

ANNUAL REPORT

for 2023

**Presented to the parish at the Annual Meeting
on January 28, 2024**

ST. JOHN'S EPISCOPAL CHURCH

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

ST. JOHN'S ANNUAL MEETING – JANUARY 28, 2024

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St. John's Episcopal Church Annual Meeting
Sunday, January 28, 2024
9 a.m. in Hubbard Hall

Agenda

Opening Prayer & Call to Order

Acceptance of 2023 Annual Meeting minutes

Vestry elections

Wardens (one-year term)

Eleanor Barnes
Stewart Murchie

Treasurers (one-year term)

Anne Harney
David McCary

Vestry members (three-year term)

Ginger Gillespie, Lauren Mascola, Linda Schatz, Brenda Zanta

Delegates to Convention

Eleanor Barnes
Stewart Murchie
Alternate – Robert Eikel

Farewell to outgoing vestry members

Annabel Clapp, Robert Eikel, Julia O'Brien, Ginger Gillespie (warden)

Resolutions

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

Reports

Priest in Charge's Report – Todd FitzGerald

Wardens' Report – Ginger Gillespie & Stewart Murchie

Associate Rector's Report – Margie Baker

Music Report – Scott Lamlein

Financial Report – Anne Harney & David McCary

New Business

Adjournment

St. John's Episcopal Church Annual Meeting
January 29, 2023
9 a.m. in Hubbard Hall

Todd FitzGerald called the meeting to order at 9:03 a.m. and opened with prayer.

A motion to approve the 2022 Annual Meeting minutes as written was made, seconded, and unanimously approved.

A. Elections

The following slate of nominees was presented:

Wardens (one-year term)

Ginger Gillespie
Stewart Murchie

Treasurers (one-year term)

Anne Harney
David McCary

Vestry members (three-year term)

Angela Allen-Peck, Eleanor Barnes, John Nowacki, Tom Oberholtzer

Vestry member (one-year term to complete Martin Wheeler's term)

Annabel Clapp

Vestry member (two-year term to complete David McCary's term)

Mary Sypek

Delegates to Convention

Ginger Gillespie, Stewart Murchie, Alternate – Robert Eikel

A motion to elect all of the above-named people to their respective positions was made, seconded, and unanimously approved. There was a round of applause for those elected.

Appreciations – Todd FitzGerald thanked two vestry members who have completed their three-year term, June Aziz and Jyothsna Diaz. He also thanked Kara Hart for serving a one-year term as warden. Virginia Van Dyk, who served as co-warden with Geoff Emerick in 2020 and 2021, thanked Geoff for his three years as warden.

B. Annual Resolutions – The three annual resolutions related to parish management during the coming year were presented:

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.

Question: Does anyone know if a treasurer or warden has ever had to borrow up to \$10,000? Former treasurer Chris Byrd responded that in the 30 years he has been a member of the church, that has not happened, although he does not know if it happened before then.

A motion to approve all three annual resolutions was made, seconded, and unanimously approved.

C. Priest in Charge's Report – Todd FitzGerald

St. John's is a growing church, which is a remarkable and extraordinary statement given how many churches in Connecticut and around the country cannot say that. Todd can't take credit for that growth, because it's St. John's members who are responsible for it. One way to measure growth is the number of pledging households and the dollar amount of pledges. In 2017, 125 pledging households gave \$407,000 in pledge receipts. In 2022, 150 pledging households gave \$507,000 in pledge receipts. For 2023, 164 pledging households made \$533,000 in pledges. The growth in pledging households and pledge dollars represents new people in this community—new children in Sunday School, new children and adults singing in choir, and new people serving in the church's ministries.

As we celebrate this news, we must remember that growth is not our primary goal. Our primary goal is to join the mission of God in and through St. John's Church, which we do by engaging in worship, evangelism, and service. Let's celebrate and give thanks to God that St. John's is a growing church, and pray that the Holy Spirit will sustain, guide, and inspire our growth so that we will more effectively and faithfully join the mission of God in 2023 and beyond.

D. Wardens' Report – Geoff Emerick and Kara Hart

There are so many ways that the Holy Spirit is moving here at St. John's. Looking back at 2022, we realize how blessed we are to have Todd FitzGerald and his family here. The written wardens' report in the Annual Report is long because of all Geoff and Kara have witnessed in their time as wardens, not because of what they've done. Being in this role has led them to a deeper appreciation of clergy and staff, who, beyond their individual efforts, love and respect each other, which makes them an effective team. St. John's is also blessed with many wonderful lay leaders. Special thanks go to Kim Byrd and Matt Ciscel for their three years as co-chairs of the Stewardship Committee (and Matt for staying on for one more year). Under their leadership, we've seen significant growth in pledging households and pledge dollars.

In 2022, the vestry helped plan for the return of parish events as pandemic conditions eased, including coffee hour, the Spring Fling fundraiser, and the Christmas Festival. Together, those two fundraisers brought in more than \$20,000 to support our ministries. Thanks to Julia O'Brien and the Spring Fling committee, and to Annabel Clapp, Christmas Festival chairperson, and those who coordinated sales areas at the festival: Ginger Gillespie (Country Kitchen); Karan Emerick and Rosa Guzzo (wreaths); Jenn Baker, Kelsey Bannon, and Stacey Samuel (Chic Boutique); Lissie Brooks and Marcos Donnelly (online auction); and Heidi Gostyla (crafts).

The wardens expressed gratitude for the gifts that the people of St. John's share with the parish and our community, and for the honor of being entrusted with serving as wardens for the last year. They are grateful to Ginger and Stewart for taking on the wardens' role for the coming year.

E. Assistant Rector's Report – Margie Baker

Margie began by expressing gratitude for a really great year, even though it was hard in some ways. 2022 felt a lot like marathon training: As pandemic conditions eased and we resumed activities, at first we weren't sure we could do it, but as we moved forward, everything began to come together and we gained confidence. Margie thanked Sunday School teachers, youth advisors, and everyone involved in the wonderful Christmas pageant.

Margie came to St. John's nearly four years ago with a focus on programs for children and youth, but the flexibility and innovation required by the pandemic allowed her to expand her role by leading an online Bible study, engaging in pastoral care and adult education, and much more. She is especially proud of St. John's presence at two local Pride festivals for the first time in 2022, and our work on race and racism through the Dismantling Racism curriculum for youth and the Sacred Ground program for adults.

Margie invited anyone who is interested to let her know if they feel called to a more active ministry with children and youth. It doesn't take a lot of skill or training, only a heart for Jesus and a willingness to try something new. The main message that we want our young people to receive in Sunday School and EYC (youth group) is that they are loved just as they are by God and this community.

F. Music Director's Report – Scott Lamlein

Scott is grateful for the fact that 2022 was the first year since he came to St. John's in 2014 that there was not a staffing change, and for the awesome staff team. Of special note in 2022 was a week-long Kids Community Music Camp in August. After two years of having to cancel the camp due to the pandemic, we were able to host 20 campers and introduce them to drumming, dancing, singing, violin, and more. This is the kind of experience that changes lives for both children and the staff and volunteers. We will hold another camp this summer.

The music you hear on Sunday mornings is just "the tip of the iceberg," and the end product of a huge amount of effort going on behind the scenes. Choir participation starts with auditions; in 2022, Scott auditioned four 8-year-olds and one 80-year-old! The choirs sing about 100 anthems in a season; each anthem needs to be photocopied, organized, posted on the web site, and put in the bulletin in addition to being rehearsed. Betty Knorr is the volunteer choral librarian who keeps the music organized. Choir rehearsals span as many as four hours on Wednesday evenings—Choir School rehearsal, choir dinner, combined rehearsal with the Choir School and Adult Choir, Adult Choir rehearsal, and sometimes an additional rehearsal for a schola (small group of singers). The choir is a family of faith, and a lot of sharing happens in addition to the music. It is a safe, warm, and encouraging group of people. New people are always being incorporated into the family, and children grow from novices into mentors for younger singers. Anyone is welcome to come to a choir dinner to see this "church within a church" first-hand. If you've never invited a friend to a Music at the Red Door concert, this is an easy way to invite people to come to church with you.

Scott closed by introducing Yingying Xia, our current organ scholar.

G. Treasurers' Report – Anne Harney and John Roche

The treasurers began by thanking the staff, clergy, parishioners, and everyone involved in the successful stewardship campaign for 2023, including Kim Byrd, Matt Ciscel, and everyone who wrote notes, wrote pieces for the stewardship newsletters, and spoke at church. The treasurers are just the "score keepers," and it's the staff, clergy, and parishioners who make all of this happen.

2022 Financials

2022 continued a positive financial trend of income over budget and expenses under budget. Pledge receipts were 4.1% over budget, and plate offerings/regular gifts were also over budget. Personnel, plant operations, administrative expenses, and parish program expenses all came in under budget. The net result was that the budget shortfall was about \$38,000 less than the budgeted amount, and we were able to continue our long-term plan of keeping the endowment draw in check while also investing in growth.

2023 Budget

This budget assumes a relative return to “normalcy” after several years of pandemic-related decreases in parish programs. It is intended to position St. John’s to capitalize on recent momentum and continue growing. Total pledges are 5% higher than in 2022, and the highest they’ve been since 2011. Total expenses are budgeted to be about \$86,000 higher than in 2022, largely due to a 7.1% cost-of-living increase for clergy and staff. The budgeted shortfall is just more than \$400,000, or 5.62%.

Question: It is usually recommended that endowment draws to cover budget shortfalls be closer to 4% than 5%. Are there plans to lower our draw to meet that standard?

Answer: Yes, we would like to be closer to 4%, and that is a long-term goal. There are also some idiosyncrasies with our budget, such as how we account for long-term capital improvements, that skew the number higher. It’s also a tough time in the market, as our endowment value dropped significantly in 2022. Overall, we’ve chosen to accept a higher than ideal budget shortfall as part of our investment in growth, and we are seeing good results from that investment.

The Endowment

The endowment was at \$6.6 million as of December 31, 2022, which is a significant drop from its high point of \$7.8 million. Based on projections provided by Fiducient Advisors (our investment advisors), our endowment can support the current level of draw in the short term, although this eliminates most growth and the benefits of compound interest. About \$4 of every \$10 we spend comes from the endowment, which exists largely thanks to the generosity of past parishioners.

Question: What are options for bringing in more money by renting space to other groups?

Answer: We receive \$48,000 every year from Educational Playcare, which rents spaces in our back parking lot during the week. We also make space available to many other groups, including 12-step meetings, ESOL classes, and community groups. Most groups give a donation in return for using the space; we give groups suggested donation amounts and are also flexible with those amounts when needed. There are limits to how many and what types of groups we can accommodate, due to scheduling issues and insurance requirements.

