

ANNUAL REPORT

for 2018

**Presented to the parish at the Annual Meeting
on January 27, 2019**

ST. JOHN'S EPISCOPAL CHURCH

**679 Farmington Avenue
West Hartford, CT 06119**

ST. JOHN'S ANNUAL MEETING - JANUARY 27, 2019

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St. John's Episcopal Church Annual Meeting
Sunday, January 27, 2019

Agenda

Opening Prayer & Call to Order

Acceptance of 2018 Annual Meeting minutes

Vestry elections

Warden

Virginia Van Dyk
Wes Winterbottom

Three-year Vestry terms

Ellen Flynn, David Grimaldi and Teresa Lohr

Co-Treasurers

Tim Goetz
John Roche

Delegates to Convention

Virginia Van Dyk, Wes Winterbottom, Alternate – Tim Goetz

Farewell to outgoing Warden and Vestry members

Buffy Ineson
Virginia Kemp, Bess Amamoo, and William Smith

Resolutions

- 1) Motion to authorize the treasurers or either warden to borrow up to \$10,000 annually without calling a parish meeting.
- 2) Motion to authorize the Vestry to fill a vacancy to serve until the next parish meeting.
- 3) Motion to allow the treasurer or either warden to sell any securities received in payment of pledges or other donations.

Reports

Rector's Report – Susan Pinkerton

Wardens' Report – Buffy Ineson and Wes Winterbottom

Stewardship Report – Eleanor Barnes and Stewart Murchie

Financial Report – John Roche and Tim Goetz

Christian Education Report – Buffy Ineson

Music Report – Scott Lamlein

New Business

Curate search update

Adjournment

The meeting will break for the 10:30 Eucharist at approximately 10:10 a.m. and reconvene afterward.

St. John's Episcopal Church, West Hartford, CT
Annual Meeting
January 28, 2018

The Annual Meeting of St. John's Episcopal Church was called to order at 9:30 a.m. by the Reverend Susan Pinkerton, who opened with prayer.

- A. The minutes of the 2017 Annual Meeting were approved as written.
- B. Warden Wesley Winterbottom presented the slate of Vestry officers and the new Vestry class:

Wardens: Buffy Ineson and Wesley Winterbottom

Co-Treasurers: Tim Goetz and John Roche

Delegates to Convention: Buffy Ineson and Wesley Winterbottom

New Vestry class: Steve Crocker, Ann Hutchinson, Sonia Michel, Alex Nelson

Motions to accept all nominees were made, seconded and carried.

- C. Outgoing Vestry member Courtney Bass was thanked for his service and given a gift expressing the gratitude of the parish. Two other outgoing Vestry members, Jan Hickcox and Heather Simson, were thanked and presented with gifts later in the meeting.
- D. Three annual resolutions were presented as follows:
 - a. *Motion to authorize the treasurers or either warden to borrow up to \$10,000 annually without calling a parish meeting.*
 - b. *Motion to authorize the Vestry to fill a vacancy to serve until the next parish meeting.*
 - c. *Motion to allow the treasurer or either warden to sell any securities received in payment of pledges or other donations.*

A motion to pass all three resolutions was made, seconded and carried.

- E. **Rector's Report** – The Reverend Susan Pinkerton

The rector expressed gratitude for the congregation and parish leaders who have given so generously of time, treasure and talent in the past year.

In spring 2017, the Vestry chose three areas of focus: Growth, Communications, and Stewardship. Task forces for each area were convened and have identified steps to take to support parish health and growth in the coming years.

Successes in 2017 included the second annual Neighborhood Block Party, the Faith@Work Lent Faith Forum series, robust connections with several community partners, seven people enrolled in the new Education for Ministry course, an adult pilgrimage to Iona, a monthly Celtic service in partnership with St. James's Church that came out of that pilgrimage, a new Vestry Covenant, and work to make the Music at the Red Door concert series a 501(c)3 nonprofit corporation.

- F. **Wardens' Report** – Wesley Winterbottom

Wes and Buffy Ineson are both honored and humbled to serve as wardens. When Wes was first asked to be a warden, he asked former wardens what to expect. They said it's a lot of work, but one of the most rewarding things you can do.

The wardens are grateful for the staff, lay leadership, and many volunteers who make St. John's ministries happen. There is a sense of energy, optimism and enthusiasm, and more new faces.

At a Newcomers Reception last spring, an attendee asked, "What is so unique about St. John's?" Wes asked the Vestry for their answers to this question, and came up with *Twelve Reasons to Be Part of the St. John's Community* (included in the 2017 Annual Report distributed at this meeting).

G. Stewardship Report – Eleanor Barnes and Stewart Murchie

A reinvigorated stewardship program, which included personal notes sent from parishioners to other parishioners, led to the first increase in pledging households in 10 years—140 pledges as of this meeting, totaling \$417,000 in commitments. Most people who pledged last year maintained or increased their pledges this year, and while we gained 24 new pledges, we only lost nine. The stewardship chairs thanked their committee for all of their hard work, and welcomed questions and comments. A comment was made that having people come forward on a designated Sunday to turn in their pledge cards was very moving. A suggestion was made to allow people to also carry forward prayer cards or offer some other way for people to come forward to express their commitment to St. John's, even if they aren't pledging.

Susan Pinkerton thanked Eleanor and Stewart for their hard work and leadership, and presented them with gifts.

The meeting was temporarily adjourned at 10:10 a.m. for a service of Holy Eucharist. The meeting was reconvened after the service at 12:02 p.m.

H. Financial Report – Chris Byrd and Beth Grieco

2017 was a good year financially: Income was slightly higher than budgeted, and expenses slightly lower. The draw on the endowment was 5.5%, down from 6.2% the previous year and lower than budgeted, but still not at our target of 5% or less.

The 2018 budget is very similar to 2017. It continues to be a more austere budget, with tight controls on expenses. Approximately \$20,000 was added to lay compensation to cover two new part-time positions: a family ministry coordinator, and a youth minister. These staff positions reflect the need to attract and retain families for the church to grow and thrive.

Operating expenses are once again considerably lower than they were over the past 5 to 7 years, because there is no full-time clergy assistant, which benefits the budget by about \$80,000. This situation is not sustainable, and is made possible in part because of the generous help of Hope Eakins and Bill Eakins (priest associates) and Walter McKenney (deacon), who are not paid. If we included funds for a clergy assistant in the 2018 budget, the endowment draw would be up to 7%. Overall, we have good stewardship of our expenses, but more could be done with more resources.

For the second year in a row, the "other income" category is higher than anticipated because of generous non-pledge gifts. This may indicate changing patterns in giving.

The first increase in pledging households in 10 years is a sign of new energy at St. John's, and we need to build on that momentum and dream about what we'd like to see at St. John's.

Susan Pinkerton thanked Chris and Beth for all of the time and expertise they've given to St. John's over the past three years, especially during times of transition with the financial administrator's position.

I. **Christian Education** – Janet Babbitt

Program theme this year is “telling our stories.” Recent successes include a communion class for children, a children’s Good Friday service, the first international youth mission trip (to the Dominican Republic, scheduled for June/July 2018), a Children’s Boutique at the Christmas Festival that raised almost \$300, a trip to the National Acolyte Festival in Washington, D.C., and a current confirmation class of 11 kids.

Janet thanked teachers, chaperones and the staff for support, and gave special thanks to David Beers and Marian Browning, who agreed to step in as chaperones for the Dominican Republic trip when another chaperone had to withdraw.

J. **Music** – Scott Lamlein

Song is at the heart of everything we do. We take for granted having a church where everyone sings together at worship, but that doesn’t happen everywhere.

The Adult Choir is growing in membership. The Youth Choir has two novices, and it’s especially good to see older choristers serving as mentors to them. At the Albert Schweitzer Organ Festival in the fall, the Youth Choir sang with St. James’s youth choir, debuting a new composition. The Celtic services and Evensong services provide alternative forms of worship that draw in many people, often not from our congregation.

The Music at the Red Door program sponsored The Nields at the Neighborhood Block Party in September, a very successful Advent Lessons and Carols service with more than 250 people, and many other concerts and special services. By hiring a marketing group, we’ve been able to reach many people when publicizing these events. The annual fund drive for Red Door brought in about \$28,000 in support (compared with about \$20,000 in past years) and more people are contributing. When you give to the Red Door, you’re supporting this concert series program specifically. When you pledge or give to the church, you’re supporting all that the church does, including the overall music program (music director’s salary, chorister pay, music and supplies, organ maintenance, etc.) Plans to make Music at the Red Door an independent non-profit organization will open up new opportunities for grant and corporate funding.

K. **Bylaws Revisions** – Ted Whittemore

A small working group consisting of Ted Whittemore, Chris Byrd, Brad Babbitt and Susan Pinkerton reviewed the St. John’s bylaws, which were last revised in 2002, and recommend revisions as summarized below. Copies of the revised document were made available to Annual Meeting attendees.

- a. Updating language to conform with the norms of the Episcopal Church in CT and the national church.
- b. Updating the ways in which we share information to include media such as e-mail and the web site.
- c. Adding the expectation of an annual review of the pastoral relationship between the rector and congregation, to be conducted with the rector by one or both wardens, and other Vestry members as needed.
- d. Allowing for co-treasurers, instead of a treasurer and assistant treasurer.
- e. Flexibility in the size of the Vestry, which can range from 9 to 12 members (outside of officers).
- f. Flexibility in the number of Vestry meetings, requiring no less than six meetings per year.
- g. Requiring a supermajority vote (majority of the entire Vestry, not just a majority of a quorum present at a particular meeting) for certain significant decisions, such as calling a rector, ending the pastoral relationship with a rector, passing a budget, and electing new Vestry members.

