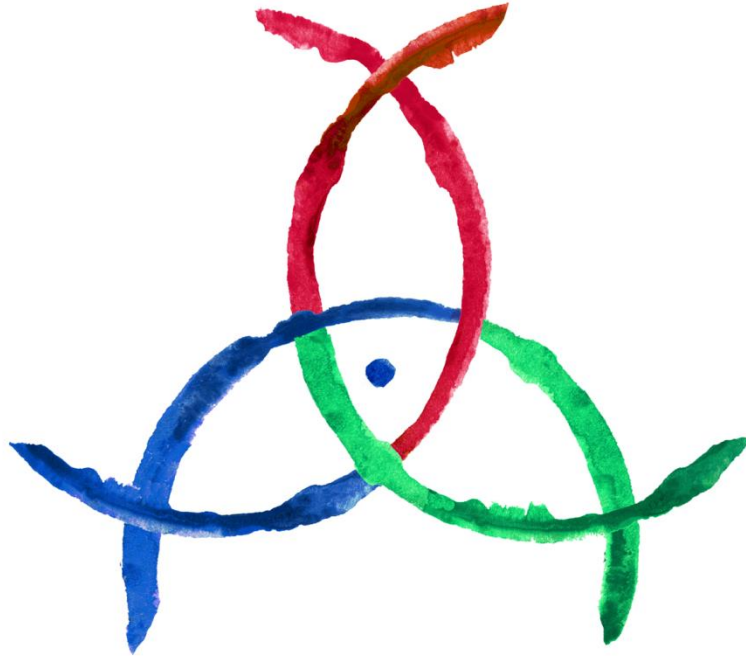


2019 ANNUAL REPORT

ST. JOHN'S EPISCOPAL CHURCH

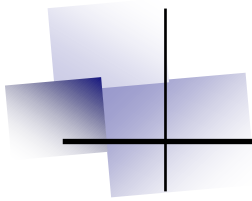


St. John's Episcopal Church
234 French Street, Bangor, Maine 04401
(207) 947-0156
office@stjohnsbangor.org

184th Annual Meeting

Sunday, January 26, 2020

“Make God’s Love Known”

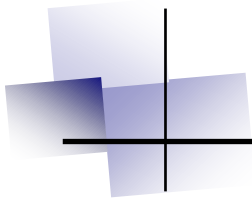


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APPENDIX: Ministry Group Reports



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AGENDA FOR THE ANNUAL PARISH MEETING

St. John's Episcopal Church
225 French Street, Bangor, Maine
Sunday, January 27, 2019, Noon

I. Welcome and Call to Order

II. Opening Prayers and Necrology

III. Adoption of Agenda and Minutes of the 2018 Annual Meeting

IV. Rector Address

V. Appointment of Tellers and Secretary

VI. Report of Call for Nominations:

BALLOTS "A", Parish Officers:

Senior Warden

Junior Warden

Clerk

Treasurer

BALLOT "B", Three Members of Vestry for three-year terms

BALLOT "C", 4 Delegates and 4 Alternates to the 200th Diocesan Convention, October 17, 2020 in Portland

Casting of Ballots

VII. Ministry Moment 1

VIII. Sr. Warden's Address, Officer and Vestry Reports and Appreciation

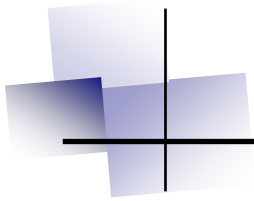
IX. Ministry Moment 2

X. Vestry Task Force Reports 2018 - 2019

- a) Sabbatical Time
- b) Discernment for Holy Orders
- c) 2020 Vision Committee – Capital Campaign
 - o Feasibility
 - o External Campaign – gifts and grants
 - o Project List

XI. Ministry Moment 3 and Ministry Group Appreciation

XII. Staff Reports and appreciation



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XIII. Stewardship Standing Committee and Ministry Moment 4

XIV. Finance Standing Committee

XV. 2019 Budget Actual

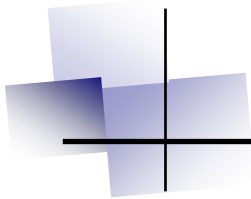
XVI. 2020 Budget

XVII. Reports of Elections; Adoption of minutes; Call for an All Parish Meeting June 14, 2020

XVIII. New Business and Old Business – 185th Anniversary

XIV. Thanking Outgoing Vestry & Officers, Commissioning of new Vestry and Officers

XV. Closing Prayers and Adjournment



2019 Annual Report

MINUTES FOR THE ANNUAL MEETING

Minutes for the Annual Parish Meeting
225 French St, Bangor ME
Sunday, January 27, 2019

Annual Meeting – January 27, 2019 Meeting called to order 12:15pm.

