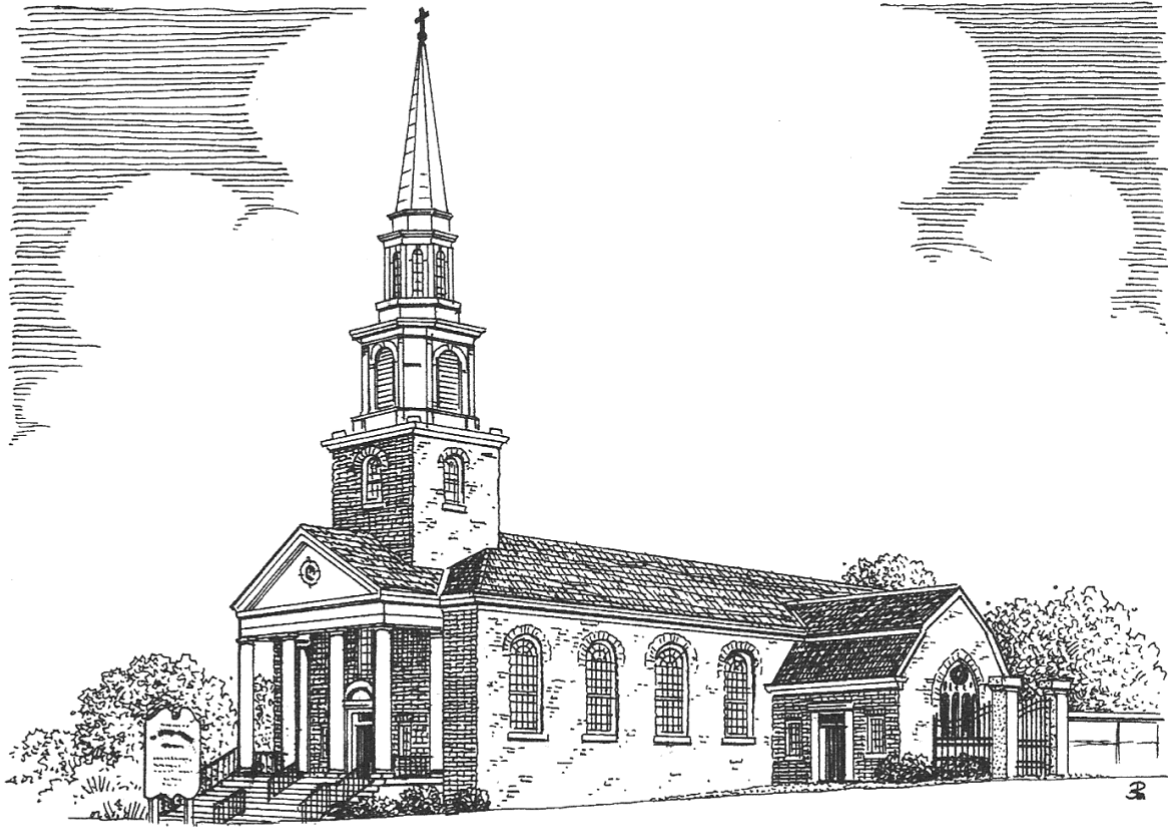




St. Peter's
EPISCOPAL CHURCH WESTON



2022 Annual Report

ANNUAL PARISH MEETING

Sunday, February 5, 2023

Parish Hall

Mission Statement of St. Peter's Episcopal Church, Weston:

*By God's grace, we strive to build a welcoming, joyful community,
transforming lives by serving God in Christ, one another,
and those in need with love and acceptance*

Parish Staff

The Rev. Lynn Campbell, *Rector* (until January 2022)

The Rev. George Stevens, *Interim Rector* (as of March 2022)

Robert DeRegis, *Director of Music*

Cathy Richmond Robinson, *Parish Administrator* (until April 2022)

Emily Linthicum, *Parish Administrator* (as of May 2022)

Maryann Badejo, *Bookkeeper*

Harry Goodale, *Director of Facility*

Mark Dangelo, *Sexton*

Members of The Vestry

Michael Iacono, *Co-Warden*

John Jacobs, *Co-Warden*

Camille Batarek, *Treasurer*

Tom Jackson, *Assistant Treasurer*

Mary Pratt, *Clerk*

Nicole Bartlett

Deborah Boshart

David Glenn

Wink van Ogtrop

Anne Ruggles

WARRANT

All persons who are duly qualified voters of St. Peter's Parish, Weston, Massachusetts, are invited to be present at the ANNUAL MEETING to be held at St. Peter's Church on Sunday, February 5, 2023 following the 10:00 am service for the following purposes:

- 1) To elect to the Vestry a Co-Warden, to serve for a term of one year;
- 2) To elect to the Vestry a Co-Warden, to serve for a term of one year;
- 3) To elect to the Vestry a Treasurer, to serve for a term of one year;
- 4) To elect to the Vestry a Clerk, to serve for a term of one year;
- 5) To elect to the Vestry, a Vestry member, to serve for a term of three years;
- 6) To elect to the Vestry, a Vestry member, to serve for a term of three years;
- 7) To elect a Delegate to Convention, to serve for a term of one year;
- 8) To elect a Delegate to Convention, to serve for a term of one year;
- 9) To elect an Alternate Delegate to Convention, to serve for a term of one year;
- 10) To elect a Nominating Committee Member, to serve for a term of three years.

By order of the Vestry,

Mary K. Pratt

Clerk

ANNUAL MEETING AGENDA

Annual Parish Meeting

St. Peter's Episcopal Church, Weston, MA

Sunday, February 5, 2023

1. Call to Order and Opening Prayer
2. Approval of the Minutes of the February 2022 Annual Meeting
3. Nominating Committee Report and Motion to accept slate of Vestry members, officers, and delegates
4. Rector's Report (as Sermon at 10 AM)
5. Wardens' Report
6. Finance Report
7. Strategic Planning Questions and Answers
8. Appreciations
9. Closing Prayer
10. Adjournment



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2022 ANNUAL MEETING MINUTES

Annual Meeting of the Parish, February 13, 2022

Meeting Start Time: 11:00 AM, meeting held in the Parish Hall

1. Call to Order and Opening Remarks

Ann O'Rourke, Co-Warden, started the meeting with a welcome to everyone, especially the Episcopal Diocesan consultant, the Rev. Martha Hubbard. Ann also gave warm wishes and gratitude to the spiritual leadership The Rev. Lynn Campbell, departing as St. Peter's Church minister earlier this February. Ann O'Rourke also passed around the Parish Book for attendance and a sign-up sheet for future Pastoral Care visitors.

2. Opening Prayer

The Rev. Martha Hubbard offered the following prayer, a *Collect for the Parish* from the Book of Common Prayer, p. 817:

Almighty and ever-living God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. Amen.