- h. Adding language to allow for either a full financial audit or a financial review to take place annually.
- i. Removing the requirement for using Robert's Rules of Order, stipulating only the use of reasonable procedural rules for conducting Vestry meetings.

A motion to adopt the revised bylaws as recommended by the working group was made, seconded and carried.

L. **Music at the Red Door Incorporation** – Douglas Hyland

Scott Lamlein, the rector, and several parishioners have worked over the last year to incorporate Music at the Red Door as a 501(c)3 nonprofit corporation. As a nonprofit entity, the Red Door program could get funding from foundations and corporations, which is not usually available to churches. Increased funding will allow for more and better marketing and programs, thus increasing our reach into the community. Our music programs are a primary way that we connect with the wider community, and is a major means of building momentum, increasing visibility and growing the church. Bylaws have been written and a board of directors established for the new corporation.

A motion to create an independent 501(c)3 corporation for Music at the Red Door with St. John's as the sole corporate member, making possible grants and other funding sources without compromising supervision and ownership by the church, was made, seconded and carried.

Susan Pinkerton thanked the staff by name for their contributions to parish life. The meeting adjourned at 12:55 p.m.

Respectfully submitted,

Ellen Painter Dollar
Scribe and Parish Manager

Rector's Report

“For with God all things are possible”
Matthew 19:26

Dear Sisters and Brothers in Christ,

On occasion I will take a few minutes out of a busy day to take a walk around our lovely campus. I admire how nature has beautifully framed our stately building and grounds, providing a place of natural beauty where all are welcome who seek a bit of peace and rest from the demands and busyness of life. This fills me with a sense of gratitude for God's grace-filled presence that surrounds us all. This is true both inside and outside the walls of St. John's. God has richly blessed our parish family in a number of wonderful and sometimes surprising ways. As we participate in our life together as a faith community, we bear witness to what love in action can do to make a difference in people's lives.

In the fall of 2017, the vestry set three goals to help guide our mission of connecting our lives to God, each other and the larger community. The goals were *Stewardship, Growth, and Communication*. With the guidance of our excellent lay leadership, we continue to focus on these goals as we discern where the Spirit is calling us as a faith community in the 21st century.

Stewardship: Our 2018 stewardship campaign has been very successful under the wise and capable leadership of our co-chairs, Eleanor Barnes and Stewart Murchie. We continue to deepen our understanding of what it means to be good stewards of all that God has entrusted to our care, believing that all we are and all we have ultimately comes from God. The generosity of our members enables us to continue to pursue and support a number of ministries that transform lives, for both the givers and the receivers.

Growth: This past year we have been blessed to welcome several new members to St. John's as we continue to grow our vibrant faith community. Each member of our community brings a unique set of gifts, talents and life experience to share and, we pray, each person receives spiritual nourishment in return as we come together to form bonds of love and friendship. Working and worshipping together, we learn and explore together what it means to be the Living Body of Christ.

Communication: Communication in the digital age is an ongoing challenge as we continue to discover new and effective ways to communicate with our members and the greater Hartford community. Our church is a very busy place and we are blessed with our outstanding staff members—Ellen Dollar, parish manager; Scott Lamlein, director of music; Dwight Latif, sexton; and Peggy O'Toole, financial administrator—who diligently work to coordinate events and provide up to date information in a number of formats, to keep our parish family and the larger community connected and informed of many events and services that take place at St. John's.

One of the many hallmarks of a healthy faith community is the willingness to try new things and this is certainly true at St. John's. This past year, we tried several new things, which created new opportunities for spiritual growth, forming new friendships and deepening the awareness of the needs around us.

The Music at the Red Door series reached an important milestone last spring when it became a non-profit organization, made possible by the diligence of Scott Lamlein, director of music, and the organization's dedicated board of directors. This will ensure the sustainability of this outstanding program well into the future, bringing a wide array of music to our parish and the greater Hartford area.

Last summer, six youth members of our parish joined other youth in our diocese to participate in our first mission trip to the Dominican Republic, where they helped lead a Vacation Bible School for 400 children.

Despite the language barrier, they shared God's love in a number of ways as they deepened their own faith while expanding their view of the world.

We said good-bye to Janet Babbitt, our former director of religious education, who retired after several years of dedicated and faithful service to St. John's children and youth. Mary Scripko, Janet's assistant, also stepped down to devote herself full-time to her love of teaching music. Fortunately, both Janet and Mary are members of St. John's and remain very much a part of our parish family.

In October, the Rev's Hope and Bill Eakins, our priest associates, lead 26 souls to the Holy Land. This was the first of what we hope are many pilgrimages to Jerusalem, where we explored the many sites that tell the story of the birth of Christianity as well as our shared roots with Judaism and Islam.

Last spring, we began a community garden in our own backyard with the help of J.P. Evans, one our youth members who established the garden as his Eagle Scott project. With the generous donation of six raised beds and the supervision of the Rev. Bill Eakins, and with many wonderful volunteers, God's Garden (supported by a local organization called Jessie's Community Gardens), provides fresh vegetables that we give away to those in need. The new ministry not only nourishes the body, but also provides a new way to reach out and get to know our neighbors.

Another new thing this past year is the designation of our Prayer Tree. Our parishioners, Beth Rocco and Wes Winterbottom, shared the idea of providing a way for passers-by to take a strip of cloth, offer a prayer to God and tie the cloth onto a tree branch. Now that the leaves are gone we can see the tree branches covered with pieces of tied cloth, revealing in a most tangible and touching way the many prayers that have been silently lifted up to God. We will formally bless our Prayer Tree this fall at our annual block party.

This past year has been a busy and fruitful one, and there is no question that the Spirit is on the move at St. John's! None of these good works would be possible without the faithful support of our much-loved priest associates, Hope and Bill; Walter, our deacon; our most capable staff: Ellen, Scott, Peggy and Dwight; and our parish family, using our God-given gifts and resources to build up a piece of God's Kingdom right here at St. John's. For that, I continue to give thanks each day for the opportunity to serve and walk alongside you, as we strive to follow in the path of Jesus as the children of God.

Faithfully,
Susan+

Wardens' Report

2018 was another exciting year at St. John's filled with joy and spiritual growth. One reason is the energy resulting from so many parish members contributing their talents and passions to building connections with each other and our surrounding community. Another major reason is our talented team of clergy and staff:

- Susan completed her third full calendar year as rector of St. John's, continuing to go above and beyond in meeting the needs of parish members and our neighbors.
- We were blessed for another year by the Reverends Bill and Hope Eakins continuing their wonderful ministry at St. John's, assisting as priest associates in countless ways. We offer them special thanks for leading the September 2018 pilgrimage of parishioners from St. John's; St. James's, West Hartford; and St. James, Farmington to Jerusalem.
- The Reverend Walter McKinney, our deacon, continued his outstanding ministries at St. John's, especially assisting Susan in providing pastoral care.

- Scott Lamlein excelled in his service to the parish as choirmaster and music director. The adult choir has grown to 35 singers.
- Ellen Painter Dollar as parish manager and assistant to the rector, Dwight Latif as sexton, and Peggy O'Toole as financial administrator all worked well together to keep our many parish operations running smoothly and efficiently, and providing support to our many ministries.
- Warden Buffy Ineson stepped in to do a wonderful job keeping the Christian formation program for our children and youth up, running and growing after the retirement of Janet Babbitt and departure of Mary Scripko.

The hard working and dedicated Vestry continues to focus on our three major goals: Communication, Stewardship and Growth. Of special note are the following:

- Recognizing the energy present at St. John's, conversations have been started and are ongoing about how to best move the parish forward. These conversations include how to best provide additional staff assistance and support to our rector, as well as improve and grow the Christian formation program for our youth. We are currently reviewing applications for a curate, with the hope of having someone on staff by this coming summer.
- Major capital repairs, including new lighting and roofs to help preserve our landmark building for future members of St. John's, were completed in 2018.

In the life of any parish, there are always opportunities and challenges. St. John's is no exception. Given the ever-increasing feelings of joy and optimism at St. John's, the wonderful parishioners, ministries, Vestry members, staff and clergy, we look forward to the coming year with optimism, humility and thankfulness for the opportunity to serve this past year as St. John's wardens.

