
2105 · Payroll Liabilities	149.20
Total Other Current Liabilities	549.20
Total Current Liabilities	507.20
Long Term Liabilities	
2200 · Loans	
2203 · Diocesan Loan 2020	37,986.56
Total 2200 · Loans	37,986.56
Total Long Term Liabilities	37,986.56
Total Liabilities	38,493.76
Equity	
3900 · Retained Earnings	8,534,946.05
Net Income	189,098.63
Total Equity	8,724,044.68
TOTAL LIABILITIES & EQUITY	8,762,538.44

Budget Reports Year End 2023 (continued)

11:56 AM
01/17/24
Cash Basis

**St. John's Parish
Profit & Loss Budget Performance
December 2023**

	<u>Dec 23</u>	<u>Budget</u>	<u>Jan - Dec 23</u>	<u>YTD Budget</u>	<u>Annual Bud...</u>
Ordinary Income/Expense					
Income					
4000 · INCOME					
4010 · Pledges/Offerings					
4011 · Plate offering	7,151.25	833.33	22,236.69	10,000.00	10,000.00
4012 · Pledge Current	10,475.00	7,500.00	82,691.66	90,000.00	90,000.00
4014 · Easter offering	0.00	0.00	810.00	500.00	500.00
4015 · Christmas offering	1,228.00	500.00	1,253.00	500.00	500.00
4016 · Special services	533.00	166.67	1,981.00	2,000.00	2,000.00
4018 · Pledge Following Year	10,000.00		10,000.00		
Total 4010 · Pledges/Offerings	29,387.25	9,000.00	118,972.35	103,000.00	103,000.00
4020 · Donations					
4021 · Parking lot	1,870.00	666.66	16,128.00	8,000.00	8,000.00
4022 · Room Donations	525.00	833.33	9,459.00	10,000.00	10,000.00
4023 · Grants	0.00	2,250.00	27,000.00	27,000.00	27,000.00
4024 · General Donations					
4024B · Special Events	0.00		500.00		
4024 · General Donations - Other	355.00	208.33	582.00	2,500.00	2,500.00
Total 4024 · General Donations	355.00	208.33	1,082.00	2,500.00	2,500.00
4027 · Elton-Chipman	2,682.11	2,750.00	19,607.16	22,000.00	22,000.00
Total 4020 · Donations	5,432.11	6,708.32	73,276.16	69,500.00	69,500.00
Total 4000 · INCOME	34,819.36	15,708.32	192,248.51	172,500.00	172,500.00
4060 · Dividends and Interest	83.18	41.67	512.94	500.00	500.00
Total Income	34,902.54	15,749.99	192,761.45	173,000.00	173,000.00
Gross Profit	34,902.54	15,749.99	192,761.45	173,000.00	173,000.00
Expense					
6000 · DISBURSEMENTS					
6100 · Salaries & Benefits					
6110 · Insurance					
6113 · Workers Comp Insurance	40.57	41.66	486.84	500.00	500.00
6114 · Professional Liability Ins.	459.29	459.29	5,511.48	5,511.48	5,511.48
Total 6110 · Insurance	499.86	500.95	5,998.32	6,011.48	6,011.48
6125 · Rector & Asst.					
6134 · Clergy Housing	0.00	1,815.16	0.00	10,891.00	10,891.00
Total 6125 · Rector & Asst.	0.00	1,815.16	0.00	10,891.00	10,891.00
6126 · Sexton & Assistants	2,360.00	2,166.67	19,165.00	26,000.00	26,000.00
6127 · Musicians	1,175.00	1,000.00	11,775.00	10,500.00	10,500.00
6128 · Office Administration	4,008.33	2,383.33	29,245.84	28,600.00	28,600.00
6130 · FICA (Employer's)	528.09	348.08	3,779.90	4,177.00	4,177.00
6132 · Pensions	370.17	227.50	3,070.56	2,730.00	2,730.00
6133 · Professional/Travel	0.00	20.83	0.00	250.00	250.00
6135 · Continuing Education	0.00	31.25	0.00	375.00	375.00
6150 · Casual Labor					
6151 · Supply/contract clergy	3,285.00	3,500.00	28,165.40	42,000.00	42,000.00
Total 6150 · Casual Labor	3,285.00	3,500.00	28,165.40	42,000.00	42,000.00
Total 6100 · Salaries & Benefits	12,226.45	11,993.77	101,200.02	131,534.48	131,534.48
6200 · Buildings					
6238 · Property Insurance	0.00	0.00	41,595.00	41,595.00	41,595.00
6239 · Fuel, Electric, Water	2,976.49	4,166.66	30,512.81	50,000.00	50,000.00