3. Comments from the Rev. Martha Hubbard, Regional Canon for Northern and Western Region regarding role of the Interim Rector and other matters

The Rev. Hubbard was introduced by Co-Warden Ann O'Rourke as a transition officer for the East Coast, 3 regions of the Episcopal Diocese, covering 65 churches. She oversees a three-fold process: A). standard search for a new minister - takes 18 months to 2 years; B). Short search process - 9 to 12 months, and C). PIC placement/ Priest In Charge - 3 years. Episcopal Diocese Bishop nominates a Priest In Charge from available candidates. Then our parish determines if the PIC will become our Rector. Rev. Hubbard explained the role of Interim Rector, who can not be a candidate as our next Rector or the Priest in Charge (as Rev. Carol Flett was). This Interim Rector will assist our Parish in taking stock, looking at our past, our relationships with clergy, lessons learned as well as help us with our Strategic Planning Process. The Interim Rector will help us examine the process by which we operate. Rev. Hubbard announced we have called as our new Interim Rector, The Rev. George Stevens, M. Div., joining us on March 1, 2022. He comes highly recommended. He most recently served as Vicar at St. John's Episcopal Church in Beverly Farms, MA from 2018-February 2022. He also served there as Associate Rector from 2006-2010. Previously Rev. Stevens was Rector at St. Mary's Episcopal Church in Newton Lower Falls. He and his family will continue to live in Essex. Prior to his arrival, we will be joined by The Rev. Kate Elledge to lead services and handle pastoral concerns. Rev. Elledge has been a priest for 30 years, the last ten in the Diocese of Massachusetts. For the past two years Rev. Elledge has served as interim priest at Christ Church in Cambridge, MA. The Rev. George Stevens will continue to work with our Episcopal Diocesan Consultant, Elise Brown, our strategic planning committee, and the Vestry to move forward. Parishioners' participation is most welcomed in the process.

4. Approval of the Minutes of the 2020 Annual Meeting

A motion was made to approve the minutes from the 2020 Annual Meeting as presented. The motion was seconded and carried.

5. No Motion made to change St. Peter's Church Bylaws this year.

6. Wardens' Report

Co-Warden Ann O'Rourke presented the Wardens' Report. Early in 2021, The Rev. Lynn Campbell and the Vestry conducted a major Strategic Planning Process-SPP and hired consultant Pastor Elise Brown. These are the steps undertaken for SPP.

- MAP Survey - Missional Assessment Profile. Results taken of the entire congregation from June-July 2021.
- LSI Survey - Leadership Systems Inventory. The Joshua Group results taken from core staff & lay leaders from October 2021.
- Listening Report. Presented to the congregation on November 20, 2021.
- Generosity Indexing Survey. Results gathered by Pastor Elise Brown & Kairos and Associates.
- Community Engagement Report - Live streams of two in-person panels held in the Sanctuary on November 11 & 14, 2021.

Our Strategic Planning Process highlights our strengths and challenges.

Some challenges: parish energy, volunteer vibrancy, structural deficits (pledging levels, membership, property rentals), worship services (need for making our church more visible, advertising & marketing, having connections in our community), supporting our Outreach Committee plans.

Some strengths: fairly united, not factious congregation, top notch music program, dedicated volunteers, and a healthy Endowment which helps us make decisions on where to go next.

Next step is for the SPP consultant Elise Brown and Rev. Stevens to review our Strategic Planning Report. What kind of leadership structure would be best, what programming do we want to follow, and at what investment levels?

Work also needed to identify revenue sources - church building and rectory rentals via commercial rental real estate people.

Ann O'Rourke pointed out great narratives to review in the 2021 Annual Report under Worship Ministries: Altar Guild, Flower Guild, Hospitality, Lay Liturgical Ministry, Music as well as under Parish Life: Outreach, Property, COVID Response, Solar Power Project, Looking Ahead.

7. Finance Report

2021 Financial Summary and 2022 Budget charts and slides provided.

Finance Report presented by Michael Iacono, Co-Warden.

Scott Westvold presented Stewardship results and Steve Peacher presented the Endowment Fund status. Thanks were given to Finance Team efforts of Tom Jackson and Maryann Badejo. Here are highlights from their reports.

- Reserves over \$2 million, increased from last year due to the positive stock market. Stewardship pledge revenues on target. Endowment revenues on the higher side (5.4% increase) due to strong investment activity, better balance of stock portfolio and asset allocations. Reported the church's financial condition of having revenues in excess and overall expenses down. Although the 2021 operating deficit was \$20K, it would have been higher had the Church not received income from the federal stimulus program during COVID-19. Receiving that government PPP/paycheck protection program loan (totally forgiven) for "retaining employees" as well an unexpected generous bequest improved the church's financial condition.
- Noted applied late for a MA state tax rebate of \$18K regarding 2019 and 2020 WATCH charitable donations - expected to be received in 2022.

- Discussion about the scheduled Diocesan assessment expense for 2021, installment payments, and the church requesting relief reduction again in 2022.
- “Business as usual” for the 2022 Budget presentation. Projecting a \$30K operating deficit, taking into account many unknown factors as outlined by Co-Wardens like future programming costs for church school, social events, or outreach projects and also as related to the departure of Rev. Campbell and the hiring of Rev. Stevens. Change in ministerial leadership will surely affect income and expenses. Predictions that the Endowment Fund can cover any losses this year. Pledges down 20% for 2022 which reflects membership decline. 57 families are now pledging units. Stewardship goal is \$225,000.
- Also working on AV upgrades thanks to efforts of Harry Goodale, Director of Facility, and our Properties Committee.
- The Facility Committee expects to see great economic benefits from the Solar Power Project. Church panels installed in April 2021 thanks to tireless efforts by Jim McDaniel, spearheading this project. After delays from Eversource, church roof solar panels were finally activated in October 2021 and have started generating electricity. Excess power to be sold at discount to an interfaith connection, the Yusuf Mosque in Brighton.
- Fundraiser event planned for 2022 to help raise \$15K has been deferred.

8. Questions and Answers

- What is the Interim Rector’s housing allowance? Allocation is determined within the Episcopal Diocese compensation package.
- Should the church sell the Parish Rectory in Wayland since it isn’t being used by Rev. Campbell or Rev. Stevens and the real estate sellers’ market is rebounding post COVID-19? The Rev. Hubbard advised the Parish not to sell the Rectory now as it would be very difficult to attract/call a new Rector as the Weston area does not provide affordable housing. It is important to hold onto our Rectory for future minister’s family housing needs.
- If Rectory isn’t needed to be used by Rev. Stevens, are we able to rent it and can that money offset the Interim Rector’s housing allowance?

9. Nominating Committee Report and Motion to accept slate of Vestry members, officers, and delegates

The Nominating Committee of The Rev. Lynn Campbell, Ann O’Rourke, Michael Iacono, Lucy Bradley, Karen Montague and Scott Westvold are continuing to work to fill open positions. The slate was late due to the departure of The Rev. Lynn Campbell. The Vestry is currently filled with four members and officers. Motions passed to elect to the Vestry as Co-Warden, John Jacobs; as Treasurer, Camille Batarekh; as Clerk, Mary Pratt; and as a non-officer, David Glenn. Motion passed to elect as Delegate to Convention: Judy Campos. Motion passed to elect to the Nominating Committee: Ann O’Rourke, Karen Montague, and Scott Westvold. As of the meeting time there were not yet candidates for one more open position on the Vestry for a three year term or for another Delegate to Convention for a one year term, and for an Alternate Delegate to Convention for a one year term.