Opening prayer followed by Necrology ready by Fr. Jonathan, presiding priest, followed by prayer.

Motion to adopt the agenda passed unanimously.

Minutes to 2018 meeting, Scott Burgess motion to accept, George Wright seconds, voted unanimously.

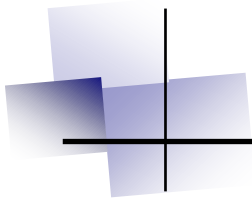
Tellers are Nancy Marks and Rob Powell, Vanessa Young is the secretary.

Review of the nominations for Vestry Officers. We have a ballot without additional nominees. Lorna Whedon moves to elect Sarah Danser as Sr. Warden, Benjamin Treat as Clerk, Christopher Swift as Jr Warden as listed on the ballot, Susan Pearson Seconds the motion– Unanimous vote to elect these members as officers. Vestry three-year term nominees are Inez Toothaker and David Souweine, but still need one more person for three-year term. Sarah Danser reviews what Vestry member are expected to do. Lois Smith is willing to be nominated for the three-year term. Since there are the same number of nominees as there are openings, motion to accept nominees as presented made by Nancy Marks, Ann Holland seconds, unanimously accepted. Vestry members for one-year position – Alisa Wing and Donald Lewis have been nominated. Motion to vote them in made by Emma Perry, Christine Birmingham seconds the motion, passed unanimously. Ballot C – Delegates for October Convention for the Diocese. We need 8 nominees, there are 6 currently. Additional nominations made from the floor. Please vote for 6.

Sr Warden address. – Mother Rita sent her a text sending her thoughts and prayers for us today. Sarah remarked on the consistency of effort we have made in our reaching out to our community and how we fulfill our part in the community. In the coming year she's like to see us figure out that balance of paid staff and volunteers, we haven't got the balance right yet and she'd love to see people be more comfortable volunteering so it doesn't fall on the same people all the time. She like to explore our budgeting process more, but having gone through the process, she'd like to see a set process of how we do it and review it. Staff reports are in the booklets, please review them. Sarah thanks the staff for all the effort that they have put in. Thank you to Webb and Josh for pulling off Sunday worship services and three special services in their first four months being here.

Fr. Jonathan speaks of his time with us and remembers meeting in the fall and it felt like he was going to be coming up for a long time, but now it seems to have gone so quickly. He asks the congregation to think about that the sabbatical as it is ending and how so many people have helped to keep things moving. We need to be ready with our thoughts and feelings to welcome Mo Rita back. We can bring her some of our hopes and dream during her time away. What makes more sense than it did a year ago, what makes less sense? How have we supported each other, cared for each other? Speak with Alisa Wing or the Vestry to give these written thoughts to Mother Rita.

Officer reports begin with Sarah Danser, Sr. Warden, sending a huge thank you to all the Vestry, especially those who reup for another term or move into an officer position. Thank you to our treasurers and finance for budget planning and helping with the new set of books. Thank you to Marcia Connors for the last-minute assist with Treasurer position and writing the report upon taking office in December. Thank you to all three Jr Wardens who served this year. Chris Swift, Jr. Warden, spoke of SW Cole checking on the crack sensors, the four at the top of the tower can't be looked at until spring, of the three at the bottom, two were broken and no change on the third. The four on top will tell us if there is any additional movement. The sensors were there to see if the construction work made the cracks any worse.



2019 Annual Report

Delegates announced - Scott Burgess, David Ulrich, Kath Appleyard, Anne-Marie Miller – Alternates Cindy Lufkin, Chris Swift, Jim Blanchette, Ken Huhn

Approved fundraisers – Fall and Spring Rummage Sale (April 27 is the Spring, please don't bring in your items until after Easter). Poinsettia sale. Exploratory committee for Running Race. If you'd like to be involved in the planning of the race speak to Alan Marks and Ben Treat.

Sarah would like to thank all the members of the Vestry Task forces. Thanks to ministry leaders, leaders of committees and those who handled our fundraisers. Your volunteering is very valuable to us and she hopes that more people volunteer in the coming year.

Moving onto the budget. We came in just under our pledge goal, but with plate offerings and undesignated, we came very close to meeting our budget.