Buffy Ineson and Wes Winterbottom
Wardens

Stewardship

Dear Fellow Parishioners,

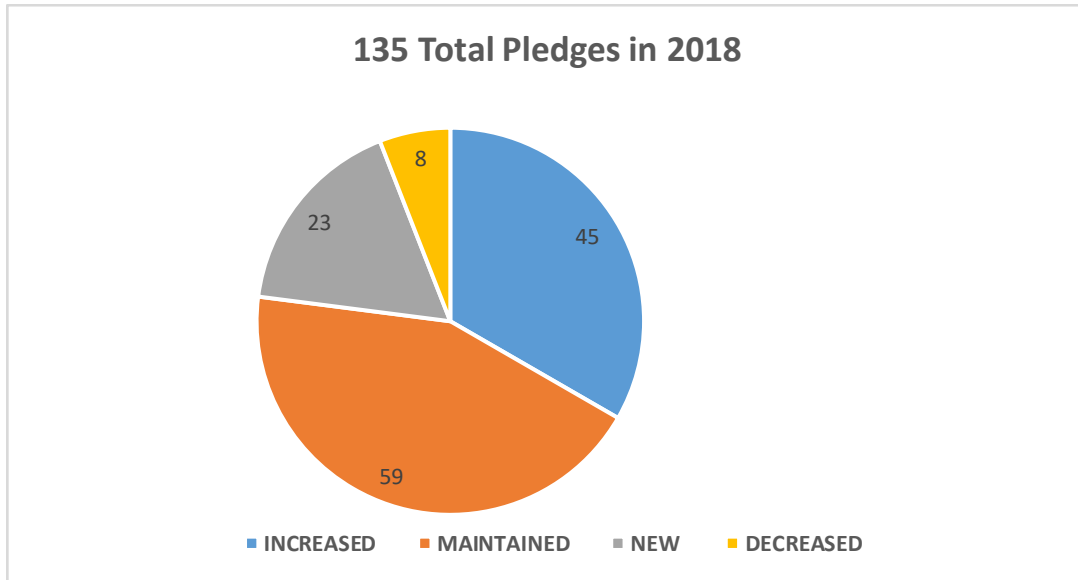
Our 2019 stewardship campaign this past fall yielded commitments of \$437,000, up 5% from last year's \$417,000 in commitments as of the Annual Meeting (and up 4% from last year's final figure, including new pledges that came in during the year, that totaled \$420,000). This was a good result for the second consecutive year, and a direct outcome of an expanded committee as well as a significant broadening of outreach and engagement across the parish. This reflected a hands-on and energetic committee, a professional and dedicated church staff, and most important, a generous and faithful community. Our pledge base has now increased from \$395,000 in 2017 to \$437,000 in 2 years, an increase of 11%. This is progress toward long-term goals of reaching a sustainable, healthy base of contributors to maintain and expand the mission and core services of the parish and preserve our endowment.

Results

Our 2018 campaign results demonstrated the strength of commitment within our parish. In particular:

- Total pledges stayed roughly flat compared to 2018, reflecting the generosity of our newcomers, whose pledges offset high membership turnover and departures.
- Of the 112 carry-over pledges from 2018, 104 maintained current levels or increased, while only 8 decreased. This is outstanding, and sharply improved from the prior year, which was also quite strong in this measure.

- 23 new pledges came in, mostly offsetting the 25 pledges lost in 2018.
- *We believe that during the first quarter of 2019, additional year-over-year pledges will be renewed as personal circumstances are clarified, and the total pledge base (of both pledging households and money) will increase.*



Looking forward

In 2019, we will continue to refine our efforts to engage and listen throughout the year, to communicate how our gifts are making a difference in many lives within and outside the parish family. The committee deeply thanks all who participated and helped to achieve the year-over-year increases in engagement and giving, which has been the goal of every annual campaign. The results are both a vote of confidence in all that we are doing as a community, as well as a strong expression of faith.

Prayerfully submitted,

Eleanor Barnes & Stewart Murchie, on behalf of your Stewardship Committee

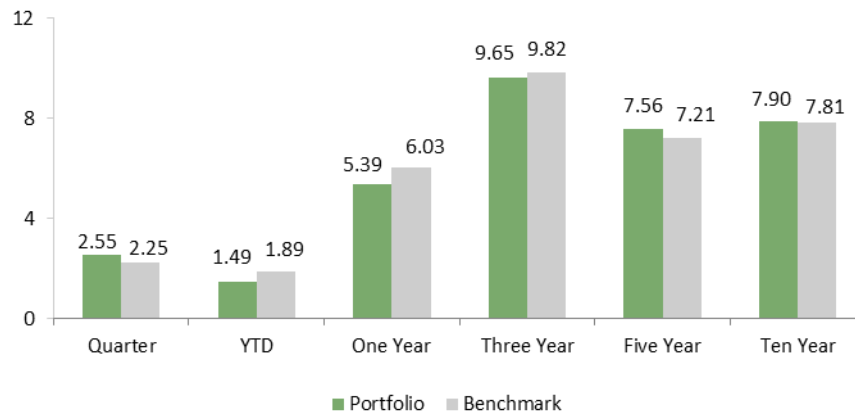
Kim Byrd, Susan Clemow, Geoff Emerick, David McCary, John Roche, John Wilcox, Susan Pinkerton (Rector)

Investment Committee

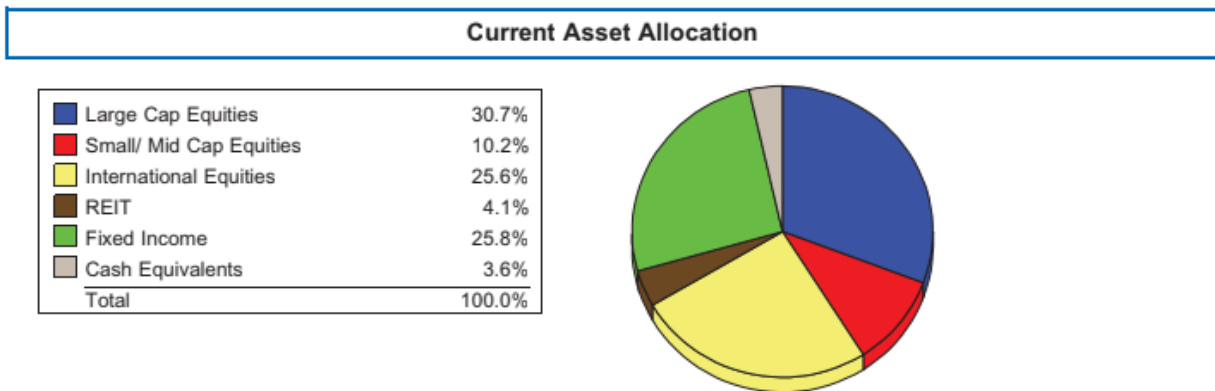
The endowment balance at year-end 2018 was \$5.6 million, down from \$6.4 million at the beginning of the year. It was an uneven year, which ended as a cautionary tale about the volatility of markets and the risks that even a well-diversified portfolio such as ours faces. The first three-quarters of the year were positive, with \$79,000 of investment gains. The fourth quarter was a different matter entirely, with depreciation of \$620,000—\$302,000 in December alone. This story is familiar to anyone who follows the market news on a regular basis—the end of the year was a challenging investment environment. While such is the nature of investing generally, the recent choppy markets bring into sharper focus the fact that we rely far more heavily on our endowment than is prudent. We have never met our endowment spending guideline of 5% (three-year average balance) in the 20+ years I have been involved in parish leadership. When the market tides are rising, it is easy to disguise the effect of this excess spending, but when markets fall, the challenge becomes more visible and the risks to the endowment clearer. It bears pointing out that even our 5% spending guideline is higher than the range of 4-4.5%, which is customary for endowments generally.

Although we can report the balance of the endowment at year-end, we only have performance figures through the third quarter, full year results taking the better part of the month to compile and report. As you can see from the graph below, our endowment has generally performed well. Although we have underperformed the benchmark slightly for the one and three-year periods, our long-term performance has beaten the benchmark.

Total Portfolio Performance – September 30, 2018



Our portfolio is managed by State Street Global Advisors and we are further advised by the Episcopal Church Foundation. Because we rely on the endowment for a significant portion of our budget, our parish investment policy mandates a diversified portfolio which balances the objectives of relatively high return and low volatility. Our portfolio allocation as of year-end 2018 was as follows:



The Investment Committee reviews the performance of our managers regularly and may adjust asset allocation within ranges approved by the Vestry if market conditions warrant. The Vestry ultimately has final authority over all matters relating to our endowment. We are fortunate at St. John’s to have a committee of parishioners with financial and investment experience. It is a pleasure to serve with them, and we welcome your questions at any time.

Faithfully submitted,

Chris Byrd, chair, on behalf of the Investment Committee

Steven Christensen, John Church, Tim Goetz, David Grimaldi, David Kaletski, Stewart Murchie, Hal Rives, John Roche, Alex Vance

Treasurers' Report on 2018 Financial Results and 2019 Budget

The 2018 financial results were favorable overall. Income increased and exceeded budget, while expenses decreased. This is the type of information you want to hear in a financial result, but there are some caveats. One of the caveats is that pledge receipts were down by almost \$7,000, and we received only 93% of our total pledge dollars. Thankfully this decrease was more than offset by the increases in other income, which includes one-time gifts, trust income and third-party rentals.

St. John's Church OPERATING FUND RECEIPTS AND DISBURSEMENTS For the year ended Decemeber 31, 2018

	2018 Budget	2018 Actual	2019 Budget
Income			
Pledge Receipts	400,000	386819	400000
Other Income	110,000	145460	109000
Parking lot rental	48,000	48000	48000
Total Income	558,000	580279	557000
Operating Expenses			
Compensation Clergy	147,380	147077	212144
Compensation Lay	323,197	298064	289234
Plant Operations	186,655	192472	195080
Administrative Expenses	60,468	50594	61604
Parish Programs	44,300	29541	40200
Total Operating Expenses	762,000	717747	798262
Operating Surplus/ (Shortfall)	(204,000)	(137,469)	(241262)
Ministry Outside the Parish			
Outreach	49,000	40571	41000
Diocesan and Consortium	80,852	80852	90970
Total Ministry Outside the Parish	129,852	121423	131970
Total Expense	891,852	839170	930232
Net Income (Loss)	(333,852)	(258,891)	(373232)
Endowment Draw	5.7%	4.4%	6.3%

We were very disciplined in our expense control during 2018, reducing expenses in most categories, but the most significant savings involved unexpected or delayed expenditures, primarily reductions in compensation costs due to vacancies in three different part-time positions. The draw on our endowment is below our guidelines, due to these cost savings, but these expenditures represent an investment in the future of the parish that we want to make.