Budget Reports Year End 2023 (continued)

11:56 AM
01/17/24
Cash Basis

St. John's Parish Profit & Loss Budget Performance December 2023

	<u>Dec 23</u>	<u>Budget</u>	<u>Jan - Dec 23</u>	<u>YTD Budget</u>	<u>Annual Bud...</u>
6240 · Maintenance					
6241 · Maintenance & Repairs	1,043.68	4,583.33	13,641.85	55,000.00	55,000.00
6244 · Snow Removal	0.00	2,500.00	1,295.00	10,000.00	10,000.00
Total 6240 · Maintenance	<u>1,043.68</u>	<u>7,083.33</u>	<u>14,936.85</u>	<u>65,000.00</u>	<u>65,000.00</u>
6250 · Parish Hall	0.00		1,787.00		
Total 6200 · Buildings	<u>4,020.17</u>	<u>11,249.99</u>	<u>88,831.66</u>	<u>156,595.00</u>	<u>156,595.00</u>
6300 · Office Expenses					
6301 · Accounting/Bookkeeping	0.00	375.00	4,745.20	4,500.00	4,500.00
6302 · Audits	0.00	0.00	750.00	2,000.00	2,000.00
6303 · Bank Fees	15.00	22.00	190.00	264.00	264.00
6315 · Office, General	928.15	625.00	7,976.60	7,500.00	7,500.00
6325 · Payroll Preparation					
6311 · Payroll Expenses	260.00	166.67	1,674.00	2,000.00	2,000.00
Total 6325 · Payroll Preparation	<u>260.00</u>	<u>166.67</u>	<u>1,674.00</u>	<u>2,000.00</u>	<u>2,000.00</u>
Total 6300 · Office Expenses	<u>1,203.15</u>	<u>1,188.67</u>	<u>15,325.80</u>	<u>16,264.00</u>	<u>16,264.00</u>
6400 · Parish Programs					
6452 · Christian Formation	0.00	41.66	0.00	500.00	500.00
6454 · Parish Development	0.00	1,500.00	9,913.22	18,000.00	18,000.00
6456 · Liturgical Supplies	117.67	62.50	438.03	750.00	750.00
6457 · Music & Choir	0.00	29.16	290.00	350.00	350.00
6458 · Maint. of Instruments	0.00	291.66	382.00	3,500.00	3,500.00
6459 · Publications	0.00	0.00	192.95	200.00	200.00
6460 · Publicity & Advertising	839.00	41.66	1,191.00	500.00	500.00
6462 · Stewardship	0.00	29.09	580.46	600.00	600.00
6463 · Parish Hospitality	0.00	62.50	276.61	750.00	750.00
6471 · Family Ministry Development	0.00	41.66	0.00	500.00	500.00
6472 · Marketing - Church Growth	0.00	41.66	0.00	500.00	500.00
6473 · LGBTQ Ministry Development	0.00	0.00	0.00	0.00	0.00
6480 · Special Events	535.00		4,815.00		
Total 6400 · Parish Programs	<u>1,491.67</u>	<u>2,141.55</u>	<u>18,079.27</u>	<u>26,150.00</u>	<u>26,150.00</u>
6500 · Mission					
6567 · Diocesan Pledge	2,132.42	2,132.38	25,589.04	25,589.00	25,589.00
Total 6500 · Mission	<u>2,132.42</u>	<u>2,132.38</u>	<u>25,589.04</u>	<u>25,589.00</u>	<u>25,589.00</u>
6600 · Other Disbursements					
6611 · Diocesan Loan 2020 interest	111.92	111.92	1,437.83	1,428.87	1,428.87
6612 · Diocesan Loan 2020 principal	0.00	451.73	0.00	5,334.93	5,334.93
Total 6600 · Other Disbursements	<u>111.92</u>	<u>563.65</u>	<u>1,437.83</u>	<u>6,763.80</u>	<u>6,763.80</u>
Total 6000 · DISBURSEMENTS	<u>21,185.78</u>	<u>29,270.01</u>	<u>250,463.62</u>	<u>362,896.28</u>	<u>362,896.28</u>
Total Expense	<u>21,185.78</u>	<u>29,270.01</u>	<u>250,463.62</u>	<u>362,896.28</u>	<u>362,896.28</u>
Net Ordinary Income	13,716.76	-13,520.02	-57,702.17	-189,896.28	-189,896.28
Other Income/Expense					
Other Income					
8000 · Investment					
8002 · Budde Fund	24,070.28		66,254.55		
8005 · Designated Funds	21,446.04		58,760.94		
Total 8000 · Investment	<u>45,516.32</u>		<u>125,015.49</u>		
8200 · Insurance Receipts	0.00		104,534.89		