Question: Does the endowment include both restricted and unrestricted funds?

Answer: Yes, and most of it is unrestricted.

Question: When was the last time an energy audit was done?

Answer: Dwight has audits done fairly regularly, and makes small improvements when possible. The House Committee is researching HVAC improvements with the goal of greater efficiency and cost savings.

A few facts:

- In 2022, it cost \$2,776 per day to operate the church and support programs. The budgeted cost for 2023 is \$3,012 per day.
- The average pledge for 2023 is \$3,272. The median pledge is \$2,000.
- Employee compensation accounts for \$616,000 or 61% of expenses.
- Plant operations account for just more than 23% of expenses.
- Pledges and gifts support 56% of total expenses.
- The endowment supports 35.7% of total expenses.

H. Additional appreciation

Tim Goetz, who served as co-treasurer with John Roche from 2018 to 2021, expressed gratitude to John for his five years of dedicated service and commitment to St. John's through some difficult times.

I. New Business

Ellen Painter Dollar, parish manager, gave a brief overview of our new cloud-based membership database, Realm, and encouraged everyone to set up login credentials and personalize their profile. Realm is used to track contact information, contributions and pledge payments, and parish group membership, and is also used to create a parish directory accessible online and in print.

There was no other New Business.

Paul Shaker wondered if we have a process in place for setting and measuring progress toward goals. Todd responded that every February, the vestry goes on a two-day overnight retreat where they can look at the "big picture" of where the church is now and where we want to focus our efforts going forward.

The meeting adjourned at 10:20 a.m.

Respectfully submitted,

Ellen Painter Dollar
Parish Manager

Priest in Charge's Report

As we look back on 2023, we have many reasons to give thanks for God's blessings upon this church community. For indeed, Christ the Lord is "...making all things new" (Rev. 21:5) through the power of his resurrected presence among us. With humility regarding the past and hope for the future, we might sing out: "This is the Lord's doing, and it is marvelous in our eyes." (Ps 118:23) Examples of marvelous things happening at St. John's abound, and I would like to highlight them in two areas of our community life: worship and pastoral ministry.

The mystery of Christian worship is that "Christ unites the faithful with himself and includes their prayers within his own intercessions so that the faithful are transfigured and their prayers accepted." (WCC, "Eucharist," No.111, 1982) Our prayers in worship at St. John's are lifted by Christ's own prayers to God, and because of Christ's prayers, we are granted fuller union with God.

As Christ's own prayers inspire our worship, God is praised, and people's hearts and minds are moved. One of the concrete benefits of this type of worship is that people keep coming to join us! Throughout 2023, we have continued to welcome new people who come for a service and then return for another because they were warmly welcomed, they enjoyed a thoughtful sermon, and they were moved by excellent music. As we have witnessed this year, these new people eventually join others to serve as members of the altar guild, lay readers, chalice bearers, and ushers.

Understanding that our worship is guided by Christ's own participation gives us freedom to try new forms of worship and discern with the Holy Spirit if the new forms are feeding people. During the last year, we offered two new services in hopes that they might resonate with people and meet their spiritual needs. Daily morning prayer met by phone at 6:45 a.m. every weekday, with a small but faithful group of participants. Those involved appreciated the chance to pray with others every day and maintain their connection to St. John's during the week. Though the participation did not warrant continuing the service at this time, the experiment was a good and faithful one.

We also began a monthly Celtic Eucharist last year in the hopes that participants would hear the proclamation of God's love, healing, and forgiveness, and enter deep spiritual practices that engage their senses. The slightly less formal service meets in Hubbard Hall, and includes extended periods of silence; opportunities to walk a labyrinth, light prayer candles, or participate in healing prayers; fresh baked bread offered at communion; and a potluck supper after worship. Though attendance varied from a handful of participants to more than 20, we plan to continue offering it, hoping that as word spreads, more people will consider trying it out.

The second area where I have observed so much wonderful energy is pastoral ministry. Pastoral ministry, of course, includes individual pastoral care. Those instances when I visit people in the hospital, or in their homes, are privileged connections for me as a pastor. Though I visit alone, I bring the love of God to the individual and the love and care of the whole St. John's community. I always offer to pray with the people that I visit, and I emphasize that they are loved by God and their church community.

Pastoral ministry, however, also includes oversight of the whole church. When leaders carefully attend to the health of the church as a dynamic system, they are engaged in pastoral ministry. Louis B. Weeks put it this way: "Congregations that effectively handle administrative work often have a transformative understanding of it. They don't do administration *instead* of pastoral care; they engage in church administration *as* pastoral care. They consider good organization requisite for effective mission and evangelism." (Weeks, *God is in the Details*, Jan. 27, 2009) In 2023, our pastoral ministry at St. John's included many efforts to promote "good organization" in the ways we communicate, build relationships, handle conflict, and make decisions.

With the writing and editing expertise of Ellen Painter Dollar, director of operations and communications, we have recently updated several of our pastoral ministry documents, including the funeral customary and our 1841 Legacy Society (planned giving) brochure. These documents help us engage in pastoral ministry as we support individuals and families to think through their end of life wishes, and record them for benefit of both family and the church. These documents help improve communication between parishioners and church leaders, and enhance our ability to record and store important information regarding people's desires and wishes.

Another important facet of church administration as pastoral ministry that we engaged in this year was staff compensation. St. John's extraordinary staff is one of its greatest assets. As with all the church's assets, we must consider whether we are being good stewards of these assets and positioning the church to commit to good stewardship in the years ahead. I led a group of vestry members in a six-month process during which leaders studied staff compensation and job descriptions, examined comparable compensation figures, and made salary range recommendations to wardens and treasurers. The compensation study group did very good work on behalf of the vestry, and their recommendations assisted the treasurers and wardens in setting compensation and compiling the 2024 budget. Compensation discussions will continue every year, and it is prudent to complete a more comprehensive compensation study process every few years.

The budgeting and nominating processes are also critical to the church's governance as pastoral ministry, and over the last year, leaders worked together to enhance both. In the area of budgeting, we set out to reduce pinch points in the compressed fall schedule of vestry meetings, broaden participation in financial discussions among vestry members, and improve communication and increase transparency with everyone involved in the process. As set out in our by-laws, the nominating committee is composed of retiring vestry members, and their charge is to prepare a slate of eligible parishioners for vestry service. The committee generated a list of names, met with the wardens to deliberate, and empowered the wardens to have conversations with potential candidates. The process was collaborative and resulted in good conversations and an excellent list of nominees.

To engage in church administration as pastoral ministry, our by-laws mandate that the vestry maintain four standing committees. Those committees are the nominating committee, house committee, investment committee, and finance committee. Except for the finance committee, these groups are actively engaged in promoting good and healthy church governance. During 2023, we began planning to reestablish the finance committee (which has a different mandate than the investment committee), and in 2024, the treasurers, and wardens, and I aim to finalize plans to reconfigure this committee.

I am honored to continue to serve as priest in charge (PIC) of St. John's Church. PICs are "appointed by the bishop to serve parishes beginning a clergy leadership transition to enable them to engage in an extended period of reflection and discernment." (Episcopal Church in Connecticut's Letter of Agreement) During the PIC's third year, churches with a priest in charge are required to complete a mutual ministry reflection process. In the spring of 2024, St. John's leaders and I will engage in this reflection process with the help of a consultant and diocesan staff.

As we strive to join God's mission in and through St. John's Church, let us remember that Christ the Lord who called us is eternally faithful to us. Christ is faithful to us, and he is forever holding us into his relationship with the Father. We are held by Christ, loved by Christ, and sent by Christ in the power of the Holy Spirit. Alleluia!

Faithfully submitted,
Todd FitzGerald, priest in charge

Wardens' Report

We have been pleased and privileged to serve the parish as wardens during an eventful and joyful 2023. There will be ample information shared by the treasurers, stewardship chairs, and others who can attest to the continued growth of the parish in all key facets. Our message is one of thanks, and in so doing we hope to illuminate some of the initiatives, programs, and great people across St. John's who are the reason why our quantitative and qualitative results are so positive. As we face known and unknown challenges in 2024, we have strong lay and clergy leaders as well as a passionate community of faith that will continue to take on our challenges and expand on our good works across our community.

Our thanks start with our clergy and staff. The skills, energy, and commitment of our clergy and staff are evident every time one enters our campus, to attend church or one of the many events and programs happening across the parish. The vestry undertook a compensation study in 2024, which led to recommendations that reflect our need to pay our staff in line with objective comparisons, and subjectively to recognize the way our staff excels in all aspects of church life. We are blessed with the remarkable skills, ethics, and compassion of our staff, and for this we give great thanks.

Our vestry is a diverse group of lay leaders who have all engaged in key decisions with faith, trust, and insight. The vestry has been key to tackling large issues, coming to consensus on decisions without rancor, and embodying how faith is an essential element to leadership – to a person, this group operates as a cohesive team and constantly offers support, ideas, and inputs to often complex decisions. We are grateful to all who have served on the vestry, those who will continue, and to the newcomers who have agreed to join.

Our committees continue to be the engines of so much that gets decided and acted on, some of which we might not see, or take for granted.

The House Committee has patiently and diligently educated all of us on key issues facing our building and key assets. This has been and will be especially so as we continue on our decision path toward replacing our heating and cooling (HVAC) systems, with a future focus toward sustainable solutions to heat, cool, and otherwise maintain the functioning of our building and grounds. We thank the committee and Dwight for their stewardship, and their ability to roll up their sleeves and fix things, many of which we don't know about (because of those fixes).

The Investment Committee continues to diligently manage our endowment and work with our investment managers with sophistication and passion for preserving the gifts given over many decades. The committee gives us guidance about the market, how we use our endowment funds, and how to think about financing large capital projects, like the HVAC. We saw this in action in the fall, when the committee helped shine a light on key decision criteria and financing approaches—all done in faith and with a broad picture of the needs of the church.

Community outreach remains our bridge to other organizations doing important things across Greater Hartford, and we are blessed to have our treasure, talents, meals, and facilities extending beyond our parish walls, to embrace the important work of others as an extension of our mission and outlet for our faith.

Music at the Red Door continues its remarkable growth and excellence, alongside our collective experience of music in our services that somehow continues to get better (and larger). Music remains a source of beauty and inspiration as well as an ongoing program of mentorship, development, and community. Scott is at the center of it all, but lay leaders, contributors, and singers all make it happen—in concert.

The Altar Guild is one of the behind-the-scenes groups that brings beauty and elegance to our sacred worship, and we are grateful to them for that important work.