10. Appreciations

Special volunteer acknowledgements were made to current wise and informed Vestry team and to two Vestry member departures - Steve Peacher and Bill Poduska, whose second term lasted over twenty years! Deepest gratitude expressed by Marshall Bartlett on behalf of our Parish for Bill Poduska's long service along with his wife Susan for their commitment to our St. Peter's community. In addition special mention of thanks to Scott Westvold for his Stewardship Campaign efforts in 2021. To retiring Co-Warden, Ann O'Rourke, lovely remarks were made/gifts given by Michael Iacono to acknowledge her terrific dedication to our Vestry.

11. Closing Prayer

Offered by the Rev. Martha Hubbard, thanking Jesus Christ for showing us the way of love and asked for God's blessings and guidance for this Parish.

12. Adjournment – 12:35 PM

Respectfully submitted,

Beverly Mason Dillaway

Substitute secretary/meeting minutes for Clerk, Mary Pratt

RECTOR'S REPORT

The Rev. George Stevens

(Will be presented as the sermon on Annual Meeting Sunday and available following the Meeting.)

WARDENS' REPORT

Michael Iacono, Co-Warden and John Jacobs, Co-Warden

The state of our parish is **hopeful**. Our church continues to be a friendly, inviting place to worship. During what could have been a trying time with an interim rector, all signs point to an increased energy and vitality. We have a long way to go to achieve our vision of revitalizing our parish, but we have taken the first step up the ladder.

2022 started off with the resignation of our rector of six years, Lynn Campbell. In very quick order we hired the **Reverend George Stevens** to lead us in the interim. George has been pivotal in stabilizing our parish. He quickly started to meet and chat with parishioners, attending the Shrove Tuesday pancake supper on his first official day. His energy and personal warmth quickly took hold in all church activities. Church attendance rose slightly, and we began to see some old friends returning.

George helped persuade the diocese that our search for new church leadership would best be served by the work being done by our Strategic Planning Committee.

Led by Ann O'Rourke with our consultant, Reverend Elise Brown, the steering committee includes **Karen Montaque, Anne Ruggles, Scott Westvold, Lynn Maruskin** along with the wardens, and George. The committee's final report has been distributed. We hope you will take time to peruse the report as it is extensive and will help guide our future. One of the first outcomes from the report is the decision to hire a "priest in charge" who carries all the responsibilities of a rector. The priest in charge model bypasses the normal (and exhausting) search process. We will be presented with candidate(s) selected by the Diocese. Upon our approval of a candidate, the priest in charge is hired for a three-year commitment. During the third year of the term, the parish and priest undertake mutual discernment as to whether to call the priest as permanent rector. This time frame fits well with the time frame of the other major goals of the plan.

We are currently working with our Regional Canon, Reverend Martha Hubbard to begin our search. We have a clear view of the qualities St. Peter's needs in a priest to flourish. This is the first step, and the most critical.

Obviously, the goal of any strategic plan is to grow and strengthen the parish. Our committee listened to as many members of our parish community as possible to guide the process. This led to our new mission statement, **"Welcoming all. Transforming lives. Growing together"** that would guide our actions and help define St. Peter's to future members and leaders. The next step was to define priorities to create our vision. Through demographic studies, community outreach and other work, it was discovered that we needed to create more ways to bring our church to the community than solely through Sunday services. We need a way to provide families of all ages a path to join in our mission if they are not able to attend Sunday services. To this end, our belief is that the most effective way to achieve this goal and to inspire both current and future members is to become a "mission hub". Although the details of this vision remain to be fleshed out, in concept St. Peter's will become a center for a wide variety of community outreach activities, some led by parishioners and some by non-parishioners, that introduce participants to our building and our community. We view this as the most realistic path to reinvigorate our parish while also acting on Christ's teaching.

As ever, our church functions only because of the many caring and competent hands that guide it and do its work:

The Vestry has been very active in working with the Steering Committee to approve and implement the strategic plan. Many thanks go to Vestry members, **Mary Pratt, Nicole Bartlett, Wink van Ogtrop, Deborah Boshart, David Glenn, & Anne Ruggles**, and their commitment to revitalize St. Peter's.

Our treasurer **Camille Batarek** has created budget scenarios for many different leadership models, along with his work guiding our financial needs. Camille, **Tom Jackson** and **Mary Ann Badejo** handle and monitor all our finances. Since finances are one of our greatest issues, this group is always working hard to not only keep track of funds, but to ensure their efficient use.

As we begin the search for our new leader, we realize how fortunate we are with our current staff.

The music program is led by **Bobby De Regis**, who does so much more than music. He is a cherished member of our church community. The choir, with regulars, **Rachel Schachter, Evan Biela, Doug Riis, Apollo Appolito, Sharon McGinnis, Manty Shongwe**, and new soprano **Kendra Comstock** bring us amazing music. Summer music is provided by **Rachel** and her guitar, with some wonderful original music.

Emily Linthicum has joined us recently as our parish administrator. Her attitude and abilities became an instant asset to our parish. She is in the office daily and welcomes visitors.

Our building receives the finest care possible. **Harry Goodale**, property manager, is always proactive in preventing problems, and performing never ending maintenance. Recently, he has painted the church hall, repaired leaks and is finishing the kitchen project. **Mark Dangelo**, our sexton, keeps the church clean while assisting Harry.

We need to thank the following committees and their leaders for making St. Peter's the great place it is:

This year's Stewardship campaign led by **Tom Keery** and **Scott Westvold** has surpassed our expectations. At this moment during a transitional period, we have exceeded pledges and pledge dollars from last year. Although we need to grow our numbers and pledge amounts to be self-sufficient, this outcome gives us hope. Congratulations to Tom and Scott for a tremendous effort.

Outreach has and will always be a focus of church life at St Peter's. It comes from many areas, and from many leaders:

Manty Shongwe, took on ownership of the B-Safe program and gave the children of St Stephen's a great week at the end of July. The annual picnic day was well attended by our parishioners cooking and serving the children. **Cheryl Murphy** provided her special strawberry shortcake and **Skip Winsdor, Bobby DeRegis and Camille Batarek** manned the grills. **Ann O'Rourke and Becky Callow** helped serve and cleanup.

Karen Montague and **Hansi Dean** lead a very active group aiding families from Afghanistan. **Anne Ruggles, Susan Poduska, Tom Friedmann** and too many other parishioners to mention have taken part in this ministry. They have truly made a difference in the refugees' lives.

Anne Ruggles led an impressive effort to provide over 100 Thanksgiving meals through gift cards and Christmas gifts to needy families.

The Property committee, led by ***Jim McDaniel, John Jacobs, & David Glenn*** again provided our church and rectory properties with the greatest care and attention to even the minor details. They are currently putting the finishing touches on renovation of our kitchen.

The Flower Guild, comprised of ***Helen Stock, Carolyn Ellis, & Becky Callow***, always has our church looking beautiful. Their flower arrangements gladden the hearts of all who receive them.

The Altar Guild, guided by ***Ann O'Rourke***, consisting of ***Jim Daughtry, Molly Davidson, Beverly Dillaway, Sharon Mohny & Betsy Rowe***, always have our worship space ready for our celebration of the Eucharist.

The Endowment committee of ***Steve Peacher*** and ***Beth Westvold***, continues to look out for our long- and short-term investment needs. It is this work that allows us to lean on our endowment in these difficult financial times for our church.