Budget Reports Year End 2023 (continued)

11:56 AM
01/17/24
Cash Basis

**St. John's Parish
Profit & Loss Budget Performance
December 2023**

	<u>Dec 23</u>	<u>Budget</u>	<u>Jan - Dec 23</u>	<u>YTD Budget</u>	<u>Annual Bud...</u>
8500 · Ministries Income					
8501 · Altar Flowers	55.00		1,180.00		
8502 · Outreach	0.00		1,570.88		
8507 · Memorial Fund	0.00		395.00		
Total 8500 · Ministries Income	55.00		3,145.88		
8600 · PPP Loan-Forgiveness	0.00		744.30		
8700 · Rectors Discretionary Income	95.00		740.00		
8800 · Parish House Roof Campaign	12,766.00		43,959.82		
Total Other Income	58,432.32		278,140.38		
Other Expense					
8201 · Exp Pd From Insurance Proceeds	0.00		19,919.89		
8300 · Ministries Expenditures					
8301 · Altar Flowers	262.50		2,681.00		
8302 · Outreach	400.00		6,350.00		
8304 · Organ Fund	0.00		798.00		
8305 · Wheeler Fund	0.00		600.00		
8309 · Saint Johns Wings	0.00		90.69		
8311 · Theological Education	0.00		900.00		
Total 8300 · Ministries Expenditures	662.50		11,419.69		
Total Other Expense	662.50		31,339.58		
Net Other Income	57,769.82		246,800.80		
Net Income	71,486.58	-13,520.02	189,098.63	-189,896.28	-189,896.28

St. John's Parish 2024 Budget Vestry approved 12/28/2023

INCOME

Item	2024
Plate offering	15,000
Pledged	90,000
Easter offering	750
Christmas offering	750
Special services	1,000
Total - Pledges/Offerings	107,500
Parking lot	15,000
Room Donations	10,000
Grants	32,000
General Donations	1,000
Elton/Chipman Funds	22,000
Total - Donations	80,000
Endowment Investment Withdrawal	24,280
Total - Investment Income	24,280
Interest Income	500
Total - Other	500
TOTAL INCOME	\$ 212,280

DISBURSEMENTS

Item	2024
Rector & Supply (Salary)	22,020
Sexton & Assistants	27,000
Music Ministry	10,000
Office Administration	29,744
FICA (Employer's Share)	4,345
workers comp insurance	516
Life Insurance "new 2024"	250
Professional Liability insurance *new 2024	5,500
Pensions	6,800
Professional/Travel	750
Continuing Education	463
Casual Labor: Supply/Contract Clergy	15,765
Total - Salaries & Benefits	123,153
Property Insurance	49,697
Fuel, Electric & Water	35,000
Maintenance & Repairs	55,000
Snow Removal	5,000
Total - Buildings	\$ 144,697
Payroll Preparation	2,000
Accounting/Bookkeeping	4,500
Bank fees	264
Audits	1,000
Technology, Software & Support	1,500
Office Expenses	7,000
Total - Office Admin.	\$ 16,264
Christian Formation	500
Parish Hospitality	750
Family Ministry Development	500
Marketing- Church Growth	500
LGBTQ Outreach	500
Liturgical Supplies	750
Music & Choir	350
Maintenance of Instruments	3,500
Parish Development	18,000
Publications	200
Publicity and Advertising	500
Stewardship	600
Total - Parish Program Supplies	\$ 26,650
Diocesan Pledge	\$ 20,910
Diocesan Loan Repayment	6,764
Total - Other	\$ 6,764
TOTAL DISBURSEMENTS	\$ 338,438
TOTAL INCOME	\$ 212,280
TOTAL DISBURSEMENT	\$ 338,438
SURPLUS/(DEFICIT)	\$ (126,158)

ALTAR FLOWER MINISTRY

The Altar Flower Ministry no longer exists as a formal Committee. I have made up some silk flower arrangements that can be used throughout the year changing with the seasons.