Receipts

Our total receipts for 2018 were 4% above budget, and \$25,596 over 2017 receipts, primarily due to an increase in one-time gifts and donations. Pledge income was 3% below budget, and slightly below 2017 receipts. Pledge receipts were \$393,714 compared to actual pledges of \$420,353; this collection rate is below our historic trends, and we are investigating the cause of this shortfall. Not being able to depend on pledge income makes it difficult for the Vestry to plan and budget for the upcoming year.

Expenses

Total operating expenses were significantly below budget. This was largely due to lay compensation being below what was budgeted. However, this is not something we can or want to rely on for the 2019 budget.

This reduction in salary expense was due to unexpected vacancies. Last year, we budgeted for two part-time positions—a youth ministry coordinator and a family minister, and a part-time director of religious education. All three roles are investments in the future growth of the parish. Janet Babbitt's retirement left us without a paid director of religious education for six months and by not filling the other two positions, we had a payroll savings of \$25,133. While this is positive to the expense budget for the calendar year, it is not beneficial to the long-term health of the parish and is not sustainable. In addition, due to the challenges we have had administering and tracking payments, we suspended Global Missions payments to Haiti, which resulted in \$8,500 favorable to budget.

Net Shortfall and Endowment Draw

Our net shortfall was \$258,891 as compared with the \$333,852 budgeted, which will require an endowment draw of 4.4% of the three-year average endowment value.

Summary

We finished 2018 with positive results compared to the budget. A significant portion of the growth in revenue was in the form of one-time gifts, and a significant portion of our expense savings were due to vacant positions. Our growth in pledges and the number of new parishioners is encouraging, and the past years of hard work have resulted in a capable staff and clergy, poised to continue our growth.

2019 Budget

Overview

The 2019 budget is best described as a growth budget for St. John's. The confidence for making this investment is a result of the upward trend in pledging for consecutive years, the attendance at newcomers' events, the success of the Music at the Red Door program, the amazing staff and clergy we have in place, and the general vibe that we feel about the direction of the church. The 2019 budget does remain prudent on the income side, as we have stayed consistent with the 2018 budget. There is, however, more than a modest increase on the expense side.

Receipts

As previously stated, receipts have remained consistent with the 2018 budget for both pledge income as well as other income. This would in fact be a decrease from the 2018 actual receipts; this difference reflects prudence in not expecting the same level of unexpected gifts that we received in 2018. Our budgeted collection rate for 2019 is 92%, which matches our pledge collection rate for 2018.

Expenditures

Total operating expenditures (within the walls of the church) for 2019 are budgeted to increase by \$37,262 over the 2018 budget and \$80,515 over the actual expense from 2018. Most of this increase comes from the addition of a new clergy member. The Vestry believes the new staff position has been structured in a way that St. John's

will be getting the biggest return on this investment as possible. The expenditures not within the walls of the church (Outreach and Diocesan contribution) remain similar to last year.

Net Shortfall and Endowment Draw

The 2019 budget has projected a net shortfall of \$373,232, about \$39,380 higher than the 2018 budget and \$114,341 higher than the 2018 actual. The endowment draw budgeted for 2019 is 6.3%, which is above our 5% target.

Summary

The last few years have positioned St. John's well. We have established a culture of responsible spending and efficient use of the resources we have been blessed with. Through leadership and hard work, we have improved our pledges. There has been relative consistency in the "unexpected" gifts we receive each year. The 2019 budget reflects this confidence and the Vestry has recommended we invest further in our future and the mission Christ has given to all of us.

Faithfully submitted.

John Roche & Tim Goetz, Treasurers

Music Director's Report

A few years before St. John's was even on my radar, it was a dream of mine to create an opportunity that exposes children to the world of great choral music from an early age—allowing their faith to grow through the learning and leading of regular worship music, and becoming not just musicians but also faith-ambassadors through the learning of a major choral work each year to present in concert. I posted photos of two choirs on my bulletin board: the Chorus of Westerly, RI (whose goal is to sing a major work with orchestra twice each year, adults alongside children), and the choir of St. Thomas Church, 5th Avenue (whose Choir School's goal is to lead a daily routine of worship through music). I started a small chorister program at my church in Bristol, but the program skidded, stalled and soon ended (though two of those children are part of our adult choir now at St. John's). Little did I know, the exact program I was dreaming of was being created simultaneously at St. John's.

In 2018, I was able to see the true magic of this program – the way that a lineage of children participating in the Youth Choir keeps continuity and growth moving, even with a natural and regular turnover. Children who were wide-eyed and tentative in 2014 gradually and almost imperceptibly became leaders, mentoring the new group of wide-eyed and tentative ones. Two of our boys (Teddy Babbitt, Francis Lamlein) moved to the Adult Choir with the voice change, with Teddy becoming our new organ scholar. Christine Babbitt graduated high school this past summer, after serving two years as our lead girl/prefect – the choir "manager." Christine was replaced by Emma Evica, who is swiftly growing into her new role as prefect. If the choir is marching in a straight line—she's the reason! We started last season with co-head choristers, and one of them had to make the hard decision to leave the choir midstream. Britt Emerick has brought talent and devotion to her position as sole head chorister, and is directly responsible for helping the newest children literally learn how to read and make music. The choir leaders have been celebrities in the choir since the beginning of my time here, and these two are no exception.

We held Youth Choir auditions twice during 2018, including an open house event in August. These efforts produced four new members. The Youth Choir had a two-day mini-camp at the church during Labor Day weekend instead of our usual week in Ivoryton. This enabled more to participate, and made it possible for the weekend to culminate in singing for Sunday worship. The highlight for the year was our Choral Music for the Soul concert in March – presenting a new Rutter work and the Fauré *Requiem* with orchestra in collaboration

with the choir of St. Paul's-on-the-Green, Norwalk. That collaboration has led to our two churches planning a residency at Washington National Cathedral this coming July. Special thanks go to the choir parents; they have stepped up in amazing ways this year to cook dinners and roll with the crazy schedule.

The Adult Choir's purpose is twofold—to support the children in their learning and presenting of music, acting as friendly support and spiritual mentors-by-example; and to stand alone as the backbone of our music ministry. It's the adults who are present every single week, leading the hymn singing, providing a musical backdrop to the liturgy that inspires us to pray and connect. They take this job very seriously; in fact, never in my career have I worked with a choir so talented and dedicated. You all have witnessed the expansion in number this past year, but I get to watch them interact with the children—sharing a word of support or a smile, or joining together in prayer. We welcomed four new professional choral scholars during 2018 (out of our total of five) as we sadly bade farewell to staff singers who had been very devoted to our program, each moving on to a new stage of their lives. A larger-than-ever group sang for services during August as the *Summer Singers*, adding much to our worship during that time. But the big news has been the increase in membership to 35 as of this writing, making the total membership in the St. John's Choir an exciting 47.

This year, you'll find a new annual report (below) submitted by Douglas Hyland, the inspiring new president of Music at the Red Door, Inc., for which I serve as artistic director. You'll recall that last year we worked through the process of incorporating our concert series as a non-profit organization, for the sole purpose of finding funding from beyond the membership of St. John's. That has allowed us to pursue some grant funding, and give supporters the ability to provide matching gifts from their employers. The Board of Directors is working hard at cultivating individual donors and raising awareness in the community. They are all members of St. John's, and Music at the Red Door continues to be a ministry of the church, reporting to the rector and Vestry. The organization was incorporated on January 31, 2018, and received non-profit status on April 4. In addition to the Board, we're grateful for the volunteer work of Ray Giolitto (concert manager), and of Don Polk and Karan Emerick (receptions), who continue to make St. John's a welcoming place for these events. Very special thanks to Stephan Christiansen, treasurer, for going above and beyond to manage our finances, and to Susan Pinkerton for her unwavering support, even as we figure out the "right way" to make this organization work.

Red Door programs were very successful in 2018, with a healthy range of audience totals. These included the Choral Music for the Soul concert mentioned previously, concerts by the Yale Whiffenpoofs, Fa-re-la Duo, Nat Reeves Quintet, and the 2018 Block Party featuring local musicians (including our own Jeff Verney). Six Choral Evensong services were sponsored by Red Door, and featured our own musical forces (Adult, Youth, and small-ensemble Schola at various times), as well as the choir from Trinity Church, Hartford. Our popular Pipes Alive! organ series presented four guest artists along with myself in concert, and Lissie Brooks began providing a delightful soup lunch for those programs. The Pipescreams! organ concert at Halloween included a group of my six organ students staging a "hostile takeover" of the playing of Bach's Toccata and Fugue in D minor, and the debut of "Orgelkids"—a small pipe organ that children can assemble and learn the workings of.