What would Sunday service be without coffee hour? ***Lynn Maruskin*** always has the coffee hot and ready, and a sweet or two, to aid our after-church discussions.

Although not an official committee, thanks to ***Rachel Schachter*** for leading our Social Justice Book Club. In the last year, this has become an active group. We welcome new participants, so stay tuned for the next pick.

Last, but not least, we are grateful for the Worship Warriors, ***Cheryl Murphy, Lucy Bradley, Sharon McGinnis, John Jacobs, Anne Ruggles, Judy Campos, Jim McDaniel*** and ***Gretchen von Mering*** for always volunteering week after week to be lectors or litanists. We are especially appreciative for the work of ***Anne Ruggles*** and ***Mike Iacono*** as our Lay Eucharistic Ministers.

A wise gentleman once said that a church at the core was its members not the leader or the building. It is amazing and inspiring how many parishioners take an active role in some portion of church life. "The State of St Peter's is ***Hopeful***"

NOMINATING COMMITTEE

The Nominating Committee consists of the Rector, the Wardens, and three members who are each elected for a three-year term, one elected by the Parish at each Annual Meeting. The Committee's role is to solicit recommendations from the Parish and identify possible candidates for election to lay leadership positions as outlined in our Parish By-laws, to approach the most qualified individuals, and to present candidates who feel called to serve the Parish.

This year's Nominating Committee included The Rev. George Stevens, Rector; Michael Iacono, Co-Warden; John Jacobs, Co-Warden; Ann O'Rourke, Karen Montague, and Scott Westvold. Criteria for leadership included exhibited dedication to the Parish, depth and breadth of prior St. Peter's leadership experience, skills and interests relative to each position, and the ability to work collaboratively and spiritually in a group. A continued goal was to maintain balance in gender, age, and stage of membership.

This year, the Committee presents the following nominees:

- 1) To elect to the Vestry as Co-Warden, Michael Iacono, to serve for a term of one year;
- 2) To elect to the Vestry as Co-Warden, John Jacobs, to serve for a term of one year;
- 3) To elect to the Vestry as Treasurer, Camille Batarekh, to serve for a term of one year;
- 4) To elect to the Vestry as Clerk, Mary Pratt, to serve for a term of one year;
- 5) To elect to the Vestry, Hansi Dean, to serve for a term of three years;
- 6) To elect to the Vestry, Bill Poduska, to serve for a term of three years;
- 7) To elect as Delegate to Convention, Jim McDaniels, to serve for a term of one year;
- 8) To elect as Delegate to Convention, X, to serve for a term of one year;
- 9) To elect as Alternate Delegate to Convention, X, to serve for a term of one year;
- 10) To elect as a Nominating Committee Member, Ann O'Rourke, to serve for a term of three years

On behalf of the Nominating Committee,

The Rev. George Stevens, Michael Iacono, John Jacobs, Ann O'Rourke, Karen Montague, and Scott Westvold

WORSHIP MINISTRIES

Altar Guild • Ann O'Rourke

St. Peter's Altar Guild is a great group of men and women who prepare the altar (chapel and main altar) each Sunday for worship, and also for weddings, baptisms and funerals. Our crew is currently comprised of Jim Daughtry, Molly Davidson, Beverly Dillaway, Ann O'Rourke, and Betsy Rowe. The Altar Guild was back in force as St. Peter's resumed its pre-pandemic offering of two services on Sunday mornings. Our dedicated members sign up for Sunday and generally prepare for the services at their convenience during the week and then take care of clearing the altars after the services on Sunday. For Easter and Christmas, we work together to prepare for and cover all of the services. We welcome anyone to join us who would like to get a better understanding of our Sunday rituals and get to know a fun group of people!

Flower Guild • Helen Stock

The Flower Guild continued to be responsible for the flowers that grace our main and Chapel altars, fulfilling our mission to bring the beauty of God's creation to our worship. Parishioner monetary donations for flowers enhance our weekly in person and online services. An altar floral arrangement can be given in memory of a loved one or in celebration of an event or anniversary. Please contact Emily Linthicum in the church office (office@stpetersweston.org). A sign up flower donation calendar is also posted in the Narthex. After the service, The Flower Guild creates flower arrangements from the donated altar arrangement(s). These smaller arrangements are then taken to parishioners via pastoral visits and are greatly appreciated by the recipients! Becky Callow, Carolyn Ellis, and Helen Stock were responsible for creating the weekly altar flower arrangements. Lucy Bradley and Molly Davidson have graciously assisted in creating much appreciated pastoral arrangements. We invite parishioners to share their time and talents in this meaningful ministry. Supplies and training provided. There are flexible opportunities to participate. Please contact Helen Stock at helenstock2@gmail.com.

For the festive holidays, Easter and Christmas, members of the Guild prepared the church altar with parishioner donated seasonal flowers, plants and greens for in person and online services.

Easter services were held in church. The outside urns were filled with faux seasonal flowers and greens and a large additional urn on the steps contained Pansies, Pussy Willow, and Palm leaves. Carolyn Ellis created a glorious Easter main altar garden. Chay Veeder and her daughter created beautiful chapel altar arrangements and the celebratory Paschal Candle arrangement was created by Helen Stock. Becky Callow coordinated selecting and placing colorful potted Hydrangeas, Tulips, and greenery in the windows. A selection of small potted plants were distributed to parishioners after the services, which is a St. Peter's tradition.

During the Advent and Christmas seasons, wreaths were hung on the five outside doors and the two sets of gates. In addition 17 parishioners joined together for the annual greening of the church after the services, the Sunday before Christmas. Large decorated faux wreaths were hung on the front wall. The windows were decorated with 18" wreaths, Birch logs, Pinecones, Red Cardinals, candles and arrangements of greens. The chapel windows each had a 10" decorated wreath. One chapel window also had a Birch log, greens, a Pinecone, Red Cardinal and decorations. The other chapel window had a pair of greens arrangements with Red Cardinals and other decorative elements. The two outside urns and chapel urn were filled with seasonal greens and decorations by Becky Callow, Meredith and Helen Stock. Chay Veeder created a festive main altar and Prie Dieu arrangements. The pair of beautiful seasonal arrangements on the Chapel altar were done by Becky Callow. Helen created the Christmas arrangement outside the Sacristy. Red Poinsettias were placed along the path to the altar.

Holiday plants were delivered for Easter and Christmas to parishioners on the pastoral care list, or who had recently lost a loved one. Lillies were delivered During Holy Week. The week before Christmas, volunteers delivered Poinsettia plants to parishioners on the pastoral care list. Thank you to Rev. George and Becky Callow for coordinating this ministry and additional parish volunteers for this meaningful pastoral outreach. We are always appreciative of parishioners who can help make deliveries to our shut-in parishioners.

The Flower Guild also oversees the beautiful Memorial Garden just outside the Chapel. Carolyn Ellis and John Bulbrook have spent many hours tending to this special garden in addition to Harry Goodale's expert lawn maintenance and the landscaper.

Thank you to all who donated time, talent, and treasure to this meaningful ministry! Thank you to Rev. George, Emily Linthicum, Harry Goodale, and Mark Dangelo who provided valuable behind the scenes support to the ministry of Flower Guild.