We thank those who lead and participate in our ministries—our layreaders, healing prayer supporters, ushers, mentors, and teachers. Their impact on individuals, families, church attendees, and children is an essential part of what happens each week at St. John's.

We are grateful to all those who organize events at St. John's—Christmas Festivals, Spring Flings, potluck dinners, special forms of worship, and other important opportunities to bring us all together, beyond Sundays. Events, too, are part of our lifeblood and what makes this community warm, welcoming, and fun.

When we take the time to review our results and plans for 2024, we know that so much of what is positive (or possible) across St. John's reflects the passion and talents of so many. That is what a community is, and it is the community that we are privileged to lead and for which we are so grateful. We are looking forward to a new year together, with confidence, joy, and blessings.

Faithfully submitted,
Ginger Gillespie & Stewart Murchie, wardens

Associate Rector's Report

This is my fifth year at St. John's, and I continue to learn and grow in this amazing community. And St. John's continues to grow and change as well! What a joy to welcome newcomers who become active members. What a joy to baptize infants and children. What a joy to be out in the wider world together, at community events like West Hartford Pride or at diocesan events like gatherings at Camp Washington. 2023 was a year of growth and momentum. In addition to adding a fourth Sunday School class (high school for grades 8+), we have welcomed new children into our programs, two new professional nursery workers, and new youth volunteers. Read on for more details about children and youth as well as other programs and events.

Sunday School

We changed the format of Sunday School so that non-Choir School weeks are a "one-room schoolhouse" for elementary, middle, and high school students. Our fabulous teachers lead classes divided by age every other week, on average, while on non-Choir School weeks, a multi-age group explores topics together. The primary class meets weekly, led by a stellar team of teachers. They have learned about the church calendar, liturgical colors, the altar, eucharist, baptism, and the stories related to Christmas. The elementary class focused on the sacraments of baptism and eucharist. The middle and high school classes studied the Baptismal Covenant. This spring, the primary and elementary classes will continue to explore the fundamental stories and liturgies of our faith, and the middle and high school classes will each create a documentary-style movie on discipleship to premier at Youth Sunday. Thank you to our teachers: Ginger Gillespie, Robert Eikel, Jenn Baker, and Taffy Wilcox (primary); Jeff Verney and Akilah Williams (elementary); Matt Ciscel and Leah Lorenzo (middle school), and Colin Gillespie and Angela Allen-Peck (high school). We are blessed! If you might be called to teach next year, please let me know.

EYC

EYC (Episcopal Youth Community, otherwise known as youth group) for kids grades 6-12 continues to be a source of engagement and faithful wondering. Thank you to the parents who provide meals (non-parents can provide them too—just ask!), to the adults who minister to and with these kids, and to the kids themselves, who grow in love and crave an active, just, compassionate faith. In the spring, the group completed *Dismantling Racism*, a curriculum created by the Diocese of Atlanta and the Absalom Jones Center for Racial Healing. They also hosted a packing party for Dignity Grows, a local nonprofit dedicated to getting personal hygiene products to those in need. The youth continue to spend one week per month thinking about philanthropy, stewardship, and microlending via the Global Philanthropy Leaders program. The fall overnight

lock-in was also a fun and meaningful event. This spring, the youth are once again holding a fundraiser for Dignity Grows, with a packing party on Sunday, March 5 (the goal is \$2,500, or 250 totes full of supplies!). Many thanks to Kate Eikel and Matt Ciscel, our Global Philanthropy Leader advisors, and to Sharon Henes, who is our new youth advisor. Sharon recently moved to the area and has deep experience leading youth groups. We are blessed!

Nursery

Over the summer, we moved the nursery into the former Christian education office so that our young ones' classroom and nursery space could be separate. This change has vastly improved management and helped the children better engage during Sunday School because they're not distracted by toys. We also hired two professional nursery staff (working alternate weeks) to supervise, support, and augment our fantastic youth and young adult workers. This was necessary due to the increased numbers of children under 6 needing the nursery during Sunday School and the 10:30 service. The feedback from parents is that this staffing change has been very positive.

Monday Night Bible Study

Monday Night Bible Study began with three people on Zoom during the pandemic. Three years later, our group has grown, and a community has formed. We typically welcome 8-12 people per week, from St. John's and other parishes, and new folks are always welcome. Last year's topics included LGBTQ readings of Scripture, the Joseph saga in Genesis, and Advent prophecies. Last spring, we had our first in-person retreat at Camp Washington, and it was joyful to be asking big questions and studying scripture together in the same room. We will have another in-person retreat April 19-20 at Camp Washington, and there is still space available if you are interested.

Looking ahead to 2024

- **February 13: Pancake Supper & Ash Wednesday Eve for families.** Stay after the pancakes for a simple service of ashes designed for children and families (but perfect for anyone).
- **March 5: Dignity Grows packing party.** Be on the lookout for youth-made flyers and announcements, as well as two fundraisers: a family movie night on February 4 and the Shrove Tuesday Pancake Supper on February 13. You can also give directly to our efforts at <https://dignitygrows.org/event-donations/>
- **March 29: Good Friday activity for children.** Parents and children of all ages are invited to a prayerful walk through the three Holy Days leading up to Easter: Maundy Thursday, Good Friday, and Holy Saturday.
- **March 31: Easter Egg Hunt.** Stay after the 10:30 Easter service to hunt for Easter eggs on the west lawn! I would love to find a person or persons willing to take charge of this joyful event.
- **Intergenerational VBS in June.** We are going to try something a little different this summer—an all-ages Vacation Bible School held in the evening! Join us in Hubbard Hall for dinner, Scripture, activities, and simple worship. June 17-21, 5-7pm (tentative times)

Looking ahead to 2025

- Confirmation classes will take place in 2024-2025 ahead of the bishop's visitation set for spring 2025. More details will be available in the fall.
- Scotland pilgrimage for rising 9th graders to first-year college students (or equivalent age). Our older youth will head back to Scotland in June 2025. Interested participants are expected to participate regularly in some ministry of St. John's (e.g., Choir School, acolytes, Sunday School, EYC). More details will be available in the fall.

Faithfully submitted,

Margie Baker, associate rector

Music Director's Report

2023 was a year of great music, worship, and spiritual life—the first full year of true emergence from pandemic compromises. Here are some highlights of your music ministry over that time.

Choir School/Adult Choir: The Choir School returned to a full Holy Week schedule, singing on Palm Sunday, Maundy Thursday (as the music leaders for that service, without the adults), and the Easter 10:30 service, for the first time since 2019. Five new Choir School novices joined during the year—two were brand new to St. John's and found us online, and one came from the Kids' Community Music Camp. Several novices were installed as full choristers (indicated by their white surplices), and many promoted to new levels of accomplishment (medals with colorful ribbons) twice during the year, thanks to the good work of our two choral scholar trainers, Abby White and Ram Tysoe. Volunteer Michael Mei deserves special recognition for working diligently with our two changed-voice children and helping them become tenors in our adult choir. The Sarah Porter Singers, a select choir from Miss Porter's School, joined our Adult Choir for a Sunday morning. Patrick Reardon, one of our choral scholars, is their director. Choir Camp was the first week of August, with 15 of our 18 Choir School members, from age 7 to 15, participating. Since we're back on a regular annual routine at Incarnation Center in Ivoryton, the "chickens" really look forward to this, and many traditions are being reborn. The week of team-building exercises, swimming, rehearsal, songwriting (led by Ram Tysoe), and meditation (led by Abby White) culminated in a beautiful choral Eucharist with Todd and the choir families.

During the summer, I completed planning the 100 choral anthems for the next program year, and worked with Margie on a choir schedule for this current program year. August brought our "easy on ramp" Summer Singers program, with between 4 and 10 volunteer singers leading our worship music. Our choirs, both adult and youth, were hard at work during the fall preparing for the full choir Evensong and the beloved Festival of Lessons and Carols. Choir School children are involved every December weekend—singing for the Christmas Festival, then Lessons and Carols (which includes a big Saturday morning rehearsal), then the pageant, then Christmas Eve 4pm—all in tension with school concerts and regular demands of childhood life. Choir parents are really wonderful about communicating the conflicts and working out compromises. The dedication of these families is something we should not take for granted! The Adult Choir, similarly, is fully engaged in all of those things, including a pre-service "concert" at 9:30 Christmas Eve, leading up to our now-10pm service. This is huge dedication when folks are pulled in so many directions during December. Our Festival of Lessons and Carols was a great success, with 250 in the congregation, in quiet silence as the choir sang, or singing full-voiced during the carols for all. It was the most complicated musical presentation thus far, but everyone rose to the occasion, and the spiritual electricity in the room was palpable. Please take a moment to thank one of our choir family. They add so much to our worship and provide some needed peace.

Music at the Red Door / Kids Community Music Camp: The March Choral Music for the Soul concert with our choirs and the Farmington Valley Symphony was a full-church success. This represents the first time the Choir School children have sung with orchestra since 2018. One of the major goals of Music at the Red Door is to provide regular opportunities for children to be swept up in that experience—a formative moment that they will remember forever.

A full slate of concerts was planned for 2023-2024, including the regular choral events (Lessons and Carols; Choral Music for the Soul, now happening at the end of April), along with regular jazz and chamber music concerts. Helping to ramp up our neighborhood involvement, the Dreams concert (with Latin jazz and dance) was a huge success, with 135 in attendance. If you missed it, you probably missed the one opportunity to be part of a conga line in St. John's Church! Many new faces were present, all with huge smiles of appreciation. Pipes Alive! recitals and Choral Evensong continue with the usual regularity.

Ben Mabrey, a relatively new church and choir member, has joined the Music at the Red Door team as an intern—a way for him to gain experience in the field of music management as he contemplates a career in that realm. I'm excited to have the additional help and inspiration.

Planning and preparing for the August Kids' Community Music Camp really goes on throughout the year. We planned a February community music workshop to build momentum, but that had to be cancelled due to a small number of children registered. However, the camp itself in late August was a great success, with 25 children attending. Most were from Hartford, but also represented East Hartford, West Hartford, Windsor, and New Britain. During the day camp, children rotate through classes of beginning violin, bucket band, and dance, as well as singing. It is all led by professional artist teachers Calida Jones (who co-leads the camp with me), Keenan Asbridge, and Chantal Edwards. Thanks to Ellen Dollar's hard work, we had a full team of adult and youth volunteers from our parish involved, including lunches provided. Ray Giolitto (Red Door operations director) spearheaded this entire project with great organizational skill, intern Ben Mabrey was a great addition to the team, and Todd was ever-present with support and excitement.