Collaborations and "residencies" have increased our profile in the community. We hosted a student saxophone concert in our first Hartt@Home concert collaboration with the nearby music conservatory. The New World Trio, who present three major concerts annually, have chosen St. John's as their new home. Concert organist and recording artist Christa Rakich has done likewise—as our organ artist-in-residence, she played for services often during 2018, and will be featured in concert in the future, all while becoming part of the St. John's family. Nationally known young organist Chelsea Chen and cellist Joseph Lee recorded their new CD, *Explorations*, in the nave and featuring the St. John's organ. Other collaborative efforts took place

during 2018 with St. James's Episcopal Church, Trinity College, and Christ Church Cathedral. We look forward to working in 2019–2020 with the American Baroque Orchestra (Messiah concert), Suzanne Bona (host of *Sunday Baroque* on public radio), and Leonid Sigal (concert master of Hartford Symphony).

Music at the Red Door began work with Calida Jones, an expert in music for urban children, to create a three-day pilot program for a children's music camp in summer 2019. Stay tuned for details about this exciting program in development. It is a unique way to provide joy and musical education to children in our neighborhood, as well as a potential feeder program for our Youth Choir. We may need your help!

Other projects in 2018 included establishing a group of pianists for the summer 5 p.m. cloister garden service, renewing my CPR and Safe Church training, serving on the Board of the Hartford American Guild of Organists chapter, assisting with the planning of the annual Christmas pageant, working with Dwight and Ray's Lighting on designing a new lighting plan for the chancel and front of the nave (coming soon), and serving as a musical advisor to the Celtic Worship Guild. It is exciting to see that service grow to around 65 folks who might not attend church otherwise—a true “easy on-ramp” to faith and worship.

This past year has been an exciting time of growth and change within our music ministry, expanding our reach into the community, as well as within our parish family. I'm so grateful for the close support and friendship found in our clergy and staff: Susan, Walter, Hope, Bill, Ellen, Peggy, Dwight (and Janet and Mary, who I miss!). None of what we do could happen alone, and it is so much fun to work on such a great team. I'm also humbled and grateful for all of you who sing, help, pray, worship, and send us positive energy. St. John's is an amazing church because of each of you. And a dream come true for me.

Respectfully Submitted,
Scott Lamlein
Director of Music

Music at the Red Door, Inc.

After considerable planning, at long last Music at the Red Door achieved its status as a 501c3 not-for-profit organization, allowing us to extend our reach to receive funding from outside the St John's community. Our goal is to enhance the musical program of the church and to complement the rich offerings that the parish provides all year long, especially on Sunday mornings. One tangible, hoped-for result would be to increase the number of regular attendees, both at concert and worship. With this overarching plan in mind, Scott Lamlein organized a varied schedule of presentations. The sheer number is amazing. More than 20 events were held at St John's in 2018 with an estimated 1,500 in attendance. Having attended most of them, I can vouch for the fact that Music at the Red Door attracts a following that includes many of our congregation, but the majority of attendees are from outside our community and come from near and far. I especially relished the joyous vibrancy of the Nat Reeves Jazz Quintet, the spooky renditions provided by the Halloween Pipescreams Concert and the sight of two octogenarian Yale alumni on walkers heading to the stage to sing their traditional alumni song with the Whiffenpoofs at the conclusion of their charming concert.

Our challenges are considerable. With a limited budget, Scott has done a masterful job enlisting the participation of his many talented colleagues and friends. We would like to attract larger audiences, however. While the Celtic Fire concert drew a packed nave, other offerings are less well-attended. Marketing and especially word of mouth is important as our funds for advertising are limited. The 2018–19 season is even more ambitious. On February 9, Handel's *Messiah* will be sung and we very much want a capacity crowd.

I am grateful to all who have participated, especially our loyal donors, without whom we would not exist. Our treasurer, Stephan Christiansen; our secretary, Karan Emerick; and board members Kathryn Cox, the Rev. Susan Pinkerton, Hal Rives and Jeff Verney, are helpful, encouraging, active, and generous. Without Scott Lamlein, Music at the Red Door would not be possible and all of us owe him a great debt of gratitude and our thanks. We look forward to seeing you at the *Messiah* concert and throughout the year!

Douglas Hyland, president

Christian Education & Youth Programs

Our “whole community” approach to Christian education provides a shared experience of God’s word in liturgy, education classes and at home. Our children’s program (Kindergarten through grade 5) uses a lectionary-based curriculum where children learn the same scripture in class as the text that is used in the service.

Our nursery provides loving care for the youngest members of our community and their visitors. All of our staff and volunteers must have a background check and attend Safe Church training to provide a safe and responsible environment for our programs.

During the Sunday service, our “Word Alive” program provides an opportunity for children to hear stories and engage in activities related to the week’s scripture readings. They return to the service at the Peace in order to participate in Holy Communion with their families.

On the first Sunday of the month, our clergy also offer a short children’s sermon before the children leave for Word Alive.

CHILDREN’S EVENTS

Pageant

Intergenerational Events (Seasonal)

Children’s First Communion Class

Good Friday Children’s Liturgy

Easter Egg Hunt

Youth Sunday

Annual Parish Picnic

Annual Block Party

Kids Night In

YOUTH

Middle school and high school youth benefit from a dynamic program of education and fellowship that features videos, books, and other media; community service; and regular youth nights for having fun together. Every other year, St. John’s sends a group of young people on a pilgrimage and/ or mission trip to such places as Iona in Scotland, and the Dominican Republic. We also offer confirmation classes on an alternating year schedule.

On April 15, 2018, 15 St. John’s youth members were confirmed by Bishop Ian Douglas of the Episcopal Church in Connecticut (ECCT). In July 2018, nine members of our youth program and chaperones served as counselors at a weeklong Vacation Bible School program in Santo Domingo, Dominican Republic, with members of the ECCT Companions in Mission.

YOUTH EVENTS

Pageant

Family Ice Skating

Youth Confirmation Class
Bowling
Cooking to Serve Others
Intergenerational Forums (seasonal)
Lent Lock-In: Finding Faith with Harry Potter
Acolyte Festival at the National Cathedral
Youth Sunday
Annual Parish Picnic
Annual Block Party

After Janet Babbitt's retirement as director of religious education, a committee searched for a new DRE throughout the summer, with no qualified candidate found. Eventually, the Vestry approved a change of plan, to instead hire an ordained curate to be responsible for developing and running the Christian education program, along with other pastoral and church leadership duties.

The following parent volunteers are serving as teachers and mentors:

Heidi Tummescheit is teaching 1st through 5th graders.
Matt Ciscel and Paul Shaker are mentors for 6th and 7th grades.
Susan Murphy, Jen Evans and Carla Abdo-Katsipis are mentors for 8th and 9th grades.
Buffy Ineson and Colin Gillespie are mentors for 10th, 11th and 12th grades.

The paid staff in the Good Shepherd room (nursery) are Sophia Duncan and Maya Rose.

We held a successful Christmas Pageant with a cast of more than 40 children and youth, directed by David Beers and with the help of many parents.

Going forward this spring, as we wait to call a curate to oversee Christian education, the youth groups will meet on Sunday morning and once a month for a group activity.

The parish youth are also participating, when possible, doing service projects for the community with West Hartford Youth Group, a collaboration with Westminster Presbyterian Church, First Baptist Church and First Church of Christ Congregational.

Faithfully submitted,
Janet Babbitt & Buffy Ineson

Layreaders & Hughes Home Musicians

St. John's is blessed by a dedicated group of layreaders and Hughes Home musicians. Layreaders serve throughout the year at our services by reading the lessons and prayers and assisting with communion. In addition, every Sunday, St. John's holds a service at the Hughes Health & Rehabilitation Center, in which a layreader leads a Morning Prayer service. A highlight of the service is the support of our loyal group of musicians who play the piano and lead us in song. These are such important ministries—a huge thank you to all who donate their time and energy!

During the past year we have added some new layreaders and musicians to our ranks; however, we are always interested in more involvement. Please consider joining us, either as a layreader or a piano player at Hughes Home. These are such important roles and we would welcome your involvement!

Respectfully submitted,
Kimberley Byrd, chair

Layreaders

Bess Amamoo, David Beers, Lissie Brooks, Kim Byrd, John Hardy, Cindy Lawler, Paul Shaker, Paul Smith, Carol Sonne, Christoph Stretz, Jeff Verney, Jyothsna Vijaya, Craig Wilkinson, Wes Winterbottom

Hughes Home Musicians

Joyce Burke, Natalie Giana, Ray Giolitto, Helen Hughlett, Ann Hutchinson, Steve Metcalf,

Altar Guild

The Altar Guild is a group of men and women from St. John's who are called to serve God by preparing and tending our church. We perform our duties with great care and pride in making the church a beautiful place to worship. We ensure that the clergy have all that they need for each service.

Membership

All parishioners are welcome to become members of the Altar Guild.

Membership as of December 2018: 14

Services

The Altar Guild set up and took down for all Holy Eucharist services: Sundays, baptisms, weddings, funerals, and holidays, especially Easter and Christmas.