Lay Liturgical Ministry • John Jacobs

One of the most meaningful opportunities St. Peter's offers its members is to play a direct role in our worship services. A small but enthusiastic group of parishioners assist as chalicists, lectors and litanists.

While we are blessed with this group of extremely dedicated volunteers, we very much need new volunteers to step forward! We invite those who are not yet serving to consider joining one of these special ministries. Many LEMs, readers and litanists find that the worship service becomes a richer and more meaningful experience when they are directly involved. If you are interested, please contact George or John Jacobs. There is little training involved, and your assistance will be warmly welcomed.

Music • Robert DeRegis

It is my honor and pleasure to serve the parish of St. Peter's as organist and choir director. Four years ago, when hired as an interim organist, I never imagined that I would be asked to serve as the director of music. Despite changes in staff and a worldwide pandemic that put everyone into a tailspin, it has been the greatest pleasure to share the music making with everyone at St. Peter's.

Our chancel choir is the backbone of our music program. I am glad to report that our long serving tenor section leader Evan Biela and soprano Anna Koloszvari have married and are expecting their first child in June. Not many church choirs can boast of being the place to find a spouse! It is with the most joy and happiness that this bond of Holy Matrimony has occurred and we wish them well and look forward to seeing their child grow with us. Soprano section leader Angie Tyler accepted a similar position at Second Congregational Church in Newton. We miss her talent and wonderful energy, and we thank her for bringing our new soprano section leader to us. Kendra Comstock is a wonderful soprano section leader and brings us positive energy and an infectious smile. Welcome Kendra! Soprano Sharon McGinnis also serves as a lector and litanist, sharing her talents in both song and the spoken word. Soprano Manty Shongwe still serves on Outreach and did a stellar job of coordinating St. Peter's participation in B-Safe. It was a pleasure to personally work with such a wonderful program and such wonderful members of the parish. Kudos to Manty and her hours of tireless work that made it such a success. Our alto section leader Rachel Marie Schachter beautifully carries the alto part of all anthems and psalms and has for the past few years done a wonderful job leading and coordinating the summer music for worship. We are so fortunate to have her with us. Bass section leader Apollo Appolito is continuing his Master's degree program at Longy School of Music. Apollo, who is fluent in Japanese, will be married this fall. Doug Riis has been the rock of our bass section for many years. He can sing the lowest notes of any choral piece with ease, the key to a good choral sound.

Our choral library is in the final stages of being updated. Special thanks to Sharon McGinnis for all her time working on this endeavor, and to Jim Daughtry for his generosity in fitting the music department with a computer specifically for the newly catalogued music library. Gifts and talents from so many of St. Peter's members are a blessing to our music program.

The Aeolian-Skinner pipe organ at St. Peter's is truly the pride of our church building. When the organ was built and installed in 1958, the Aeolian-Skinner organ company was considered to be the finest organ builder in the country. It was called the "Rolls-Royce" of organs. At 64 years of age, it is in need of some well deserved restoration work. Leather is a large component of organs such as ours at St. Peter's. It is used to seal windchests and the action that controls when the pipes sound. In time, organ leather dries out, cracks, and leaks. This causes mechanical problems with the organ, and in extreme cases, will cause an organ to be unplayable. The life of organ leather is around 40 years. The majority of St. Peter's organ leather is original- a testimony to the very high quality of Aeolian-Skinner- but it is starting to fail. Recently there has been some re-leathering done on the organ- the swell division stop action and one half of the console have been done. Work will continue to be done as funds allow. A fund has been specifically established for the organ restoration.

PARISH LIFE

Pastoral Care • The Rev. George Stevens (see Rector's Report)

Outreach • Anne Ruggles

"Using God's gifts of time, talent and treasure, we seek to understand and respond to regional, national and global needs outside our parish. We support organizations which empower and maintain the personal dignity of those in need, and which personally involve our parishioners where possible."

What a difference a year makes! While the pandemic continued to wage on, it was wonderful to be able to deliver on our outreach mission in person more than in the past couple of years.

As in prior years, the outreach committee receives \$25,000 from an endowed fund to make grants. Fortunately, we were able to donate over \$30,000 in fiscal 2022, a figure that does not include individual donations to the various organizations we support.

Our long-term partnership with WATCH (Waltham Alliance to Create Housing) continued as we supported housing, language learning, rent, and food. Our \$15,000 grant to WATCH was supplemented by an additional \$7,725 due to the Thanksgiving dinner drive. Over a hundred families received Hannaford gift cards thus allowing many people the ability to provide a Thanksgiving meal for their families.

Outreach partnered with St. Stephen's Church in Roxbury again for both the B-SAFE and B-SPARKLE programs. Thank you to Manty Shongwe who, for the second summer in a row, coordinated the B-SAFE program. St. Peter's and St. Elizabeth's partnered again for a successful B-SAFE week. The devoted team from St. Peter's catered snacks for a total of 102 kids for two days; provided 50 B-LOVE grocery bags, contributed to the salaries for a counsellor, a parent chef who prepared lunches at the site, lifeguards, and to parking. The B-SAFE team sponsored a field trip to Ashland State Park and hosted a barbecue feeding 70 students and counsellors. God shone his love on the group providing an exceptional hot sunny day allowing the kids to enjoy the water. Thank you to all the St. Peter's parishioners who contributed to the success of this program.

The B-SPARKLE program provided Christmas gifts to families in December. The Outreach Committee donated \$1,000 specifically to that initiative and many parishioners went on the Signup Genius website to donate toys and winter clothing.

The Susan McDaniel Run for Lovelane returned to being in person this year and St. Peter's was a proud sponsor. The Revered George Stevens, an avid runner, ran the race in his clerical gear much to the delight of parishioners and the general public.

In response to the dire situation caused by the earthquake in Haiti, we donated \$1,250 to the Sisters of St. Margaret, an organization we donated to in 2021.

A huge thank you to Karen Montague and Hansi Dean for all the work they are doing on behalf of the Afghan refugees. The relationship with the Manchester Afghan community deepened through the year beginning with a partnership with Brookside Congregational Church in Manchester. Access to their church hall, industrial kitchen, and beautiful grounds, allowed us to initiate a weekly get-together with the mom's which one described as "a break from our tears." Through various drives and donations from the St. Peter's family and members of the Wayland/Weston community we were able to provide seasonal clothing, apartment furnishings, sewing machines and material, diapers, car seats, baby gear, school supplies, computers, bicycles, and the list goes on and on. Financial contributions allowed us to fund the weekly cooking program, Camp Brookside and our own interpreter which was a major communications break through. We have helped the men find jobs and get licenses, obtain much needed pro bono dental care for adults and children, develop afterschool study programs, sign families up for WIC. Currently, we are in the beginning stages of forming an "Afghan Mom's Network" which will allow the women an opportunity to sell their handiwork and provide much needed incremental income to help their families achieve financial self-sufficiency.

The Outreach Committee had a productive and meaningful 2022. That said, it now looks to the future to expand its wider membership as it works with the Strategic Plan and follows up on community needs that were identified in the listening sessions held in the fall of 2022. We hope to position St. Peter's as a Mission Center for Weston and the surrounding communities. The committee will be reassessing its current relationships as well as exploring new ones with our neighboring partners to determine how best to accomplish our service mission while attracting and retaining new members and friends of the church. Please consider joining this dynamic group.