In 2023 we once again started using fresh flowers on the Altar. Generally speaking these are placed on the 1st Sunday of the month. Donations from parishioners help to offset the cost. If you want to honor a special person or memorialize someone all that is needed is to send the donation (any amount) along with the name or names to the Church office and Cindy will include their names in the Prayers of the People or list them in the bulletin.

We continue to place fresh flowers at Easter and Christmas on the Altar.

Thank you to those who volunteer to come in on these special occasions to help place the flowers and with the Greening of the Church at Christmas.

Respectfully submitted,
Linda Pomeroy

ALTAR GUILD

The Altar Guild is at this time is a very small group in need of more help. The duties of the Guild are currently being done at the 9:30 service by Linda Pomeroy, Jude Morrissey, and Donna Gervickas. Bob Baranoski is always a big help. Jorge Astacio and other parishioners from the 11:30 service assist Fr. Armando.

The responsibilities are to set up the altar for all worship services, clean up following the service, washing the small linens, monitoring the supplies and taking care of the sacristy (place where supplies are stored). We also change the hangings behind the altar with help from Joe and Cindy.

We need your help for this very important ministry. Please speak with Linda Pomeroy, Donna Gervickas, or Jorge Astacio if you would like to learn about helping with this important part of our services.

Respectfully submitted,
Donna Gervickas

BUILDING SECURITY (Volunteer Sextons)

Members of the Volunteer Building Security team in 2023 were Don Pomeroy, Chris Webber, and Jorge Astacio. These volunteers act as Sexton for meetings or events when our regular sexton is unavailable. These volunteer sextons cover one evening support group 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. Please thank these members of the parish when you see them.
New volunteers are needed if the church is to continue to provide this important service to the community.
Please contact the church office for more information.

Respectfully submitted,
Church Office

CARD MINISTRY

Birthday cards are sent to elders sixty and over on their special day. These cards bring joy and happiness to all. A card means so much to each person. If you would like to be included, please contact Sarah Haines by telephone at 203-755-7590. Cards for illness or encouragement are available also. Don't let the increase in postage stamps deter you from contacting me. My card ministry is a delight to everyone.

Respectfully submitted,
Sarah Haines

FINANCE/EXECUTIVE COUNCIL

The Executive/Finance Council meets monthly throughout the year. The Council reviews finance reports and makes recommendations to the Vestry. This group also reviews parish issues and sets the Vestry agenda. It makes appropriate recommendations to the Vestry regarding these issues.

Members of this council during the past year were: Ken Baranoski, Don Pomeroy, Jay Anthony, Lorraine Barker, and Lorene Castle.

Respectfully submitted,
Church Office

HISPANO LATINO MINISTRY

St. John's Hispano Latino Community continues its ministry in the lovely city of Waterbury, Connecticut. We have small communities from Colombia, Venezuela, Dominican Republic, Mexico, Ecuador, Central America, Portuguese speaking people, and especially those who make up the larger Puerto Rican community. The children in the community are numerous and family values play a very important role.

The average attendance at Sunday celebrations has been 36. During 2023, we distributed 1,764 communions; six people were presented and received by the bishop; I celebrated one wedding and eight baptisms.

National issues and international events are causing a lot of stress, affecting different levels of family life. This is evident when people go to shop for different products they need. Recession is evident. The cost of living is deeply felt, and a sense of despair is present. The cost of a good education for our children is going to be an issue, and poverty deepens. So, what kind of Good News we could offer to them? This is our main challenge.

To teach our children to develop their possibilities to build their future is part of our task along with helping them to build a strong spirituality and fraternal love.

This year we will have a Priest-in-charge that God will send to St. John's. With the PIC's help it could be possible to build a strong children program that could be the main focus of the mission. She/he will be the leader through whom St. John's will become the place where the humble families will feel safe in a place with the promise of a great future for the Mission.

So, our main task is to build a team to develop this vision. This project will be possible only if the Anglo speaking community will be involved, sharing their experience, resources, abilities, and knowledge with the new generations among the minorities. The starting point would be to rebuild The After School Program on Saturday.