Other Duties

- Decorated the church for Easter and Christmas
- Took care of items used for Holy Eucharist: polished silver, brass; washed and ironed linens
- Ordered supplies of wafers, wine and candles

Respectfully submitted,

Nancy Pedersen, chair

Altar Guild members: Bess Amamoo, June and Em Aziz, Shirley Blean, Conny DeLuca, Rosa Guzzo, Bette-Jane Hardersen, Buffy Ineson, Ginny Kemp, Paul Shaker, Carol Sonne, Audrey Walker, Michael Wilkinson, Janet Willard

Acolytes

This year has been a great year for the Acolytes at St. John's. In June, we had our second acolyte ceremony where we awarded crosses to our acolytes. Those who have served for at least three years received a cross with a blue ribbon, and those who have served for one or two years received a cross with a green ribbon. Following the ceremony, we said goodbye to one of our head acolytes, Gus Murchie, who had served as a head acolyte for the past three years. Gus was replaced by Margaret Babbitt, who has been doing a great job this year. This fall we started off with our annual training session in October, which went very well thanks to the help of Bill Eakins and Susan Pinkerton. We also had two new acolytes join the program, giving us a total of 18 acolytes. So far things are running very smoothly, with e-mail reminders from the office every week ensuring that we have four acolytes present at every service. As we head into the spring, the big focus for the program will be creating a smooth transition as Sophie, John, and J.P. head off to college and we look to find new head acolytes to replace them.

Head Acolytes: Margaret Babbitt, J.P. Evans, Sophie Murchie, John O'Brien

Acolytes: Morgan Babbitt, Dawson Biondi, Elise Biondi, Elsa Ciscel, Bradley Crocker, Britt Emerick, Genella Evans, Ford Gillespie, Isabel Grant, Aviyah Lohr, Alice Murchie, Claire O'Brien, Caleb Worrell, Ethen Worrell

Healing Prayers Ministry

*My heart is heavy, Lord
a sadness pervades my soul.
Draw close at this time,
be the shoulder I lean on,
the strength I depend on.*

Celtic Healing Prayer

Over the past year the Healing Prayers ministry has continued to offer healing prayers after communion during the 10:30 a.m. Eucharist during the program year and at the 9 a.m. service during the summer. From feedback received from many at St. John's, this low-key ministry provides yet one more, very personal way in which we can help each other at times of sorrow and celebrate times of joy by facilitating connections with each other and God.

With continued support from all of St. John's clergy, the Healing Prayers ministry is continuing our thoughtful reflection on how we might better meet people's healing needs.

Plans for St. John's Healing Prayer ministries during 2019 include:

- providing training to parish members who may be interested in finding out about healing prayers and possibly joining the team,
- providing spiritual development, training and support for Healing Prayers ministry members, and
- opening a conversation at St. John's about starting a program of lay persons visiting and bringing communion and/or conversation with love and spiritual support to homebound parishioners.

Wes Winterbottom, chair

Healing Prayer Team: Chris Byrd, Ginger Gillespie, David Grimaldi, Sarah Kieffer, Cindy Lawler, Karen Licht, Marie Montas, Paul Shaker

Celtic Worship

We have continued Celtic worship every first Sunday of the month at 4:30 p.m. at St. John's, except for three months in summer. Worship is created and led by the team listed below. The phenomenal creativity, giftedness and wisdom of the team is inspirational. We hope it becomes a model for how we begin to do church in the future.

Celtic worship is a contemplative service beginning with communal silence, singing, a reflection on the theme, chanting, healing prayer, a candle lighting station and a written prayer station, and a station of Celtic saints. Our worship lasts a little over an hour followed by a reception.

We usually have around 60 people and we have had as many as 95. Our team includes musicians, poets, social media and communication people, cooks, and two ordained clergy. Because of meeting and working so closely to create this worship experience, the team has grown in confidence and trust in one another. Of course, working so closely together on a shared goal has grown friendships among us. Of special note, we did worship in June outside, which we hope to do more often. We danced the Syrian Hallelujah in the aisles of St. John's on Easter.

<u>Date</u>	<u>Theme</u>
January 7	Pilgrimage
February 4	Divine Feminine
March 4	Simplicity
April 1 (Easter Day)	Rebirth
May 6	Earth
June 3	Light
October 7	Belonging
November 4	Gathering
December 2	Darkness

We are reaching folks in the community that are looking for a way to worship and a way to be part of worship that doesn't require church membership. To build community and get to know each other, we are having a 45-minute discussion on the theme after the service for whoever wants to come.

Last February we held a series of book studies at St. James's on the book *Christ of the Celts* by John Philip Newell. Beginning in November we began studying *Rebirthing God*, also by John Philip Newell. The purpose of these book studies is to begin to go in more depth and gather the community around the theology that is at the core of our worship.

This inspiration for offering Celtic worship and teaching Celtic theology came out of an experience I had on pilgrimage to Iona, the island off the west coast of Scotland, which is the center for Celtic study and worship. In spring 2017, I traveled to Iona with a group from St. John's and in preparing for this journey, I found a theology that matched my experience of God and was relevant and useful at this point in the church's history. Celtic worship is an open, inclusive service.

Celtic theology acknowledges that all of creation is a manifestation of God and thus we need to reverence and save our home, our planet. The theology acknowledges and includes the Divine Feminine as part of and necessary in the imagery and awareness we have of God. And because all of creation from the entire Cosmos to the most minute subatomic particle is part of God, economic justice is essential—no one group should be profiting from using the resources that God has provided for everyone.

This shared ministry of creating Celtic worship and teaching Celtic theology has been a profound learning experience in shared leadership. The team is female and male. It has taught me that empowering the voices of folks to teach us what they know about God through music and poetry and good hospitality and healing and art is an inspired way to bring to folks the fullness of the experience that is possible when worshiping God in community. This ministry is teaching all of us to trust the Spirit to inspire our worship by our offering our particular giftedness. And to trust the Spirit to bring the folks to our services who want to be part of our worship and community.

The Reverend Dr. Molly Mazey O'Neill Louden, facilitator for Celtic Worship Team
Celtic Worship Team: Sarah Kieffer, Norb Spencer, John Hardy, Tom Neal, Rita Neal, Mary Cole, Scott Lamlein, Susan Pinkerton

Communications

2018 was the first full year of our renewed communications strategy, and overall it went well. For the first time, we budgeted to hire a marketing firm (the same firm that Music at the Red Door has used for several years to publicize their events) to help publicize major church events, including the fall block party and the Christmas Festival. The marketing firm created videos and posters, and did targeted campaigns on social

media. There is a huge difference in how many people are reached via a paid marketing campaign vs. the church just posting things ourselves. Posts curated by the marketing firm get thousands of views, whereas our usual posts might get 100 or so views. We've also experimented with other ways to get the word out about church events, such as ads in local newspapers, lawn signs, and posting flyers in area businesses.

We continue to use Facebook, Twitter, and Instagram to connect with the wider community, but we need your help, as successful social media efforts rely on your participation. Please follow St. John's on Facebook, Twitter, and Instagram, visit the St. John's web site (sjparish.net), and sign up for our weekly e-mail newsletter to get the latest news and information on events. Send us your photos of events so we can post them and include them in printed materials. We will continue to put announcements in the bulletin, but these online platforms provide the fastest and most up-to-date information for our events and services.

Respectfully submitted,
 Ellen Painter Dollar,
 Parish Manager

Community Service



St. John's Community Service Committee remains focused on addressing food, housing/basic needs, and literacy in the Greater Hartford region. In 2018, we continued to deepen relationships with our community partners and received active participation from committee members and parishioners. Together with our partners we have helped to provide real solutions to our neighbors in need.

2018 Program funding and highlights:

- Cooking and serving 1,200 meals through Loaves & Fishes (\$2,000)
- Working with Journey Home to end homelessness (\$1,000)
- Supporting Family Life Education's Children's Wellness Center (\$3,000)
- Team building and volunteering at tuition-free Covenant Prep (\$5,000)

- Sponsorship of 8th grader, Julissa Mota, at tuition-free Grace Academy, and leadership of the after school basket-making program and Girl Scout troop (\$5,300)
- Adult Literacy programs (ESOL and Citizenship classes) at St. John's provided by West Hartford's Continuing Education (\$20,500)
- Support for year-round energy assistance through Operation Fuel (\$2,000)
- Providing Blessing Bags to those in need who come to St. John's for help (\$1,500)
- Beginning a partnership with tuition-free Trinity Academy (\$1,000)
- Christmas gifts for 60 families in the Nurturing Families (parishioner funded)
- Christmas gifts for 3 families in the Family Life Education network (parishioner funded)

Respectfully submitted,

Lisa Mahoney, chair

Committee members: Lissie Brooks, Matt Ciscel, Susan Clemow, Mary Hardy, Tina McCary, Julia O'Brien, Ted Whittemore

Planned Giving Committee - 1841 Legacy Society

The mission of the Planned Giving Committee (PGC) is to increase membership in St John's 1841 Legacy Society. Church members can become a member of the society if you notify St. John's of your intention to make a bequest in your will. This notification does not require you to identify your intended gift, only that you intend to donate. Gifts received are used to benefit future generations of the church in the same way as we have benefited from the thoughtful generous donations of past generations.

We met with the Rev. Pinkerton and Lyn Walker, to review the history of the 1841 Legacy Society and the PGC. In 2018, we received several generous bequests from former members of our parish. In 2019, we will continue to focus on communicating the importance of making a bequest to the church.

Susan Pinkerton will write a personal letter to parish members who are 60 years of age or older, with a reminder that as Christians we all share in the responsibility "to make a prudent provision for the well-being of their families, and of all persons to make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able to leave bequests for religious and charitable uses" (Book of Common Prayer, 445). If you feel St John's has had a positive effect on the life of you and your family, we ask that you remember us in your wills and estate plans, as have our ancestors and former parishioners.

Personal contact will be made with everyone who returns the planned giving form included with that letter. The website and weekly bulletin will have information about the 1841 Legacy Society and who to contact for more information. Legacy Society members will be acknowledged on a plaque in the church unless they choose to remain anonymous.