2022 Outreach Grants

\$15,000	WATCH (\$7,725 gift cards)
\$3,750	Afghan Refugee Fund
\$2,500	St.Stephen's (B-SAFE, B-SPARKLE, Academic Nights)
\$1,500	Lovelane
\$1,500	Haitian Relief Fund (Sisters of St. Margaret)
\$250	Common Art
\$200	Race Amity Day donation
\$200	Minor items
\$24,900	Total (\$32,625 if count Thanksgiving gift cards)

Hospitality • Lynn Maruskin

Coffee Hour, the time for light refreshment and conversation for adults and children, is the primary focus of Hospitality. After two years of Covid protocol, we've returned to the style we've used for years— offering coffee and tea, juice, and sweet and savory snacks downstairs in the parish hall. Many parishioners and choir members go downstairs after the 10 AM service to chat and have a cup of coffee or tea. One Sunday in December we moved Coffee Hour to the sanctuary, so that people could have coffee and a snack while helping the Flower Guild with the greening of the church.

We've also returned to our First Sunday Breakfast, held at 9 AM on the first Sunday of the month. This is a great opportunity for those who attend the 8:00 and 10:00 services to get together. In addition to Coffee Hour and First Sunday Breakfast, we've organized the Mardi Gras celebration, the Easter choir breakfast, the June parish picnic, and a couple of funeral receptions.

Many thanks to all who have answered our call for food for events such as these. Special thanks to Cheryl Murphy and Becky Callow for their weekly support of Coffee Hour.

Property • David Glenn, Harry Goodale, John Jacobs and Jim McDaniel

The Property Committee spent 2022 focused primarily on the following tasks: (1) working through bureaucratic obstacles that were preventing us from receiving the financial benefits of the solar panels that were installed on the Church roof in 2021, (2) upgrading the kitchen with new appliances, flooring and countertops, (3) completing various repairs and improvements at the Rectory in anticipation of renting the premises temporarily, and (4) attending to miscellaneous projects in the Parish Hall and on the grounds. After describing these projects, we will end the report with a list of property-related matters that will need attention in the future.

Solar Power Project

At this time last year, we were thrilled to report that our solar panels on the roof of the Church had been turned on were generating electricity. Little did we anticipate, however, the months of extreme frustration we would face in trying to get Eversource to credit us with that production. It was not until August 2022 that we started to receive payments for the net metering credits (excess power) that we had been generating for the prior 10 months. The hang-up was caused by Eversource, as they readily admitted, due to the fact that their antiquated Customer Information System could not accommodate St. Peter's electric meter configuration. The problem was made worse by extremely poor communication between their metering and renewables departments, with each department blaming the other. We eventually escalated the matter to an Executive Vice President at Eversource, who miraculously cut the Gordian Knot, and St. Peter's was given credit for its past production as well as for its production going forward.

Unfortunately, that was not the end of the matter! Because of the protracted metering mess, Eversource had not been conducting actual readings of the St. Peter's meters, which under their system meant that we would receive bills based on estimates from our prior year's usage (*before* the panels were installed!). We did not realize this, nor did we realize that St. Peter's had taken advantage of autobilling at Eversource, with the result that Eversource pulled money out of our bank account for four months **after** we were generating more than enough electricity to cover our usage. Once we discovered this, we immediately took St. Peter's off of autobilling and demanded that Eversource refund the four months of payments totaling \$1,700. Eversource

acknowledged their error in April, but it took until August (and many emails and phone calls) to be fully reimbursed.

The happy ending to this saga is that St. Peter's has now received all of the economic benefits that we were entitled to since the panels began producing power. Our electricity usage at the Church during 2022 was 100% offset by our electricity production, resulting in \$0 of electricity costs at the Church and saving St. Peter's approximately \$5,000 in expense for the year. In the meantime, the excess solar power generated at the Church was combined with that generated at the Rectory and sold to Yusuf Mosque in Brighton. The resulting stream of income, plus renewable energy payments from the Commonwealth of Massachusetts for both the Church and the Rectory, yielded cash income to St. Peter's in 2022 totaling \$14,750. The total "solar benefit" to St. Peter's last year was almost \$20,000!

The "solar benefit" to the environment was also impressive. Since the solar panels at the Church became operational, they have saved **13 tons** of carbon dioxide emissions. The CO2 savings is the equivalent of having planted 203 trees, and this is just the first of 25 years of expected production from the panels. In addition, we have not only made a statement regarding St. Peter's care for God's Creation, but we are allowing Yusuf Mosque to make a similar statement by selling them "green power" from St. Peter's. While Climate Change is a daunting challenge, we can all feel proud that St. Peter's has taken a meaningful step to make a difference.

Kitchen Upgrade

During 2022, St. Peter's received a \$10,000 grant from the Diocese to refurbish the downstairs kitchen so that it could be used more effectively to support outreach efforts such as preparing food for the Afghan refugees. It is also hoped that a "refreshed" kitchen will be an attractive feature for potential outside renters of the Parish Hall. After examining the state of the current appliances and other features of the kitchen, the Property Committee proceeded to replace several "tired" or non-functional appliances – two wall ovens, the microwave and the refrigerator – with new appliances. New flooring and countertops were also installed. As of this writing, all that remains is reconnecting the plumbing fixtures, installing new tiling around the stove and applying a fresh coat of paint. It is expected that the Diocesan grant will cover most of these expenses, with any overage covered by funds remaining from the Faith in Our Future Campaign.

Rectory Repairs

When Rev. Lynn moved out of the Rectory in early 2022, the Vestry agreed that the Rectory could be rented out since Rev. George already owned a house. This arrangement was authorized until such time as the Rectory was again needed for clergy housing. As it turned out, a family from within the Parish was in need of just such a temporary rental, and a mutually-satisfactory arrangement was worked out. During the period before the family moved in, the Property Committee took advantage of the opportunity to attend to various projects at the Rectory, including a thorough cleaning of the interior, power-washing of the deck, replacing trim around doors, and ordering new garage doors. The Rectory rental has worked out extremely well – thanks in large part to model tenants! – and the resulting income from the rental has been a material benefit to the Church's finances. The future status of the Rectory will depend on the clergy housing needs after Rev. George's tenure at St. Peter's concludes.

Miscellaneous Projects

After re-opening the Church's facilities to outside rentals, we were pleased that our Parish Hall was rented for several large functions this past year. Encouraged by this development, the Property Committee decided to enhance the attractiveness of that space with a fresh coat of paint, order replacement wall sconces and install

portable air conditioning units to cool and dehumidify the space during the summer (which is the prime season for weddings). Additional painting of the windows remains. The labor on these projects was expertly provided by our Director of Facilities, Harry Goodale, who continues to be an invaluable help in maintaining our beautiful Church and Rectory properties.

The Property Committee also addressed the rustic wooden fence that has long stood between Route 20 and the Church. After a car destroyed part of the fencing last year, the Committee evaluated the best course in terms of repairing the fence, replacing it or removing it. Given the length of the fence, we were continually needing to replace rotting wooden fence rails, and replacing the entire fence with non-rotting materials would be expensive. Either option would consume funds that were more urgently needed for other maintenance projects. As a result, the Committee elected to remove what remained of the wooden fence and see if that would be a satisfactory long-term solution to this ongoing maintenance headache and resource drain.