Respectfully submitted,
Rev. Armando Gonzalez

HOUSE COMMITTEE

The House Committee of St. Johns is responsible for maintaining our real estate and personal properties in good condition as best our abilities. The real estate portion consists of all maintenance/structural matters of our buildings, inside and outside, the care of all our grounds: the Close with focus on lawn care, the care of our Memorial Garden which is the area within the Close where the cremated remains of the deceased are interred, the parking lot, and other associated areas. The inside areas include, but not limited to, all the Sanctuary areas, office spaces, restrooms, the auditorium, the Guild Hall, the upstairs kitchen, the attic area, and the basement. The personal properties include all furnishings, plumbing, electrical fixtures, electronic equipment, kitchen appliances to name but a few!

Some of the Committee's accomplishments this year include the bidding process for the replacement of the handicap ramp at the front of the Church. The original ramp and the previously reported signage located in the front areas of the Church Building were destroyed by an automobile accident. To protect the front of our Church building the Wardens met with officials of the Waterbury Street Department to hopefully find a means to provide this protection. This agreed upon protection led to the placement of the four large concrete planters along the sidewalk parallel to the front Church entrance.

As has become the norm for buildings the age of ours, several roofing and masonry repairs involving the mortar joints between the exterior structural stones were required during the year.

Our Sexton, Joe Seaman, saved us the need to contract out numerous maintenance repairs. Some of the tasks, but not limited to, which Joe accomplished were:

1. Cleared flooding rain waters from the basement; the water entered through the two basement level windows located to both sides of the Churches front doors when the flood water pressure broke out the glass panes of both windows. To prevent a like occurrence in the future Joe bricked in both window openings.
2. Painted two office/classrooms located on the third floor.
3. Made numerous patching repairs to the Parish House flat roof to seal leaks to stop water from entering the building causing interior damage.

Thank you, Joe, for your expertise and for your loving care of our properties!

After finally being made whole by the auto insurance company that represented the driver of the automobile that destroyed our handicap ramp the Committee coordinated its replacement! Most unfortunately, just two weeks prior to the scheduled installation of the new ramp another speeding vehicle struck the front of our Church building. The driver of this vehicle was killed from the impact! The damage to our building was somewhat minor requiring brick and masonry repairs to the former window area to the left side area of the Church's front doors. Two weeks after this motor vehicle accident our new handicap ramp was installed.

Many thanks to Janice Baranoski for designing and creating the two beautiful banners which are placed to the right of the parking lot entrance and to the left of the Close stairs. The signs, written in English and Spanish, welcome all of Anglican faith to St. Johns and were designed utilizing the colors of the LBGTQ communities. Again, thanks Jan!

As Junior Warden responsible for the care of our properties I solicited three competitive bids to replace the Parish House roof which is desperately needed. I requested the bids provide for replacement materials to include four possible roofing materials. These materials included slate, a man-made product that looks like slate but is rubber, asphalt/fiberglass shingles and/or metal. As I suspected, a representative of the Connecticut Historical Society informed me that since our buildings are on the National and Connecticut Historical Register that the original roofing material, which was slate, must be replaced with the same product. More information to follow at a later date regarding this very expensive project!

In closing, I must acknowledge the enormous contributions and support that both our Parish Administrator, Cindy Runge, our Sexton, Joe Seaman and the House Committee members, Donna Gervickas, Neva Vigezzi, Paul Hudson, and Andrew Skipp, make to the Parish practically on a daily basis. Thank you all for everything you all do! God Bless You All!!!

Respectfully Submitted,
Donald E. Pomeroy, Junior Warden

LAY EUCHARISTIC VISITORS

Lay Eucharistic Visitors (LEVs) are lay persons who, after the Celebration of the Eucharist, visit members of the parish who are unable to attend church. This is an important ministry, especially as our congregation ages, and we are in need of individuals who would like to be trained as Lay Eucharistic Visitors to support this ministry of the parish. Please let us know if you think this ministry is of interest to you by speaking with Rev. Jill, Ken Baranoski, or leaving a message with the church office.

Respectfully submitted ,
Church Office

MUSIC MINISTRY

The Music Ministry is being supported on a self-signup basis for the 9:30 service. 9:30 service music is being provided by both paid and volunteer musicians. If you are interested in joining the Music Ministry as a performer, organizer, or supporter, please let the church office know.

Respectfully submitted,
Church Office

OUTREACH COMMITTEE

The Outreach Committee is very committed to making a difference. Last year we supported the children in DCF care through our assigned social worker by providing Easter presents, gift cards for food, school supplies & school uniforms, Christmas gifts & gift cards for food and necessities.