A Planned Giving workshop and luncheon will be held from 11:30 a.m. to 1 p.m. on May 4, 2019, to provide information to our church members about planned giving.

Respectfully submitted:

Karen Licht & David Grimaldi, co-chairs

House Committee

Mission

The House Committee is dedicated to the maintenance and enhancement of St. John's Episcopal Church buildings and property. The committee plans for long-term maintenance; negotiates and manages contracts for major repairs and enhancements; and acts upon suggestions submitted by the parish.

Membership

The members of the House Committee as of December 31, 2018 are David Hrdlicka (chair), Dwight Latif, Buffy Ineson, Mark Proft and Susan Pinkerton. The committee also relies on Bill Uricchio – church history; and John Roche – computers & office equipment. Committee meetings in 2019 will take place every month, typically on the last Wednesday of the month. All meetings are open to parishioners.

2018 Accomplishments

1. Repaired and adjusted exterior doors for security upgrade
2. Installed two new cameras by kitchen and rear exits to increase safety and security
3. Installed four new roofs around building due to leaks
4. Updated ANSUL fire suppression system to be up to date with today's fire safety requirements
5. Installed camera in the nave to record services
6. Installed LED tape lights on altar steps for safety
7. Installed new LED lights on the building to increase safety and security
8. Installed new parking lot lights to increase safety and security
9. Installed new Formica countertops in sexton house kitchen
10. Installed new occupancy sensors around the building to save on energy expenses
11. Started cloister garden drain project to alleviate flooding in basement
12. Installed new water heater to replace leaking one
13. Installed gas fireplace in Reception Room
14. Installed new lights to shine on stained glass in nave

2019 Initiatives

Key projects in 2019 include: finding the root cause of water in the basement and fixing that problem, which has plagued the church for a very long time; improving nave lighting; and fixing the archway ceiling concrete work. Additionally, we will continue to maintain our beautiful buildings and grounds with minor improvements.

Financial Results

I am pleased to report that we finished 2018 on target with our total plant operations budget, with actual operating expenditures of \$139,900 (excluding our \$50,000 annual long-term capital maintenance allocation). Excluding L/T capital maintenance, our operations budget for 2019 is \$146,580, which represents a \$6,680 increase over 2018 actual expenses. This is driven by increases in our insurance and utility rates.

Suggestions

The committee welcomes input from all members of the parish. Suggestions concerning the buildings and grounds may be given to any of the House Committee members or submitted via the church office.

Many thanks to the House Committee (especially Dwight), Peggy, and Ellen for taking such good care of our beautiful parish!

David Hrdlicka, chair

Christmas Festival

The 2018 St. John's Christmas Festival took place on Saturday, December 1, 2018. Participating tables were the Art Gallery, chaired by Colin Gillespie; Attic Treasures chaired by Philip Chapman; Books chaired by Hope and Bill Eakins; Christmas Greenery chaired by Lindsey Carlisle and Karan Emerick; Crafts chaired by Heidi Gostyla; Jewelry & Accessories chaired by Kim Byrd and Lindsey Carlisle; Raffle Baskets chaired by Karan

Emerick; Children's Boutique chaired by Janet Babbitt and Buffy Ineson; and the Silent Auction chaired by Stewart Murchie.

The Christmas Café, under the leadership of Brooke Whittemore and Helen Lovass, and the Country Kitchen, chaired by Ginger Gillespie, provided delicious nourishments and wonderful food gifts for sale, respectively. We were also supported by Lisa Mahoney running public relations and Dwight Latif as our sexton ensuring smooth operations of the festival. Furthermore, the support from our parish family and participants was truly inspiring. The net proceeds raised by the Christmas Festival were \$8,160.64. Thanks to everybody who helped make it a success!

Faithfully submitted,
Christoph & Dale Stretz, co-chairs

Sacred Circle

Sacred Circle is a group of women who meet on the third Tuesday, from September to May, to discuss spiritual topics we have chosen as a group. Some of our topics this year are Holy Land Reflections, Practical Spiritual Practices, Epiphany, Grief, and Renewal. Each month a different member leads the group. Typically, we use the Bible or another spiritual context to start our conversation and then move to a discussion about how the topic applies in our everyday lives. We focus on deep listening and wait until each speaker is truly finished before another woman starts speaking. We also use silence and prayers to open and close our meetings. This is the group's fourth year, and we make a commitment to one another to attend the meetings. All women are welcome. Come and see.

Sarah Kieffer, chair

Men's Bible Study

An ecumenical group of three to eight men gather each Thursday from 6:30 to 7:30 a.m., in the Reception Room here at Saint John's, to "read, mark, and inwardly digest" the Bible. Started two and a half years ago by Matt Fitzsimons, head of school of Grace Academy, the group now includes several members of St. John's along with a Roman Catholic, a member of a Congregational Church, and someone who does not (yet) participate in a faith community. Some of us are retired, while others scoot off to the office when we adjourn. Over the past years, we have read the Book of Acts in conjunction with the Letters of Paul, compared and contrasted the New Testament stories that appear in two or more of the Gospels, and explored portions of the Old Testament where it provided context to our New Testament readings. Our discussions are wide-ranging, incorporating our disparate personal and professional experiences, depth of knowledge of the Bible (or lack thereof), and faith traditions. Little to no advance preparation is required (Matt does the pre-meeting heavy lifting, thankfully), making it possible for those with busy schedules to participate. The readings each week are self-contained, meaning that attendees can actively participate even if they missed the week before. We enjoy each other's company and our expansive discussions. We may even have learned a thing or two about the Bible and our faith. (And there's coffee and donuts too!) We are grateful to St. John's for making a home for our group and invite any who may be interested to join us.

Brad Babbitt, member

Office of Historical Research (OHR)

Performing various public relations activities related to the church's history. As reported last year, the OHR was contacted by Central Connecticut State University Professor Kristine Larsen for information about Delia W. Godding (1812–1861), St. John's first school teacher. A many-month dialogue with Professor Larsen, who was writing a book featuring a chapter about Godding, was largely concluded at the end of 2017. Two 2018 public relations events were set up: a photo op at the campus when Professor Larsen gifted a copy of the book to St. John's (see at right) and, subsequently, her visit to the church to give a talk at a Sunday Forum event. The publication, *The Women Who Popularized Geology in the 19th Century*, is available for purchase via Barnes and Noble and other booksellers.



Photo by M. Nadolny, CCSU

Researching in remote archival collections. A very possible personal connection between the above-mentioned Delia W. Godding and famed Hartford poet Lydia Sigourney remains unsolved. Mrs. Sigourney wrote an elegy for Ms. Godding following the latter's death in 1861. Not long before that sad event, Godding had moved to an area near Minneapolis where she opened the *Sigourney School for Girls*. During a trip to the Twin Cities this summer, I visited the Minnesota Historical Society and found a catalog for the first year of the girls' school. Its last page contains the text of a letter from Sigourney to Godding indicating that the poet was providing substantial support for the school's operations. Their relationship, which seems more a friendship than casual, probably dates to Godding's time in Hartford but no local information, except for the fact they used the same publisher for their writings, has been found. Perhaps 2019 will bring something of interest.

Providing historical tours. In my estimation, 2018 will be remembered as a notable year for tours because of the continued involvement of Douglas Hyland, who provided a number of enthusiastically presented and highly informed events including one for the Block Party in the fall. David Beers also "stepped into the breach" as part of the November east-end-of-town Noah Webster House Tour. About the latter, several historic parishioner and other homes, including David's, were on the tour, which concluded with a reception at St. John's. Noting that only a self-guided tour was scheduled that weekend due to a lack of OHR staff, David provided an impromptu, and very welcome, guided tour for some 20 attendees. It was a great success and won him a number of accolades, as do the tours provided by Douglas. Near the end of the year, Katy Hart joined this writer to present a Sanctuary Open House for the Christmas Festival. Except for the Noah Webster House event, the tours were lightly attended in spite of print and online public relations efforts by the OHR. The tour program will be reconsidered in 2019.

Working with fellow archivists/historians. Margaret "Meg" Smith, our diocesan archivist, has been a wonderful help to me through the years and I was happy to reciprocate whenever possible. When she retired in June our wardens and rector signed a certificate celebrating her work for the diocese in general and St. John's in particular. I invited Meg to visit for a special tour of the church and for the document's presentation. We also benefitted once again from Angela Goedicke, our Scotland-based pro-bono ecclesiastical symbolism consultant. One of many topics for investigation was the large oil painting outside Rev'd Pinkerton's office. Its subject, perhaps a Bible scene, remains unconfirmed but we, with assistance from Douglas Hyland, did establish that the artist was N. Ross Parke (1904–1980). Mr. Parke, a graduate of the prestigious Yale School of Art, was a parishioner, painting teacher, and highly regarded figure in the area arts scene. The painting is dated 1929 which suggests it was added when the 1927/8 expansion project was concluded.

My thanks go to the many who assisted OHR this year with information, donations, and other encouragements. In this regard, special kudos go to Edith Connolly, Rev'd Joseph Pace, Carol Sonne, and our excellent clergy and staff. And, of course, warm regards go to Scott Lamlein who continues to lend me a valuable corner of his office for my workspace and is the source of much wit and merriment.