Music Administration: The biggest challenge of this ministry continues to be “getting it all done” amidst exciting growth. More people in our choir means that the leadership of our choral scholars (section leaders and educators) is spread more thinly, and the work of challenging music is in some ways more difficult. More outreach events (concerts and music camp) mean more administrative work in the background, both with funding and implementation. Here are some of the folks who make this possible:

Ray Giolitto serves as operations director of Music at the Red Door, which is a sort of hybrid paid/volunteer position. Ray manages all of the publicity efforts for Red Door events, working with a graphic designer, social media publicist and press release writer, and sign maker. He lays out all of the concert programs and prints them, and manages the “house” for all concert events, including coordinating ushers and managing the needs of each concert artist. Additionally, Ray works with our grant writer to keep a calendar of due dates, and works with the treasurer to supply all info needed for those applications. Beyond Red Door events, Ray takes all of the music info that I plan (anthems, service music, organ music, hymns for 60+ annual services), adds anthem texts and composer bios with photos, and lays them out on the church website so that it can be previewed by the public and easily added by Ellen to the bulletin. Finally, Ray sets up the YouTube event for every service, enabling us to send that link out before the services happen, and posts the link to the website.

Anne Harney is affectionately known as our “robe warden”—ensuring that every choir member has an appropriately fitting robe. A key part of this is making sure each one is labeled and not taken by another person. We have an increasingly limited number of robes, so this work can be a puzzle!

Betty Knorr is our choir librarian. Remember the 100 anthems I keep mentioning that we sing each year? 100 anthems x 49 singers = 4900 copies of sheet music that must be distributed, used, collected, and filed, with new pieces added to our database. Huge job, and frustrating when choir members forget to turn things in!

Ben Mabrey and **Nancy Eaton** are our rehearsal accompanists, newly established last fall. With the large size of the group, it has become more and more necessary for me to conduct without the burden of playing the piano simultaneously, and these two talented folks enjoy that challenge.

Remembering that the large majority of the choir itself is volunteer, it is important to note how many committed folks it takes to make our music happen during the year. Please join me in gratitude for their work!

Work in the church at large: We were challenged this year with water once again, this time caused by roof leaks that endangered the larger of our church organ chambers. I worked with Dwight on focusing the scope of the organ portion of the roof project, negotiating how and where 2200 organ pipes would be removed, including working with two different organ companies. This took place during the summer, and the organ

remained playable but greatly compromised during that time. Dwight was a stalwart project manager in this multi-disciplinary project, nudging it forward amidst other building projects. In addition to identifying the leaking sources, a plastic secondary layer of protection was added in the attic above the chamber (which was previously walled-off and inaccessible) to redirect any future leaks to a safer area.

I worked with Len Clapis, our “wiring guy,” to move the livestream computer table from its spot in the church to the vesting room, opening up more seating for the choir, and making it look a little more like a church again. We had two quotes for this project, \$6000 and \$500. Electing the lower quote meant that Len ran all the cables through the basement and walls, and I did everything else—marked off which cables did what, researched additional components needed, moved and installed.

Pastoral needs seemed to dominate our thoughts in the fall, and though Todd and Margie very ably bear the most direct role in those, they affect the entire staff. In a parish that is so grounded in worship and music, my own pastoral role is often needed, so a good deal of my time is happily spent with folks in need of prayer or moral support, as well as funeral planning, sometimes far in advance of actual death. These are beautiful visits, and an additional bright spot is the occasional bringing of video excerpts of our choral and organ music to one of our 90+-year-old members who loves it so dearly.

As you have read, none of what happens at St. John’s is possible without a massive organization of volunteerism, financial support, and faith. It is a joy to work, play, and worship among you, and I’m so very grateful.

Respectfully submitted,
Scott Lamlein, director of music

The St. John’s Choir, 2023

St. John’s Choir School: Yingying Xia, *Organ Scholar*; Catherine Emerick, Jx Eikel, *Head Choristers*; Jamie Baker, Dana Crocker, *Prefects*; Eden Baker, Sahara Barrow, Nkosi Barrow, Danielle Branco, Benjamin Clapp, Elsa Ciscel, Jayden Donnelly, Mason Donnelly, Bobby Eikel, Virginia Eikel, Angie Finkel, Sreesha Kocherla, Livvy Lorenzo, Bea Patten, Blythe Peck, Juliette Peck, James Reardon, Jonah Richardson, Alice Yelland

St. John’s Adult Choir: *Soprano:* Nancy Eaton, Danielle Foint, Emma Evica, Anne Harney, Katherine Reardon, Tema Silk *Alto:* Frisha Hugessen, Ann Hutchinson, Betty Knorr, Mary Beth Lamlein, Harriet Odum, Nancy Skeelee, Abby White *Tenor:* Jamie Baker, Lynn Brooks, Marcos Donnelly, Jayden Donnelly, Michael Mei, Patrick Reardon, Rainerio Reyes, Ram Tysoe, Michael Wells *Bass:* Richard Barstow, Stephan Christiansen, Martin Dodd, Milo Evica, Francis Lamlein, Ben Mabrey, John Nowacki, Tom Oberholtzer, Caleb Peck, Lad Pfeifer

Music at the Red Door

Music at the Red Door, whose goal each season is to provide compelling music to fill the souls of the community and celebrate the power of music to bring people together, is incorporated as a non-profit and keeps its finances separate from those of the church, although it is a ministry of St. John’s. Calendar year 2023 featured the second half of the 2022–2023 season (January through June) and the first half of the 2023–2024 season (September through December). Regular season concerts included Pipes Alive! half-hour organ recitals on the first Sundays of the month, Choral Evensong services the fourth Sundays of some months, and performances by the ensemble-in-residence New World Trio. 2023 also included major events such as the Jazz at the Red Door, Choral Music for the Soul, and a Spring Chamber Music concert. A well-attended and very

successful Kids Community Music Camp was held for one week in August, where children were invited to explore the joys of music at St. John's by learning to sing, play violin, dance, and drum.

The concert series and summer music camp are sustained by generous individual donors, donations from community businesses, grants, and volunteers. Total income for calendar year 2023 came in at \$78,000, which was about 91% of the budget for the year, and 85% of the full year 2022. Grant income came in at 89% of the budget, but would have equaled the budget with a \$5,000 grant that was received in 2023 but booked in early January 2024. Donations, including event income, were at about 95% of full year budget. Expenses were at 93% of full year budget, with artist fees at 84% of budget for the year due to a budgeted commissioned choral piece that was deferred to 2024. Publicity came in slightly ahead of budget, and grant writing costs were below budget as a new grant writer came on board during the year. Finally, a donation from Music at the Red Door to St. John's to help cover administrative overhead was increased to \$8,500 in 2023 from \$7,500 in 2022. Overall, the year produced a slight net loss of \$2,000. If the \$5,000 grant booked in January 2024 had been credited to 2023, the year would have shown a \$3,000 net gain. The balance sheet remains strong with sufficient cash to provide a cushion against unexpected revenue or expense performance.

Finally, the board continued to grow with Betsy Chicares and Susan Fay joining us this year. Karan Emerick, who was on the board since the inception of Music at the Red Door in 2011, stepped down as president but will remain as a regular member of the board. Jeff Verney became president. The board wants to extend our deep gratitude to Karan for her exemplary service during her years as president; she truly made a difference!

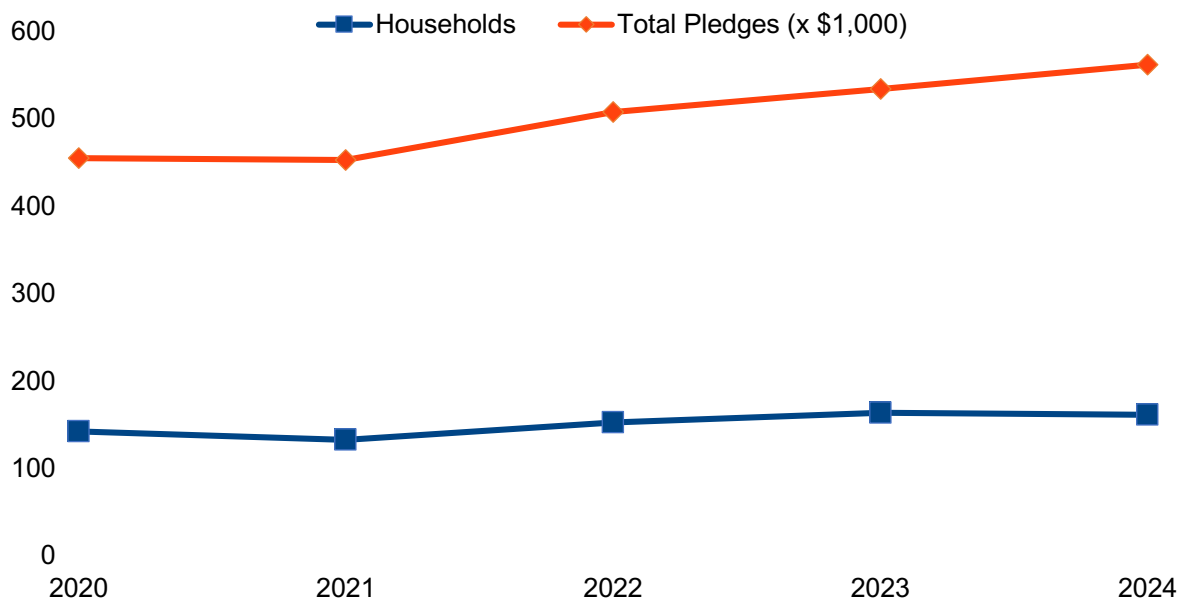
Faithfully submitted,
Jeff Verney, board president

Stewardship

The Stewardship Committee ran a successful campaign for 2024 and was **grateful** for the pledges and contributions of so many parishioners. The committee would also like to acknowledge the faithful involvement of the clergy and staff during the campaign. Below is a summary of the 2024 pledge drive.

As of January, 2024, the campaign has resulted in pledges of \$561,797 for 2024, which is up more than 5.2% from last year's campaign. Pledges were received from 162 pledging households, which is right about the same number as last year despite 25 new pledging households in 2024. These new pledges accounted for \$55,108. In addition, 46 pledges were increased over last year, which accounted for an additional \$31,029. The average pledge was \$3,468, which increased almost \$200 over last year.

Below is a graph showing the five-year trends in number of pledging households and total pledge dollars.



The significant success of this year's campaign is a direct result of the vibrant community that is St. John's Church, and the hard work of our clergy, staff, and parish leadership. This level of pledging also highlights our shared faith and your commitment to the vibrancy of our parish. Success in the annual giving campaign means that St. John's can broaden and grow our ministries both within our parish and outside our red doors.