Finally, the Committee spent considerable time investigating options for two important projects: (1) reglazing and repainting the large Sanctuary windows and (2) painting the pediment over the front portico of the Church as well as the lower part of the steeple. A wide range of bids was received, and the Committee is now focused on one particular proposal which appears both comprehensive and within the range of our available funds. It is hoped that work on these projects will commence this coming Spring and that they will be paid for with funds remaining from the Faith In Our Future Campaign.

Looking Ahead

We typically end our report with a list of some of the big-ticket property projects that will need to be addressed in the not-too-distant future. Here is the latest version of that list, including the current estimated costs to the extent we know them:

- Repairing and painting the large windows in the Sanctuary and painting the lower part of the steeple and the front of the Church (est. \$30,000)
- Resurfacing the parking lot and driveways (est. \$90,000)
- Permanently stopping the leaks under the front steps of the Church (bids received ranging from \$14,000 to \$69,000)
- Replacing the furnace boiler (which is nearly 20 years old)
- Moving or removing the shed, and landscaping the area behind Church

As noted above, we hope to commence work on the first project this year. For the remainder, we will be soliciting bids (or refreshing old bids) and will submit a prioritized set of recommendations to the Vestry.

Technology • Camille Batarekh

In 2022 we made several technology updates to enhance our systems, simplify their maintenance and reduce their cost.

- We improved the Church Building Wi-Fi coverage by installed new Wi-Fi units. We added new units in the hallway of the first floor, and on the third floor. We moved the unit in the copier room to the hallway of the second floor to improve its coverage. We currently have 5 tested and operational units covering every corner of the building on all 3 floors.
- We got rid of all old computers and backup servers. We replaced them with one Office Mac with a Microsoft OneDrive Cloud backup. We added one Windows laptop for streaming the services. We enabled remote access to the windows laptop for remote streaming.

- We renewed our contract with Kyocera for another 5 years, and replaced our printer with a newer unit and reduced our yearly lease by \$2,100.
- The vestry approved an expense of \$3K for the development of a mobile web site which will appeal more to younger generation and will be simpler to use. This got implemented by a 3rd party and will be maintained by our administrator on an on-going basis.

FINANCE

Stewardship • Michael Iacono, John Jacobs, Tom Keery, and Scott Westvold

"For Eternal Salvation, *Click Here*"

The 2023 campaign has been a complete success! We exceeded our goal of \$ 200 K collecting pledges totaling \$ 210 K. Parishioners once again stretched their generosity to support those in need. The St Peter's community clearly chose the unique instant gratification offered by the Spiritual World.

We are hopeful too that a handful of remaining donors will decide soon and add modestly to our total. While our campaign has officially ended, Stewardship is ongoing. To those who have given, thank you! If you have not pledged please consider joining fellow parishioners by making a gift.

The committee would like to especially thank Tom Keery for his work leading our discernment, and for setting a tone that prioritized those in need.

Your pledge enables St. Peter's mission: *"To build a welcoming, joyful community, transforming lives by serving God, one another, and those in need with love and acceptance."* Thank you.

Endowment • Steve Peacher

The St. Peter's endowment funds totaled \$1,545,026 at the end of 2022 vs. a balance of \$2,074,176 at the end of 2021, a decrease of 26%. This decrease reflects weak bond and stock markets as well as higher than normal withdrawals in 2022.

Most of the endowment is invested in three Vanguard index funds – an S&P 500 fund, an investment grade bond fund and a high yield bond fund. Both bonds and stocks did poorly in 2022. The returns for these fund in 2022 were: S&P 500 Index Fund -18%; investment grade bond fund -13%; high yield bond fund - 9%. There were few places to hide in the market in 2022!

Over the course of 2022, \$207,432 was withdrawn from the endowment. This was higher than the targeted annual withdrawal \$98,107 (discussed below). In addition to this targeted annual distribution, withdrawals were made to support severance payments, consultant fees and general budget support.

The current endowment allocations are consistent with the target allocations established by the Endowment Committee.

	<u>Current Allocation</u>	<u>Target Allocation</u>
Equities	66%	60-75%
High Yield Bonds	17%	10-15%
Investment Grade Bonds	16%	20-40%
Cash	0%	0%

Distributions are made each year from the endowment to support the St. Peter's operating budget. Historically, the annual distributions in a given year equal 5% of the average year-end balance of the

endowment funds over the past three years. In 2022, based on this formula, the distribution target was \$98,107. In 2023, this distribution target is \$91,119. This has fallen because the value of the accounts fell in 2022. However, endowment funds are also used periodically for other expenditures to support St. Peter's, subject to the approval of the Vestry.

In addition to the endowment funds, St. Peter's holds balances in the following accounts. These funds are invested in money market securities.

Faith in Our Future	\$108,207
Property Reserve	\$41,957
Rectory Reserve	\$22,198

Treasury • Camille Batarekh

For the Year, we raised a total of \$594K of Net revenue, spent \$564K and were left with \$30K to carry over to 2023. Our Bank Balance on Dec 31,2022 was \$59K. All numbers are rounded. Of the \$594K in revenue, \$183,147 came from pledges, and \$207,432 were withdrawn from our endowment.

In 2022, Out of \$198,920 pledged, \$183,147 was collected. Some parishioners donated a combined \$4,955 over their pledges, which is included in the \$183,147 number. The total number of pledgers and total amount pledged dropped year over year by about 17%. We anticipate the same number of pledgers in 2023 and an increase of 6% to \$211K.

We were able to bring in new revenue in 2022: \$14K from our Solar Panels, \$64K from the Rectory rental, \$10K from the Diocese for outreach kitchen enhancements, \$55K in "Retained Earning Credit" of Federal assistance, \$9.5K from the Commonwealth of Mass as a refund to partially offset our WATCH stewardship, and \$9.2K from the Commonwealth of Mass as a Tax refund.

Despite the new revenue, our expenses this year increased due to the Rector transition, strategy Consultant fee, Music program salary raises, Rectory enhancements to ready it for rental, and overall higher utility and maintenance cost due to inflation.

Distributions are made each year from the endowment to support the St. Peter's operating budget. In order to balance the budget in 2022, we had to use up \$207,432 from our endowment. This was higher than our target withdrawal of \$98,107, and constitutes about 14.75% of the endowment. The Diocese recommends a withdrawal ratio of 4% and our internal target was 5%. Our 2022 withdrawal ratio was additionally skewed by the poor performance of the stock and bond market in 2022.

As per Diocese requirements, we conducted a third-party financial audit for calendar year 2020 and 2021. This audit was performed by Gail E. Murphy in accordance with the Audit Procedures set out in the MBMCA (Manual of Business Methods in Church Affairs). The Vestry approved it and we sent the audit to the Diocese. The audit revealed a few shortcomings that the Church needs to work on addressing in the coming year. We also generated and submitted the 2021 Parochial Report.