Bill Uricchio
Parish Historian

OHR History and Descriptive Websites:

Looking Back @ St. John's: <http://sjparishwh.wordpress.com>

Parish Arts & Architecture: <http://sjparisharts.wordpress.com>

Postulant for Ordination

Formation continues to go well. The last year has been a busy one with one major milestone being checked off the list.

In June 2018 I completed my ministry internship at St. Stephen's in East Haddam. The internship included 400 hours of parish work supervised by the rector, the Rev. Adam Yates. During my time at St. Stephen's I preached, served as worship leader, led the weekly Celtic prayer service, led a Lenten study, and assisted at a wide range of parish functions. I thoroughly enjoyed my time at St. Stephen's, and parting ways was a bittersweet moment.

During my internship I was nominated and selected for the Preaching Excellence Program (PEP). This program, run by the Episcopal Preaching Foundation, brings together seminarians from across the U.S. and Canada to learn new skills, hone existing ones, learn from top-notch faculty, and deliver a sermon to colleagues and faculty. This was the first PEP that included non-traditional seminarians, and I was included in this group. The sermon I delivered was one selected for publication in the *Book of Sermons 2018*.

My studies at Hartford Seminary continue to go well. I have completed about one-third of the requirements for the Masters in Transformational Leadership and Spirituality. This past fall I was granted advanced standing credit for preaching. This coming year I will continue coursework, and plan on completing the degree in the fall of 2020.

I am currently enrolled in Continuing Pastoral Education (CPE) through the Seminary of the Southwest. This program, which started in October, will continue through May 2019. I am doing my chaplaincy hours at The Open Hearth in Hartford, working in the 28-bed emergency shelter. While at St. John's, I was involved with the feeding ministry Loaves and Fishes, and this experience is giving me a new perspective on homeless ministry.

At home, Kate and I are doing well. We adopted another dog this last year, a little Feist mix named Tater. We are going through a transition time right now. I recently had to resign from my day job due to changes in the organization I work for; so, this puts me on the job hunt during formation. While this brings with it added stress and worry, I know that God has a plan for me and look forward to where my career of service to others takes me next.

My prayers continue to be with all my sisters and brothers at St. John's, and I am truly blessed by your prayers.

Blessings,
Mike Corey

St. John's Episcopal Church
Vestry Covenant
Adopted by the Vestry May 23, 2017

The Vestry of St. John's Episcopal Church works in partnership with the rector to guide St. John's mission and ministries. Vestry members serve as liaisons between the church leadership and the parish, and between the parish and the wider community. By engaging in the following practices, Vestry members commit to nurturing a healthy parish community.

The Vestry of St. John's agrees to:

Keep our faith at the center of all we do. In all conversations and decisions, we will look to Jesus's words and actions for direction and seek the Holy Spirit's guidance. We will pray for one another, for St. John's, and for the wider communities of which we are a part. We will nurture our own spiritual lives through regular worship, prayer, study and reflection. When faced with difficult or contentious decisions, we will take time out for silence, scripture and prayer.

Be good listeners. We will listen for God's leading by making prayer, scripture and worship a part of Vestry meetings. We will be open and active listeners in conversation with one another and other parishioners, by repeating back what we've heard, setting aside our own agendas, and taking the time to respond thoughtfully.

Be good communicators. We will practice transparency by posting Vestry meeting minutes in a timely fashion and making ourselves available to talk with individuals and groups in the parish about St. John's mission, ministries and administration. However, we will protect sensitive or confidential information discussed in Executive Sessions or otherwise.

Model open and honest conversations. We will encourage and participate in "fierce conversations" —honest, sometimes difficult dialogue that is necessary for the congregation to flourish. We will name disagreement and conflict when they happen, honestly express our own hard feelings when appropriate, and listen with empathy when other people express their hard feelings to us. We will avoid "triangulation" by speaking directly to those with whom we have a disagreement, and encourage other parishioners to do the same if they come to us with problems. We will avoid sharing anonymous complaints and will instead claim and share our opinions honestly, and encourage others to do likewise.

Model enthusiastic participation. We will participate in all aspects of St. John's common life — including worship, education, special events, outreach, care for those in need, financial stewardship, giving of time and talent, and hospitality to newcomers—to the extent possible given our unique situations, interests and gifts, and encourage others to do the same.

2018 Donors

The following people generously supported St. John's mission and ministries in 2018 through their financial pledges and gifts.

Marie & Manuel Aguiar	Robert & Kate Eikel	Richard & Ann Krissing	Mary Russell
Nazra Ali	M.E. Facius Ellis	Mark LaPointe	Anthony Salerno
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Philip Chapman	David Grimaldi	Alexander & Elizabeth Nelson	Heidi & Hubertus Tummescheit
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Hope & William Eakins	Betty Knorr	Barbara & Pieter Roos	Barbara Zuras
James Ebert & Alison Read	Katherine Kratz	Guiduccio & Nina Rosselli Del Turco	Several donors who wish to remain anonymous

St. John's Staff

Ellen Painter Dollar, Parish Manager

Ellen oversees St. John's day-to-day administration, including producing Sunday bulletins, e-newsletters, web site updates, and other communications and publicity material; managing membership records and volunteer schedules; serving as the rector's assistant; and handling calls, visits and inquiries. Ellen worked in nonprofit communications in Washington, D.C., for 10 years. She then spent 17 years raising three children while also doing freelance editing and writing on faith, family, disability and ethics for national magazines and web sites, and publishing a book.



Talk to Ellen about general church information, the church schedule, communicating with the parish and community, our membership database, and scheduling a private meeting with the rector. Ellen also receives and deposits incoming donations and payments.

Scott Lamlein, Director of Music

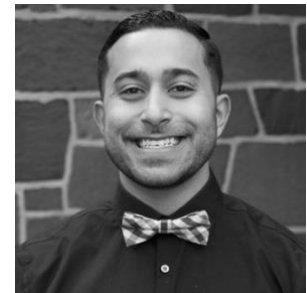
As director of music and organist at St. John's, Scott directs our Royal School of Church Music-affiliated Youth Choir and our semi-professional Adult Choir. He also serves as artistic director of the Music at the Red Door concert series. In demand as a concert artist, Scott has traveled near and far, with appearances at the Piccolo Spoleto Festival in South Carolina, First Night Worcester (MA), and the Organ Masters Series in Nashua (NH). He has concertized in Germany and Switzerland, as well as in metro Boston and New York. Previously, he served as artistic director of the Music Alive! Concert Series, the *a cappella* chorus, Sacred Voices, and the South Hadley Chorale.



Talk to Scott about the choir, the Music at the Red Door concert series, the St. John's Austin organ, or anything else about the St. John's music program.

Dwight Latif, Sexton

As St. John's sexton/property manager, Dwight coordinates use of our facilities by St. John's and outside groups, oversees all building and grounds maintenance and repairs, and sets up for events. Dwight, his wife and two sons live on the St. John's property, and he also runs Tangiers—a Middle Eastern restaurant and market several blocks from St. John's—with his brothers.



Talk to Dwight about scheduling and setting up for events at the church, and anything to do with the property's maintenance.

Peggy O'Toole, Financial Administrator

Peggy maintains the parish financial records, pays the bills, processes payroll, and works with the parish manager to oversee the office and welcome people to St. John's. Peggy comes from a very musical family, and music is a big part of her life. She also enjoys exercise, golf, tennis and cooking. Peggy has worked in finance for her entire professional life, in both the nonprofit and for-profit areas. She and her husband live in Bloomfield and have two adult sons.



Talk to Peggy about your annual pledge or other payments and donations to the church, expenses and income related to your committee's work, or the church budget.

St. John's Episcopal Church

A place to discover connections with God and one another

www.sjparish.net

679 Farmington Avenue, West Hartford, Connecticut 06119
860 523 5201 office@sjparish.net



SCHEDULE OF SERVICES

8 a.m. and 10:30 a.m. Holy Eucharist each Sunday
5:30 p.m. Evening Prayer each Monday, Wednesday and Friday
4:30 p.m. Celtic contemplative service on the first Sunday of the month (Oct – June)
5 p.m. Choral Evensong on select fourth Sundays of the month (Sept – April)

STAFF

The Rev. Susan Pinkerton (susan@sjparish.net).....*Rector*
Scott Lamlein (scott@sjparish.net).....*Director of Music*
The Rev. Walter McKenney* (walter@sjparish.net).....*Deacon*
The Rev. Hope Eakins* (hope@sjparish.net).....*Priest Associate*
The Rev. William J. Eakins* (bill@sjparish.net).....*Priest Associate*
Ellen Painter Dollar (ellen@sjparish.net).....*Parish Manager and Assistant to the Rector*
Dwight Latif (dwight@sjparish.net).....*Sexton*
Peggy O'Toole (peggy@sjparish.net).....*Financial Administrator*
Christa Rakich.....*Organ Artist-in-Residence*
Ralph Valentine.....*Organist and Choirmaster Emeritus*

**These positions are non-stipendiary. These clergy give generously of their time and expertise to support St. John's mission and ministries.*

VESTRY

Buffy Ineson.....*Warden*
Wes Winterbottom.....*Warden*
Tim Goetz and John Roche.....*Co-Treasurers*
Ellen Painter Dollar.....*Scribe*

2016-18: Bess Amamoo, Ginny Kemp, Will Smith
2017-19: Geoff Emerick, Virginia Van Dyk, Andrew Worrell
2018-20: Steve Crocker, Ann Hutchinson, Alex Nelson