So many of you were involved in our stewardship activities this year. Thanks to those who helped us put together the newsletters and contributed content and developed links, especially Ellen and Peggy in the office, along with Todd, Margie, Scott, our treasurers, Anne Harney and David McCary, and our wardens, Ginger Gillespie and Stewart Murchie. Thanks to Buffy Ineson, Stacey Samuel, Bill Peele, Linda Schatz, and Jenn Hill, who shared their faith with you by speaking and contributing to our newsletters. We also revived the chili cook-off as part of the campaign this fall. Thanks to Stewart and Leah Murchie for organizing that event, and to all the chili and cornbread makers.

Thanks to all of you who wrote note cards to fellow parishioners. The note card ministry is such an important way of sharing what St. John's means to each of us. Special thanks again to David McCary for the note card photographs and designs. Thanks to those of you who brought your friends to church and welcomed newcomers. Furthermore, a huge thank you to our wonderful Stewardship Committee: June Aziz, Eleanor Barnes, Kim Byrd, Susan Clemow, Colin Gillespie, and the late Marnie Mueller, plus the treasurers, wardens, and clergy.

Finally, thanks to each one of you for giving generously to St. John's Church!

Faithfully submitted,
Matt Ciscel and Laura Roche, co-chairs

Investment Committee

2023 proved to be a very positive year for investors and a welcome contrast to 2022. Bolstered by the combination of a resilient economy, reduced inflation, the advancement of “AI” (artificial intelligence), and the anticipated end to the Federal Reserve’s interest rate hikes, stocks and bonds did very well. U.S. stocks were up 26% in 2023, international stocks up nearly 16% and high-quality bonds returned 5.5%. The only asset class that showed a negative return in 2023 was commodities.

The endowment fund benefited from the strong market. Assets finished the year above \$7 million (\$7.075 million). Investments returned 15.7% and added over \$977,000 in investment gains.

We have been working with our advisors, Fiducient Advisors, since early 2020, and continue to be pleased with their results and adherence to a robust governance process. The mission of our committee, as entrusted by the vestry, is to select an independent investment advisor to manage our funds and then to measure our actual results to standards set in our investment policy statement. We meet at least two times a year with Fiducient to do this review.

At current levels, the endowment supports about 1/3 of the church budget. We have performed relatively well during the severe 2020 market crash and the painful selloff in 2022, and have since recovered well. Since March 2020, our average annual return on the endowment has equaled 8% per year, even considering those difficult years.

As part of the governance process, Fiducient provides the committee with an annual spending analysis that helps guide our expectations and set reasonable spending levels to help the church operate. You can help us in this endeavor by remembering St. John’s in your will, if you are able. Episcopalians have a rich tradition of generous giving. During the first 100 years of St. John’s, our predecessors funded the endowment with their generous giving, and with your help, we will do the same for the next 100 years.

While we were very pleased with 2023 results, we continue to be vigilant and recognize that many challenges still lie ahead. As such, as we enter 2024, we will look to prudently prepare the portfolio for resiliency. We will continue to work closely with our advisors to be good stewards of the endowed assets.

It is my privilege to provide this report on the behalf of the full Investment Committee.

Faithfully submitted,
David Grimaldi, chair

Committee Members: Jack Barnes, Chris Byrd, Stephan Christiansen, Stewart Murchie, Hal Rives, John Roche, Alex Vance

Treasurers' Report

2023 was again a positive financial year for St. John's, in that income exceeded the budgeted forecast by almost \$33,000, and our expenses came in under budget by approximately \$11,000. This is primarily due to your financial support, along with your contributions of time and talents in myriad ways. We should also give kudos to our staff for their diligence in tight expense control wherever possible.

St. John's Church
ANNUAL RECEIPTS AND DISBURSEMENTS
As of December 31, 2023

	<u>2023 Budget</u>	<u>2023 Actual</u>	<u>Over(Under)</u>
<u>Income:</u>			
Pledge receipts	\$ 506,350	532,103	25,753
Rental income	53,500	60,080	6,580
Fundraising	16,000	20,649	4,649
Other income	107,500	103,456	(4,044)
Total Income	\$ 683,350	\$ 716,288	32,938
<u>Expenses:</u>			
Staff expenses	\$ 660,579.00	661,403	824
Plant operations	231,080	222,700	(8,380)
General & Administrative	49,350	47,930	(1,420)
Parish programs	24,400	24,989	589
Outreach programs	31,000	28,107	(2,893)
Diocese expenses	88,631	88,631	-
Total expenses	\$ 1,085,040	\$ 1,073,760	(11,280)
Net Income (Loss)	<u>(401,690)</u>	<u>(357,472)</u>	44,218

Receipts

Pledges for 2023 totaled \$533,000. Of those pledges, we received \$524,218, for a 98.4% fulfillment rate. This matched the fulfillment rate in 2022, which, at that time, had surpassed our historic fulfillment rate of 95%. Our two main fundraisers during the year—the Spring Fling and Food Auction in April, and the Christmas Festival in December—were a huge success, bringing in \$4,562 more than budgeted. The majority of our Third-Party Rental income (\$48,000) is received from renting parking spaces during the week. Thank you all for your continued support during this challenging time!

Expenses

There was one major category in which expenses were significantly under budget, and that was Heat and Electricity. This may have been due to some aggressive budgeting and/or milder temperatures, and can also be attributed to the ongoing diligence of the staff and clergy to control usage in these areas. All other expense categories showed minor variances that offset each other. Certain expense items are beyond our control, such as the annual mission support contribution to the Episcopal Church in Connecticut (ECCT), and liability and health insurance premiums, which are set by the ECCT.

Net Shortfall

Your continued support and the revenue and cost savings measures mentioned above resulted in a net shortfall of (\$357,473), which is \$44,217 less than budget. We normally fund this shortfall by drawing from the endowment. For 2023 we made several endowment draws totalling \$285,000 to help fund this shortfall. You'll note that the cash amount drawn from the endowment is less than the budgeted shortfall, for several reasons. Within the budget for Plant Operations, we include non-cash allowances for depreciation and long-term capital maintenance, totalling \$58,000. The timing of our cash flow needs also dictate how much we draw from the endowment and when.

Summary

The 2023 budget continued the pattern of investment in the future of St. John's. We are blessed with the continued support of our faithful members—both new and old—who time and again have stepped up to the plate to keep St. John's a vibrant place of worship and community, as well as a sacred place of solace and comfort in a very uncertain world. Likewise, we are blessed to have committed and faithful staff, and the leadership of our wardens and vestry.

2024 Budget / Spending Plan

Highlights of the budget process/spending plan for 2024 include the following:

Receipts (budgeted to be down \$18,800 to \$697,500 from 2023 actual):

- Pledges from our church community continue to grow as we grow our church family. As of this writing, total pledges for 2024 are more than \$560,000, and we have budgeted to receive \$539,000 from those pledges—an increase of \$6,900 from 2023.
- The budgeted amount for non-pledge gifts is down \$21,400 to \$53,500, as this line item fluctuates from year to year.
- With a strong stock market in 2023, our well-managed endowment ended 2023 at more than \$7 million. A healthy endowment helps support the income side of our budget.

Expenses (budgeted to be up \$47,300 to \$1,121,000 from 2023 actual):

- Staff compensation will be up \$42,400 from 2023, to \$703,800. This budget brings staff pay into proper alignment with the market and with recent inflation. St. John's clergy and staff received relatively nominal raises the last few years (including all of the "Covid years"), while at the same time they exhibited flexibility, creativity, and diligence to keep the parish running smoothly. This year, the vestry created a compensation study group that, after diligent research, determined fair compensation levels for each of our excellent staff members. The resulting total staff increase of 6.4% is similar to recent inflation rates, so this increase keeps their purchasing power similar to years past. Through your generosity, and the blessing of our endowment, we are now able to recognize our staff's hard work with a well-deserved increase in their compensation, which includes both cost-of-living adjustments and structural salary increases for particular positions.
- Plant Operations, the second biggest expense, is planned to be up \$10,800 to \$233,500 in 2024, as our 30+ year old heating and air conditioning (HVAC) system continues to need significant spending. We're hoping to install a new HVAC system that is environmentally superior as well as less costly to operate, so this expense may go down significantly in future years.

Net Shortfall (budgeted to be up \$66,100 to \$423,500 from 2023 actual)

- As explained in the previous section of this report, the budgeted net shortfall includes some non-cash line items under Plant Operations, and the actual amount of cash drawn from the endowment to cover the budget shortfall tends to be considerably less than the budgeted shortfall amount due to cash flow timing and other factors.

Endowment (draw expected to be up to 5.1% from 4.2% in 2023 after adjusting for non-cash items)

- Our endowment has averaged more than \$7 million for the past three years.
- While a budgeted draw of 5.1% is slightly above our 5% target, and well above our preferred 4% draw rate, this percentage should improve in the years to come with our growing faith community, an improved heating and air conditioning system, and a well-managed endowment.
- For the past several years, our actual cash endowment draw amount has been at or below 4%. As explained elsewhere in this report, the actual amount of cash drawn from the endowment to cover operating expenses in 2023 (and several years prior) was lower than the budgeted shortfall due to non-cash items being included in the budget along with cashflow timing issues (for example, some pledge payments arrive in November and December prior to the budget year).

	2023	2023	2024
Income	Budget	Actual	Budget
Operating Income			
Pledge Receipts	\$506,350	\$532,103	\$539,000
Donor-Advised Funds	\$1,000	\$195	\$500
Other Contributions	\$73,500	\$74,867	\$53,500
Third Party Rentals	\$53,500	\$60,080	\$57,000
Fundraising Income	\$16,000	\$20,649	\$17,500
Other Receipts	\$33,000	\$28,394	\$30,000
Total Operating Income	\$683,350	\$716,287	\$697,500
Expense			
Total Staff Expenses	\$660,579	\$661,403	\$703,767
Total Plant Operations	\$231,080	\$222,700	\$233,480
Total G&A Expenses	\$49,350	\$47,930	\$50,750
Total Parish Programs	\$24,400	\$24,989	\$19,550
Total Outreach Programs	\$31,000	\$28,107	\$31,000
Total Diocese Expenses	\$88,631	\$88,631	\$82,500
Total Expense	\$1,085,040	\$1,073,760	\$1,121,047
Net Income (Loss)	-\$401,690	-\$357,473	-\$423,547
Adjust Total Expense down to exclude non-cash items		-\$297,473	-\$363,547
Endowment 3-yr Average Balance		\$7,117,279	
Expected draw on average Endowment per budget		5.0%	6.0%
Expected draw if back out non-cash budget items		4.2%	5.1%
Actual Draw of \$285,000 in 2023*		4.0%	
* favorable because of early pledge receipts timing			

Summary

The last few years have been challenging financially, but our clergy, staff, vestry and most important, you the parishioners, have remained committed to the stability and growth of St. John's. Your continued financial support, a culture of fiscal responsibility and prudence, and a well-managed endowment have provided us the resources and stable financial position to invest in the people and programs that are our future. The vestry has approved a budget that allows us to continue to invest in our future and the mission Christ has given to all of us.