GWIM was supported with donations to the soup kitchen, KidzClub summer camp, food pantry, and gift cards for use on Thanksgiving and Christmas.

GWIM Food Pantry-Parishioners can donate food all year long.

Items in demand are: canned tuna, beans, rice, soups (regular or instant), hot or cold cereal, pastas, spaghetti sauce, peanut butter, jellies, coffee, tea

Items can be brought to the church at Sunday services or to the church office during office hours.

Gift cards for food were purchased and handed out to the clients at the Hospitality Center in Waterbury.

Donations were also made to:

Integrated Refugee and Immigrant Services (IRIS) program to help settle refugee families, Swords to Plowshares Northeast program, SafeHaven; and the Episcopal Relief Fund for Ukraine.

The Committee is VERY GRATEFUL for all donations that have been received to help offset these costs.

Our Committee members are Lorraine Barker, Lorene Castle, Ellie Nunez, Nicole Nunez, Jeanne-Marie Hudson, and LoriBeth Young. We are ALWAYS looking for new members.

Respectfully submitted,
Donna Gervickas, Chairwoman

USHERS

We are trying to resurrect our ushers for our services. As of now, Pete Gervickas and Evanson Dover have been ushering at the 9:30 service. Please consider being an usher. Feel free to speak with me or leave a message with the church office.

Respectfully submitted,
Donna Gervickas

WEBSITE & SOCIAL MEDIA

St. John's has a website (www.stjohnsonthegreen.org), a Facebook page (www.facebook.com/stjohnsonthegreen), and live-streams our services on our website and YouTube. The church thanks Scott Moore for donating the technology which makes the website work; Steve Minkler for building, designing and maintaining it; Nick D'Emanuele of Endecom Business IT Solutions for getting us set up with cameras and streaming capabilities; the camera crews who man the camera during the services; and all others who have contributed photos, articles and documents.

If you are moderately tech savvy and would like to assist with the upkeep of the website (yes, we *do* need someone), please speak with the church office.

Respectfully submitted,
Church Office

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 the ECCT's Northwest Region, 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 member 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 the ECCT's Northwest Region. Nominations shall be reported to the Parish Clerk not less than fourteen day prior to the annual Parish meeting, and shall be published and made available to the Parish office not less than seven 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 which 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.

One warden shall be known as the Senior Warden and the other, the Junior Warden. The Wardens are elected at the annual Parish meeting for a term of one year and may be re-elected for subsequent terms.

The Treasurer and Parish Clerk are elected for terms of one year and may be re-elected for subsequent terms.

A Vestry member is elected for a term of three years and may be re-elected for subsequent terms.

Although not officers of the Parish, lay delegates to the Diocesan Convention and the ECCT's Northwest Region, along with alternates, are elected for a term of three years and may be elected for one subsequent 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 House Committee 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.

Treasurer The Treasurer shall be the custodian of all funds of the Parish entrusted to his care and shall disburse funds, pay bills, etc. in accordance with the approved budget or otherwise as directed by the Vestry. The Treasurer shall be responsible for the preparation of a report for each Vestry meeting and for the annual Parish meeting. The report shall detail income and expenditures for the period and shall indicate significant deviations from income or expenses as projected by the budget.

The Treasurer shall see that proper accounting procedures are followed, shall arrange for required audits and shall implement recommendations made by the auditors. During the temporary absence of the Treasurer, the Senior Warden shall carry out the duties of the Treasurer.

The Treasurer shall chair the Investment Committee, sit as a non-voting member of the Finance Committee, and carry out other assignments of the Vestry with regard to business and financial affairs.

The Treasurer shall attend Vestry meetings with the right and obligation to speak.

Officer Authority The Senior Warden, the Junior Warden, and the Treasurer shall each of them have the power and they are hereby authorized on behalf of the Parish to sign, countersign, and endorse all checks, notes, bills, certificates, bonds, deeds, mortgages, conveyances and instruments and documents of every kind coming to or going from this Parish in the transaction of its business, and to sell, transfer and assign any and all stocks and securities standing in the name of the Parish, and received by the Parish as contributions to said Parish, and to execute any and all instruments necessary, proper, and desirable for the purpose.

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 succeed themselves. 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 become effective immediately following an affirmative amendment vote at the Parish 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 fourteen days prior to an annual Parish meeting. They shall be available in the Parish office not less than seven 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.