We ended the year with the attached balance sheet. Compared to 2021, the 2 key takeaways are: 1- our endowment is lower as explained above, and 2 - the value of the Rectory has been adjusted upward due to market conditions; we used Zestimate instead of Town Tax estimate.

Looking forward, our 2023 budget, as per attached table, calls for around \$317K in operating income and \$520K in expense, therefore requiring us to withdraw around \$203K from our endowment to cover the difference.

2021 FINANCIAL SUMMARY AND 2022 BUDGET

St. Peters Episcopal Church - Weston Statement of Financial Position December 31, 2020 & December 31, 2021			
		<u>December 31, 2021</u>	<u>December 31, 2022</u>
ASSETS			
Cash			
Cambridge Trust - Checking	\$	(9,273.63)	\$ 54,938.00
Cambridge Trust - Savings	\$	11,185.26	\$ 11,180.00
Discretionary Account	\$	-	\$ 4,283.00
MLK Breakfast ACCT	\$	2,788.07	\$ 2,788.00
Vanguard Money Market Accounts Total	\$	172,362.17	\$ 171,362.46
PayPal Depository ACCT	\$	17.29	\$ -
Total Cash	\$	177,079.16	\$ 244,551.46
Investments			
Fidelity Brokerage Account			\$ 29.00
Vanguard Endowment Funds Total	\$	2,031,071.61	\$ 1,509,659.00
Diocesan Investment Trust	\$	43,104.20	\$ 35,367.00
Total Investments	\$	2,074,175.81	\$ 1,545,055.00
Fixed Assets			
Church - Assessed Value	\$	3,928,200.00	\$ 3,928,200.00
Rectory - Assessed Value	\$	859,100.00	\$ 1,100,000.00
Solar Panels	\$	71,067.36	\$ 71,067.36
Computers & Multimedia Equipment	\$	7,426.00	\$ 10,000.00
Total Fixed Assets	\$	4,865,793.36	\$ 5,109,267.36
TOTAL ASSETS	\$	7,117,048.33	\$ 6,898,873.82
LIABILITIES AND NET ASSETS			
Liabilities			
Insurance Payable	\$	7,688.45	\$ 13,740.00
Diocese Assessment Expense			\$ 12,028.00
Cambridge Trust Credit Card	\$	1,095.52	\$ 11,178.74
Accrued Expenses	\$	531.75	\$ -
Other	\$	(82.38)	\$ 2420
Total Liabilities	\$	9,233.34	\$ 39,366.74
Net Assets			
Unrestricted, Undesignated			
Operating Fund	\$	35,799.59	\$ 31,063.26
Endowment Fund	\$	2,031,071.61	\$ 1,509,659.00
Total Unrestricted, Undesignated	\$	2,066,871.20	\$ 1,540,722.26
Temporarily Restricted			
Fixed Assets	\$	4,865,793.36	\$ 5,109,267.36
Church Property Reserve Fund	\$	22,198.46	\$ 22,198.46
Rectory Property Reserve Fund	\$	41,956.55	\$ 41,957.00
Special Vanguard MM	\$	108,207.16	\$ 107,207.00
MLK Breakfast Fund		2788.07	\$ 2,788.00
Diocesan Investment Trust	\$	43,104.20	\$ 35,367.00
Total Temporarily Restricted	\$	5,040,943.60	\$ 5,318,784.82
Total Net Assets	\$	7,107,814.80	\$ 6,859,507.08
TOTAL LIABILITIES AND NET ASSETS	\$	7,117,048.14	\$ 6,898,873.82

2021 FINANCIAL SUMMARY AND 2022 BUDGET *(CONTINUED)*

Accounts	2022		2023
	Budget	Actual	Budget
Revenues			
Operating Income			
Pledge Income	\$ 225,000	\$ 197,487	\$ 211,000
Unrestricted Non-Pledge Income	\$ 49,000	\$ 68,592	\$ 46,500
Rental Income	\$ 10,000	\$ 96,352	\$ 60,000
Total Operating Income	\$ 284,000	\$ 362,431	\$ 317,500
Non-Operating Income			
Restricted Non-Pledge Income	\$ 5,000	\$ 23,612	\$ 0
Unrestricted Endowment Income	\$ 96,200	\$ 208,106	\$ 202,697
Restricted Endowment Income	\$ 0	\$ 344	
Total Non-Operating Income	\$ 101,200	\$ 232,062	\$ 202,697
Total Revenues	\$ 385,200	\$ 594,493	\$ 520,197

2021 FINANCIAL SUMMARY AND 2022 BUDGET (CONTINUED)

Expenses			
Administrative Expenses			
Salary Expenses	\$ 205,479	\$ 270,403	\$ 266,500
Payroll Tax Expenses	\$ 7,658	\$ 8,686	\$ 11,350
Pension Expenses	\$ 19,000	\$ 17,642	\$ 25,047
Healthcare Expense	\$ 15,000	\$ 45,599	\$ 36,225
Continuing Education Expenses	\$ 1,500	\$ 360	\$ 3,105
Employee Expenses			
Pre-Approved Expenses	\$ 2,000	\$ 652	\$ 2,070
Other Expenses	\$ 0	\$ 680	\$ 621
Total Employee Expenses	\$ 2,000	\$ 1,332	\$ 2,691
Total Administrative Expenses	\$ 250,637	\$ 344,023	\$ 344,918
Operating Expenses			
Worship Expenses			
Worship Service Expenses	\$ 5,400	\$ 5,886	\$ 5,882
Musical Worship Expenses	\$ 18,300	\$ 26,017	\$ 27,350
Total Worship Expenses	\$ 23,700	\$ 31,903	\$ 33,232
Religious Education Expenses			
Adult Education	\$ 300	\$ 611	\$ 650
Church School	\$ 300	\$ 150	\$ 0
Youth Group	\$ 400	\$ 0	\$ 0
Total Religious Education Expenses	\$ 1,000	\$ 761	\$ 650
Parish Life Expenses	\$ 1,500	\$ 484	\$ 2,000
Utility Expense			
Church	\$ 11,000	\$ 15,661	\$ 13,714
Rectory	\$ 4,300	\$ 2,798	\$ 200
Total Utility Expense	\$ 15,300	\$ 18,459	\$ 13,914
Contractual Service Expenses			
Church	\$ 12,650	\$ 5,959	\$ 4,088
Rectory	\$ 5,600	\$ 15,115	\$ 2,070
Total Contractual Service Expenses	\$ 18,250	\$ 31,073	\$ 6,158
Insurance Expenses	\$ 11,500	\$ 13,740	\$ 14,500
Repair and Maintenance Expenses	\$ 10,000	\$ 23,348	\$ 16,560
Communication Expenses	\$ 4,440	\$ 9,575	\$ 6,750
Office Management Expenses	\$ 10,300	\$ 17,900	\$ 10,293
Total Operating Expenses	\$ 95,990	\$ 147,244	\$ 104,057
Treasury Expenses	\$ 30,088	\$ 33,154	\$ 31,222
Outreach Donation Expense	\$ 0	\$ 878	\$ 0
Diocesan Assessment Expense	\$ 48,331	\$ 36,248	\$ 40,000
Total Expenses	\$ 425,046	\$ 564,046	\$ 520,197
Net Total	\$ (39,846)	\$ 30,447	\$ 0