Faithfully submitted.

Anne Harney & David McCary, treasurers

The 1841 Legacy Society (Planned Giving)

The mission of the Planned Giving committee is to help our parishioners, as they are able, to leave a lasting legacy to St. John's Church by remembering the church in their estate planning. These gifts go a long way in helping the church reach its many missions serving both our members and the community at large. Anyone who informs the church that they have included St. John's in their estate planning becomes a member of the 1841 Legacy Society.

To those of you who have already made provisions in your estate planning, we thank you. If you are thinking about it, we have prepared a brochure to help you get started. Brochures are available from the information cart in Hubbard Hall, or you may also call the office and we will be glad to mail the information to you. The members of the committee wish to thank Kim and Chris Byrd for their testimonial in the brochure as to why they recognize the importance of planned giving to St. John's.

Todd, Margie, and the Planned Giving Committee are available to speak to you if you have any questions. We can also provide your financial advisors with the information they need to complete your documents. We would also love to add you to the 1841 Legacy Society. The only requirement is that you inform us of your intention to include St. John's in your estate planning.

Listed below are the current members of the 1841 Legacy Society, to whom we are very grateful for their generosity to St. John's. **Please contact the office to let us know if you have included St. John's in your estate plans so we can add you to the membership!**

The 1841 Legacy Society

Beverley Baker	Beth & Joel Grieco	Joe Pace
David Booth Beers	Carrie & Jonathan Hammond	Ginny & Mark Proft
Jenefer Berall	Bette-Jane Hardersen	Laura & John Roche
Kim & Chris Byrd	Susie & Ross Hatch	Jim Sharp
Buffy Cech	Priscilla Hexter	Pat & Alex Vance
Susan & Brian Clemow	Buffy & John Ineson	Virginia Van Dyk & John
Helen Cooke	Dianne Jones	Wilcox
Christine Doty	Lisa & Mike Mahoney	Lyn Walker
Ginny & Rich Flinchbaugh	Dan Minster	Audrey Walker
Ellen & Ben Flynn	Julia & Jim O'Brien	Wes Winterbottom

Respectfully submitted,

Karen Licht, David Grimaldi, Kim Byrd and Dan Minster, Planned Giving committee members

Layreaders

The layreader ministry continued its growth in 2023 as one of the key ministries at St. John's. The layreaders read the lectionary scriptures on Sunday, lead the Prayers of the People, and act as a chalice bearer during Holy Eucharist. They are also scheduled for special services at Christmas, Ash Wednesday, Holy Week, and Easter. Occasionally, they are also needed to read at a funeral or wedding held at St. John's.

In 2023, the much-awaited layreader training was conducted on Oct 1st after the 10:30 am service. The objective of the training was to explain the role of a layreader at St. John's and how to be a good layreader. Training material was prepared that detailed the instructions for the layreaders who read at the 8:00 am and 10:30 am services. The training program was promoted in the weekly bulletins and newsletters, and announcements were made in the church. The training session had a very good turnout resulting in nine new layreaders signing up to read! It was truly a blessing to welcome them into the team. The training was very interactive with Todd and Margie available to answer questions from the attendees and overall, the training was well-received.

The entire team is looking forward to another great year of reading and being of service to St. John's.

Faithfully submitted,
Jyothsna Diaz, chair

Altar Guild

This year has been a busy and joyful year, celebrating in our beautiful church and in the cloister garden. We welcomed three new members to our lively group, Matteo Donnelly, Eti Akpan, and Jo-Ann Sadosky.

The Altar Guild is a group of men and women of St. John's who are called to serve God by preparing the altar for worship and tending to the decoration of the church for each season of the church calendar. We perform our duties with great care and pride, making the church a beautiful place to worship. We look after the linens, silver, brass, and flowers, and make sure the clergy have all they need for each service.

Membership is open to all parishioners, and new members are welcome and encouraged. Our membership as of January 2024 is 10 people.

Services

The Altar Guild set up and takes down for all Holy Eucharist services on Sundays and holidays. They also help with all baptisms, weddings, and funerals.

Other Duties

- Clean and polish all silver and brass used for the services.
- Wash and iron all linens used for services. Many thanks to Bette-Jane Hardersen for her attention to this task.

Many thanks to Ellen for coordinating and ordering supplies such as candles, wine, and wafers.

A special thank you to Mary Beth Lamlein for her help with the altar flowers.

Respectfully submitted,
Buffy Ineson, chair

Altar Guild members: June Aziz, Eti Akpan, Matteo Donnelly, Kate Eikel, Bill Lockery,, Barbara Roos, Jo-Ann Sadosky, Carol Sonne, Brenda Zanta

Acolytes

Once again, we held an acolyte training in the fall and welcomed a number of new acolytes to this ministry. Because so many of our current acolytes also sing in the Choir School, we started scheduling Choir School members to acolyte even on some Sundays when they are also singing. This requires some juggling on their part (they process as acolytes and help with the Gospel reading, but are unable to help with preparing for communion, because they are singing at that time!). We are grateful for their and their families' flexibility and willingness to make it all work. We are also grateful to our head acolytes for their leadership and assistance at special services. Acolyting is open to children and youth in 4th grade and above. Please let Margie or Ellen know if you/your child are interested. There will be another training in the fall of 2024.

Head Acolytes: Jamie Baker, Elise Biondi, Dorian Ciscel, Bradley Crocker, Caleb Worrell

Acolytes: Eden Baker, Danielle Branco, Jayden Donnelly, Mason Donnelly, Jx Eikel, Virginia Eikel, Bobby Eikel, Atticus Finkell, Alison Mani, Brielle Worrell

Ushers

The St. John's usher ministry is a welcoming ministry. We are often the first face a potential new parishioner sees, and we are the reassuring friendly familiar face greeting our regular attendees. We check with the clergy to see if there are any variations in the service and help to identify new people, or those looking for more information or directions. You will see us in the aisles assisting during the offering and communion. You might not know that we also count and secure the offering and do a quick cleanup (those left behind bulletins...) and neatening of the sanctuary after the service.

Our usher group consists of four teams of six or seven people who serve once a month, and our set schedule allows our members to plan ahead, especially as some ushers are members of other Sunday ministries. Our team leaders are me, Matt Ciscel, Annabel Clapp, and Julia O'Brien. We have added several new members each year, and especially encourage newcomers to try out this ministry. Ushering is a wonderful way to meet people. Being on a team provides a sense of belonging to a group, and it's nice to get to know one another while serving. Ushers also volunteer to serve at holiday services, the occasional event, and funerals.

This year we added Don Polk as co-head usher, as his consistent presence is a blessing when questions or issues arise. Just like last year: We **started** the year with 28 ushers, and with people moving and retiring from our group and several new volunteers, we also **ended** the year with 28 ushers. We are always looking to add to our ministry! Ushering is a great job for new St John's members, you generally serve only once a month, and it's a nice way to meet other parishioners. Join us!

Faithfully Submitted,

Laura Dake Roche, head usher

2023-2024 Ushers: Eleanor Barnes, Jo Anne Burgh, Matt Ciscel, Annabel Clapp, Kenneth Cortavarria, Steve Crocker, Carlos Diaz, Robert Eikel, Geoff Emerick, Gregg Finkell, Ellen Flynn, Jeff Gostyla, David Grimaldi, Bette-Jane Hardersen, Mary Honyotski, Donielle Joslyn, Karen Licht, Dan Minster, Stewart Murchie, Enid Oberholtzer, Julia O'Brien, Don Polk, Laura Roche, John Roche, Pia Santomauro, Virginia Van Dyk, Erika Weinstock, Wes Winterbottom

Healing Prayers Ministry

"Those who pray for healing learn to expect that God will work, but often in utterly surprising ways. In healing prayer, we have indeed learned to expect the unexpected." Tilda Norberg and Robert D. Webber

Over the past year the Healing Prayers ministry has continued to offer prayers after communion at the 10:30 service year-round. This low-key ministry provides yet one more, very personal way in which we can help each other through prayer connect with God ... during times of sorrow and during times of joy. Since it is God who does all the healing, it is not necessary to share much detail when asking for prayers ... God already knows. It is a common feeling of Healing Prayers team members that this ministry is among the most rewarding parts of their spiritual journey.

Plans for St. John's Healing Prayer ministries during 2024 include continuing to provide prayers after communion, providing training for members of our faith community who may be interested in finding out about praying with others and joining the team, and providing spiritual development and support for Healing Prayers Ministry team members.

If you would like to find out more about becoming a Healing Prayers Minister, please contact any of the members of the team, Todd, or Margie.

Faithfully submitted,

Wesley Winterbottom, chair

Healing prayer ministers: Chris Byrd, Annabel Clapp, Ginger Gillespie, David Grimaldi, Sarah Kieffer, Karen Licht, Enid Oberholtzer, Wes Winterbottom

Communications

This year, we completed a complete redesign of the parish web site for the first time since 2017. The new design features beautiful photos that capture this dynamic community, most of them taken by talented parishioners David McCary and Ginny Kemp, who graciously provide us with a regular infusion of new photos. The web site is designed primarily as an "outward facing" ministry — that is, it is meant to provide newcomers or those who are "church shopping" with an accurate and compelling picture of St. John's. That said, it can also be useful for parishioners. On the web site, you can find information about upcoming events, a link to our complete church calendar, livestream links and bulletins for Sunday and special worship services, and a direct link to Realm, our member management software.

Speaking of Realm...2023 was the first full year that we used Realm to manage member records, pledges, giving, and more. Realm is a wonderful tool and if you haven't yet tried it out, please do! By setting up login credentials in Realm, you can update your own membership profile with accurate information and a current photo, make a pledge, set up one-time or recurring pledge payments or gifts, see a complete record of your giving, access an online directory, register and pay for events, and communicate with your ministry groups. All of this can be done on a computer or with the Realm Connect smartphone app. Try it out, and contact me if you have questions about setting up your login or using the software.

The major ways that we communicate with the parish and our community are through the Sunday bulletin (think of it as a weekly printed newsletter), our weekly e-newsletters sent on Thursdays and Sundays, social media, outdoor signage in front of the church and on the town green, and occasional paid ads for holiday services. By engaging with as many of these communication tools as possible, you'll always know what's happening at St. John's! Please help us spread the word by sharing our social media posts or inviting a friend to a special event.

Respectfully submitted,

Ellen Painter Dollar, director of operations and communications

Community Service: Helping our neighbors through action

St. John's Community Service ministry is vibrant and active. Our key focus areas include: food, housing/basic needs, and literacy. We remain committed to sharing our parish resources with community organizations that provide hands-on help to our neighbors in need in the Greater Hartford area.

Our committee is OPEN TO ALL. We welcome your ideas and your helping hands. Please join us for monthly meetings in Hubbard Hall from 8:45AM – 9:30AM on Sunday mornings (see the weekly e-news and social media posts for 2024 meeting dates). Thank you for continuing to generously support these life-changing programs!

Administering outreach with a budget of **\$31,000** AND volunteer hands we work with:

Loaves & Fishes Ministries <http://www.loavesfishesministries.org/>

Contact people: Rachel Boccio, Robert/Kate Eikel, Angela Allen-Peck, Eleanor Barnes, John Swift

Involving parishioners of all ages, we prepare 200 sandwiches/snacks each month and make and serve a hot meal at Immanuel Congregational Church on the 2nd Wednesday of each month.



Journey Home/A Hand Up <https://journeyhomect.org/>

Contact person: Mary Honyotski

Provide furnishings for a client family and help to end homelessness.



We also support life-long learning and literacy in partnership with:

Trinity Academy <https://www.trinityday.org/> **Contact:** Laura Roche

Grace Academy <https://www.graceacademyhartford.org/> **Contact:** Stacey Samuel

Covenant Preparatory School <https://www.covenantprep.org/>) Contacts: Robert Eikel & Molly Cooper
 West Hartford Continuing Education <https://www.whlifelearn.org/Adult-Enrichment/> Contact: Lisa Mahoney



(Pictured above: Students at Trinity Academy; Grace Academy; Covenant Prep; and Adult Education)

Other volunteer efforts:

- Blessing Bags for neighbors and non-perishable food collections for West Hartford Food Pantry.
- Abraham's Welcome – year-round little food pantry in front of St. John's
- Christmas joy for 60 families in Hartford Healthcare's Stronger Families, Stronger Futures (SF2) Network with over \$4,600 in gift cards

Respectfully submitted by the 2023 Community Service Committee: Angela Allen-Peck, Rachel Boccio, Eleanor Barnes, Lissie Brooks, Elijah Clapp, Molly Cooper, Robert Eikel, Mary Honyotski, Lisa Mahoney, Lauren Mascola, Laura Roche, Stacey Samuel, John Swif, Virginia Van Dyk, and Kim Walton

St. John's Community Partnership Program for English Language Learners

St. John's provides both funding and space for ESOL classes and citizenship classes held at St. John's year-round, taught and administered by the Town of West Hartford. Because the program is funded by St. John's rather than by the town, classes are open to residents of any town in the Greater Hartford area.

The 2023 calendar year, parts of both FY 23 and 24 for the West Hartford school system, included very successful experiences for both students and staff. Classes held were as follows: Winter/Spring - beginner and intermediate morning classes and an evening advanced class; Summer - three sessions, two morning and one evening, all generally beginner and lower intermediate levels, and a citizenship tutorial; Fall- morning beginner and intermediate levels and one advanced in the evening. Participation totals were the following: Winter/Spring - 23, Summer - 43, Fall – 31, total 97.

A major change was the extension of the hours for morning and intermediate classes during the fall. Classes now meet three times per week for 2.5 hours per class for a total of 7.5 hours instead of 4 hours per week. Attendance has been very satisfactory with some students receiving over 80 hours of instruction in one semester. Corresponding to the increased exposure to English and practice, CASAS test scores showed substantial gains in listening skills. This provides us with a potential model to expand upon in the future.

In order to get more insights into the class experiences, I asked the teachers to develop a short summary of their experiences this fall. Below are summaries from the Low Beginner, Intermediate and Advanced classes taught by Andrea Igdalsky, Jamia Hackel, and Joe Viola.

We again plan for a summer program with three classes (subsidized by St John's). All classes at St. John's are open to students from any of the surrounding towns. Thank you very much for your continued support.

Respectfully submitted,
Andy Tyskiewicz, program coordinator, Town of West Hartford

Summary of Beginner ESL/Literacy Class, Fall Semester 2023 at St. John's Church

- Class meets Tuesday/Wednesday/Thursdays 9:30am to noon
- Seven students from Afghanistan, China, Peru and Brazil
- Themes covered included: Basic literacy skills, letter identification and sounds, SIGHT words, reading writing simple sentences and paragraphs, understanding and answering questions about self and family.
- School, time, shopping, food, health, community, work

The group quickly became a welcoming and supportive COMMUNITY, with each student encouraging the others. Some students came from countries with different alphabets, even reading left to right. It took time and patience on everyone's part. The literacy component made good use of the 7.5 hours spread over three mornings each week. Students took it upon themselves to help their classmates "catch up" when they came back from a familial or work-related absence. I am so proud of my students and all they have accomplished!

Andrea Igdalsky

Summary of Intermediate Class, Fall Semester 2023 at St. John's Church

This intermediate ESL class had 7 students who came regularly. They were from the following countries: China, South Korea, Brazil, Dominican Republic, Columbia, and Peru. We met three mornings a week: Tuesday, Wednesday, and Friday from 9:30 a.m. – 12:00 p.m. We covered several important themes: Personal Information, Education, Getting a Job, Money Matters, Health, and In the Workplace. The grammar associated with these themes included present, past and future tenses, gerunds and infinitives, quantifiers, and adjectives. In addition to using the web platform "Burlington English," I introduced practice activities from the website "All Things Topics" as well as popular songs that incorporated the grammar being taught. The students got along extremely well with each other and there were valuable cultural exchanges which created an atmosphere of collaborative learning and congeniality. One of the students secured a job during the program in his desired field (CNA), and also got accepted to Capital Community College. They improved significantly; and this was partly a result of the extended learning format which increased the instructional hours from 4

hours a week to 7.5 hours a week. Most of the students plan to return for the spring semester, except the young man who got a job and one student with health problems.

Jamia Hackel

Summary of Advanced Class, Fall Semester 2023 at St. John's

Our students in Advanced ESOL this fall semester 2023 were from China, Brazil, Peru, France, and Ukraine. Many live nearby on the Farmington Ave. corridor. Some are working professionals (teacher, pharmacist), while others are stay at home parents. Some are in the process of adjusting to new living arrangements and/or job situations. Classes consisted of vocabulary building through challenging reading assignments as well as grammar study. Our class also attended a Hartford Symphony concert on December 16, 2023. This was a great community building experience for our students.

Joe Viola.

Spring Fling and Food Auction

The Spring Fling occurred on Friday, April 28. This has become an annual tradition of a live auction and silent auction, all centered around food donated by parishioners. This year we had a wine pull and some "tasty takeaways" available for purchase at a set price to take home the evening of the event. It is also a social and community-building event, and many commented afterwards how many people they'd met. Approximately 80 people attended, many of whom were relatively new. The event raised \$11,073. Many thanks to a wonderful committee – many of whom volunteered for the first time.

2023 Spring Fling Committee: Pia Mara Santomauro, Rachel Boccio, Lauren Mascola, Amy FitzGerald, Ginger Gillespie, Lissie Brooks, Erica Weinstock, Marcos Donnelly, Rosa Guzzo, Barbara Roos, Geoff Emerick, Laura Roche...and many who volunteered the night of event.

Respectfully submitted,

Julia O'Brien and Virginia Van Dyk, co-chairs

Christmas Festival

The St. John's Christmas Festival was held on Saturday, December 2, and many parishioners and neighbors supported this ever-popular event. Once again, the cloistered hallway was filled with a delightful range of tastefully decorated evergreen wreaths. Inside Hubbard Hall, the Country Kitchen Bake sale did a great trade selling cakes, cookies, jams, and pies. The beautifully presented Raffle Baskets understandably commanded a high level of interest, as did the second annual St. John's tree ornament, an image from the baptismal font window of Mary adoring the infant Jesus in the crib. The ornaments were sold out by the 10:30 service the next day! Listening to feedback received after the previous Christmas Festival, we reopened a full-service Christmas Cafe, selling grilled cheese and soups, alongside snacks and beverages. Frozen quarts of homemade soups were for sale. The choirs sang Christmas songs to seal the festive feel! There seemed to be genuine enthusiasm for this event on the day, and feedback was almost universally positive. Many thanks to the amazing, creative and tenacious section coordinators and to the many parishioners who volunteered their time on the day to help out.

Stories from 'behind the scenes' are not usually written in a report, but it is worth sharing on this platform that securing wreaths from a wholesaler in the sizes and quantities we needed, and at a reasonable price point, was incredibly difficult this year. A lot of effort went into finally getting the wreaths we needed. This is likely to be something we will continue to struggle with each year, as big box stores and major chains are reportedly

buying up the majority of wreaths available. Many folks come to the Christmas Festival actively looking to buy a wreath and stay to enjoy what else the festival has to offer. Without (possibly) having wreaths to sell, I wonder if the Christmas Festival may morph into a different type of event?

The 2023 Silent Auction showcased another great selection of services and items, including a gorgeous handmade quilt displayed on the day of the Festival. The Silent Auction raised \$3,850, for a grand total of more than \$10,000 raised via the Christmas Festival.

It has been an honor and privilege for me to coordinate the Christmas Festival, either with a co-chair, or on my own, for many years now. I could not have asked for a better way to immerse myself in the St. John's community and to meet new people and build new relationships. I have genuinely derived pleasure and fulfillment from serving St. John's in this capacity. I affectionately call the Christmas Festival my "labor of love." However, now I am ready to pass coordinating the Christmas Festival baton into new hands. I will share my knowledge and insight with anyone willing to take on the role.

Respectfully submitted,

Annabel Clapp, Christmas Festival chair 2023

House Committee

Mission

The House Committee is dedicated to the maintenance and enhancement of St. John's Episcopal Church of West Hartford and its buildings and property. This committee plans for long-term maintenance, including the negotiation and management of contracts for any major repairs and enhancements approved by the vestry, and with suggestions submitted by parishioners.

Membership

The House Committee Membership for 2023 was Stephen Crocker (chair), Dwight Latif, Buffy Ineson, Jenn Baker, Mark Proft, Matt Hart, and John Roche. Committee meetings in 2024 are expected to continue to take place monthly, most often on Wednesday evenings. These are scheduled at the mutual convenience of membership and to coordinate timing with visiting presenters. All meetings are open to parishioners.

2023 Accomplishments

Over the past calendar year, the House Committee has been busy attending to numerous issues (many expected) to sustain St. John's in a functional, working order. Projects that the House Committee oversaw this past year included both smaller maintenance project and larger concerns.

There were numerous smaller projects. An example of these types of projects, often not noticed, was repair of the window curtains in Hubbard Hall so that they once again hang properly and close as they should. The livestreaming system was moved out of the Nave and into the Vesting Room, and an old and broken patio door was replaced in the sexton's house for safety. The committee also had new trees and bushes planted around the property to replace fallen and dead ones, had new posts and signage installed for driveway safety, had the exterior doors restained and painted (including the main red doors), and attended to minor maintenance issues, such as fence repairs and repairs to the railings near the ramped back entrance.

Larger projects were twofold. First, and perhaps most obvious during and after a heavy rain, there are the ongoing issues with the *leaking slate roof*. From the risk posed by falling slates to chronic leaks, the slate roof has presented an expensive and ongoing maintenance and upkeep issue. To address known leaks in building areas covered by flat roofs, several flat roof sections were replaced, including the top of the bell tower. Leaks from these areas resulted in additional work to clean stone walls inside the church. One of the chambers

housing a large number of organ pipes was also affected by leaks. Once the roof above the chamber was repaired, a new door into the organ chamber was installed to replace an old rotting one from chronic water damage. Ceiling and wall damage was also addressed to repair water damage in a back stairwell.

The second large project undertaken by the House Committee in 2023, which will remain a primary initiative in 2024, involves the *HVAC system*, which is past its expected lifespan. This past summer, the HVAC project's scope was expanded, and an HVAC finance committee was formed to explore how we might pay for this long-term project. Working with the wardens and the HVAC finance committee, the House Committee participated in several public faith forums to provide the congregation with background and salient information on this upcoming HVAC project. An RFP (request for proposals) was posted in December 2023, and multiple bids have been received. The House Committee will continue to work with the HVAC finance committee and parish leadership to resolve the way forward for HVAC.

Financial Results

I am pleased to report that we finished 2023 about 4.5% below budget with our total plant operations expenditures of \$166,339 (excluding our \$25,000 annual long-term capital maintenance allocation). This figure includes costs for electricity, fuel for heating and HVAC maintenance.

Suggestions

The committee welcomes input from all members of the parish. Suggestions may be given to any of the House Committee members or submitted via the church office. Updates to the parish on major capital projects (which for the upcoming year could include HVAC replacement plans) may include town hall style meetings to present findings and recommendations.

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

Respectfully submitted,
Stephen Crocker, chair

2023 Donors

The following people generously supported St. John's mission and ministries by making gifts or pledge payments between 1/1/2023 and 12/31/2023.

Bruce Adams	Robert & Kate Eikel	Sam Kinney & Morgan Hilliard	Marilyn Rockwell
Mia Agosto	Carole Erdman	Betty Knorr	Pieter & Barbara Roos
Silvia Agosto	Linda Evans	Ann Krissinger	Mary Russell
Toby & Manuel Aguiar	Janet Faude	David & Debby Kvam	Susan Sample
Bess Amamoo	Susan Fay & Craig Ahmer	Pamela Lamlein	Stacey & Kelsey Samuel Bannon
Emhart & June Aziz	Martha Fine	Scott & Mary Beth Lamlein	Judy Schaffer
Brad & Janet Babbitt	Todd & Amy FitzGerald	Richard Lammlin	Linda Schatz
Bob & Mary Bainbridge	Rich & Ginny Flinchbaugh	Jim & Cindy Lawler	Stephen Schwartz
Beverley Baker	Ben & Ellen Flynn	Ernestine Lawrence	Marjorie Seiferheld
Margie & Jenn Baker	Danielle Foint	Barbara Lennox	Paul Shaker & Cleveland
Jack & Eleanor Barnes	Nancy Forte	Merrilee Leonhardt	Williams
Richard & Wendy Bartlett	David Gable	Karen Licht	Jim Sharp
David & Marian Beers	Kevin Gabriel	Tom & Wendy Lincoln	Sydney Sherman & Patrick
David Beisler	Edwin & Giselle Genece	Peter & Penelope Lisi	Higelmire
Jenefer Berall	Mark & Margaret Goad	Bill Lockery	Nancy Skeelee
Mike Biondi & Ginny Kemp	Jerry & Emma Goetz	Joel & Teresa Lohr	Spencer & Mary Sloan
Eloise Biscoe	Tim Goetz	Ben Mabrey & Michael Michaud	Susan Sloan
Shirley Bleau	Jeffrey & Heidi Gostyla	Laverne Mahoney	Kirk Smith
Rachel Boccio	Craig & Anne Grant	Michael & Lisa Mahoney	Paul & Jacqueline Smith
Carlos Branco & Allison Tichy	Joel & Beth Grieco	Richard & Madelaine Makin	William & Margaret Smith
Lynn & Lissie Brooks	David Grimaldi	Liz & Andy Marchion	Charles & Carol Sonne
Jo Anne Burgh	Edward Guay	William McBride	Mark & Keely Stater
Chris & Kim Byrd	Liana Guzman & Nicole	David & Tina McCary	Reid Sterrett
Robert Caldwell	Douillet	James & Jo McConaughy	Mary Stoughton
Katharine Carle	Ann Hanlon	Liz McConaughy & George	Christoph & Dale Stretz
Stuart & Lindsey Carlisle	Bette-Jane Hardersen	Giannios	John Swift & Lauren Mascola
Karen Carter	John & Mary Hardy	Patrick Miller	Paul & Susan Murphy Thaxton
Buffy Cech	Anne Harney	Dan Minster	Abraham & Sera Thomas
Betsy & Greg Chicares	Cisalee Harrell	Marie Montas	Bowie Thomas
Stephan & Francine	Jane Harris	Marnie Mueller	Margaret Thomas
Christiansen	Susan Harrison	Stewart & Leah Murchie	Jeffrey & Sharni Tucker
John & Martha Church	Matthew & Kara Hart	Ann Newbury	Erika Ulrich
Matthew & Alina Ciscel	Ross & Susie Hatch	Philip Notopoulos	Bill Uricchio & Katy Hart
Elijah Clapp & Annabel	Randall & Anne Hayes	John Nowacki & Don Polk	Jon Van Kouwenhoven
Trickett-Clapp	Ronald & Patricia Hensley	Tom & Enid Oberholtzer	Alex & Pat Vance
Brian & Susan Clemow	George & Laura Hicks	Jim & Julia O'Brien	Jeff & Pamela Verney
Kate Coley	Ryan & Jenn Hill	Harriet Odum	Erica Waddington
Edith Connolly	Robert & Michelle Hock	Charnley Parr	Gary Wait
Trig Cooley	Bob Hoffman	Caleb Peck & Angela Allen-	Audrey Walker
Molly Cooper	Ann Hutchinson	Peck	Lyn Walker & Tyler Smith
Stephen Crocker & Rosa Guzzo	Douglas & Tita Hyland	Nancy Pedersen	John & Anne Walsh
David Dangremond	Iere Pizza North, Inc.	William & Agnes Peelle	Joan Warner
Carol Davis	John & Buffy Ineson	Todd Pickens	Judy Wawro
David De Celis	Richard Jacques	Kelly Pierre	Erica & George Weinstock
George & Diane Depasquale	Daniel Javor	Amelia Poggi	Michael & Jackie Wells
Dave & Young Hee Derby	Douglas Johnson	Janet Poisson	Ted Whittemore
Lisa DeThomas	Dianne Jones	David & Sandy Pond	Daphne Wilcox
Carlos & Vijaya Jyothsna Diaz	Donielle & Rick Joslyn	Mark & Ginny Proft	John Wilcox & Virginia Van
Pam Dimock	Jacovos Katsipis & Carla Abdo-	Michael & Jillian Puzzo	Dyk
Martin Dodd	Katsipis	Christa Rakich & Janis Milroy	Sherwood & Maggie Willard
Matteo & Marcos Donnelly	John & Beth Kauczka	Bill & Deborah Reardon	Akilah Williams & Komi
Christine Doty	Martha Kayser	Katie & Patrick Reardon	Barrow
Helen Douglas	Bert & Mary Jo Keating	Abi Reilly	Dennis & Jeanne Winkleblack
Joe Duffy	Sarah Kieffer	Rai Reyes	Wes Winterbottom & Beth
Linda Dunakin	Nathan & Brooke Kilelee	Hal Rives & Marki Ware	Rocco
William & Hope Eakins	Jeffrey Kinney & Rebecca	Stephen & Nancy Roberts	Brenda Zanta
Nancy Eaton	Bourret	John & Laura Roche	

St. John's Episcopal Church

A place to discover connections with God and one another in Christ

www.sjparish.net

679 Farmington Avenue, West Hartford, Connecticut 06119

860 523 5201 office@sjparish.net



WORSHIP SCHEDULE

8 a.m. Sunday: Spoken Holy Eucharist

9:30 a.m. Sunday: Christian education for all ages

10:30 a.m. Sunday: Choral Holy Eucharist (also livestreamed)

5 p.m. on the second Sunday of the month (*October – May, no service in December*): Celtic Eucharist in Hubbard Hall

5 p.m. on select fourth Sundays of the month: Choral Evensong

STAFF

The Rev. Todd FitzGerald (todd@sjparish.net)	<i>Priest in Charge</i>
The Rev. Margie Baker (margie@sjparish.net)	<i>Assistant Rector</i>
Scott Lamlein (scott@sjparish.net)	<i>Director of Music</i>
The Rev. Walter McKenney	<i>Deacon</i>
Ellen Painter Dollar (ellen@sjparish.net)	<i>Parish Manager</i>
Dwight Latif (dwight@sjparish.net)	<i>Sexton</i>
Peggy O'Toole (peggy@sjparish.net)	<i>Financial Administrator</i>
Christa Rakich	<i>Organ Artist-in-Residence</i>
Ralph Valentine	<i>Organist and Choirmaster Emeritus</i>

VESTRY

Ginger Gillespie	<i>Warden</i>
Stewart Murchie	<i>Warden</i>
Anne Harney and David McCary	<i>Co-Treasurers</i>

2021–23: Annabel Clapp, Robert Eikel, Julia O'Brien

2022–24: Lissie Brooks, Marcos Donnelly, Rosa Guzzo, Mary Honyotski

2023–25: Angela Allen-Peck, Eleanor Barnes, John Nowacki, Tom Oberholtzer