Boiler loan will be renamed to Line of Credit. We are changing the word profit to revenue. Member asks why do we have Operating Revenue and Outreach Receipts? The Dioceses asks us to separate these amounts. They want to encourage us to spend money for mission so we are not assessed for that. What we spend on ourselves we pay an assessment to the Diocese. The staff wages have increased, we are increasing to meet state minimum wage and diocesan minimum wage. Webb suggests that Josh and he be separated on the budget since they are separate jobs. Sexton and Office Manager are over budget since they have more to do than time to do it. Volunteers would be helpful. Rector's compensation had an approved change since we have not provided cost of living increases and is below what it needs to be for her longevity, she has sacrificed her increase for other staff. To raise her compensation, she will take 9 weeks of vacation (same amount of time away), but 5 will be paid during the vacation instead of it being unpaid. The Supplemental Salary line is to eventually move her up to where she would be if we'd given her cost of living. This would allow us to give her a bonus if the budget had the money. George Wright asks - Is it possible to get a written explanation of this change from Mother Rita when she returns. Sarah will speak to Mo Rita. Discussion about Rector salary was held, no motions were made.

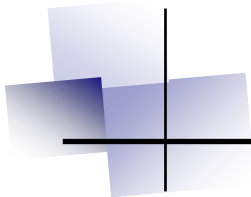
We have been able to lower our pledge goal to \$298k, which is what last year was. We have lost a significant number of pledges. We are about \$53k away from our goal. We need to make a second ask for those who have not pledged, and for those who may be able to increase their pledge. The problem with not making the goal, we will be looking to decrease staff or clergy, and we will need to make decisions to move to a different model of how we operate. We will need to make these changes with Mo Rita here. We'll leave the budget with the current goal, try to get additional pledges, see our expenses, in June, we'll review to make possible changes. Vestry will be discussing these changes at the retreat. The good news is that we are becoming less dependent on a handful of pledges. The distribution of pledge ranges is healthier this way. Even though it's painful now, it's a good thing. There will be a special election for Sr. Warden after Easter.

The Feasibility Study – Vestry felt it would be better to present it on February 17th after the 10am service. Will be presented by Leslie Pendleton, there will be time for questions.

Sarah would like to thank the Youth for all of their work cleaning, in the nursery today, and for all of their volunteering and help in service. Also, thanks to our clergy for bishop discernment committee and their hard work of sabbatical for renewal. Outgoing Vestry members are thanked and given special pens. Prayer said for the outgoing members.

Incoming Vestry members are called up. Fr. Jonathan reads prayer in the commissioning of the new Vestry members. Thank you to George and Mary Wright for providing housing for the Appleyards. Thank you to the Appleyards for adopting us for these four months.

Emma Perry moves to adjourn, Ann Holland seconds, unanimously adjourned.



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RECTOR'S LETTER

Dear Friends in Christ,

This year past has been one of triumphs, challenges, and changes. A year ago, I was not with you - I was on sabbatical. To come home to you at the beginning of Lent last March was a joy. You had thrived under the leadership of our Sr. Warden, Sarah Danser, and members of our vestry. You had elected new vestry members who offered deep commitment and faith, fresh ideas and perspective. You had received and returned care and affection for our presiding priest, the Rev. Jonathan Appleyard, and his wife Ruth, while I was away. You had supported and cared for one another, encouraged, challenged one another. In particular, you had engaged the feasibility process with Episcopal Church Foundation, completed it, and considered its results together.

Heading into the challenges of balancing our budget, you increased your pledges, worked with staff to cut our expenses, and rose to the challenge of bringing back the "Homes for the Holiday" fundraiser to help us bridge the difference. You also came together for multiple meetings to continue to address the needs of our church building, and you lifted up volunteers to seek out gifts and grants with the able leadership and support of Claudia Dymond. Before the end of the year we had raised over \$70,000.

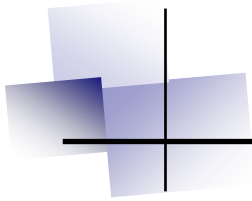
You also embraced the changes made to our Sunday school under the leadership of our Family Formation Director, Anne-Marie Miller, welcoming children into the beginning of our liturgy and making a hospitable place for them in our undercroft that has made their transitions to and from Sunday school more peaceful and less harried, and has made their presence at coffee hour more rooted and grounded. You've welcomed the changes to adult formation offered by our Adult Formation Director, Patricia Sprague, and have taken part in our Bible Challenges and the formation forums at the coffee hour. Formation is becoming a larger part of our life together and it is exciting. You've also embraced changes made to our music and worship under the direction of Dr. Webb Parker, our Director of Music. You've welcome new instruments, new rhythms, new harmonies - taking risks with music that allows for improvisation before finding resolution (such as on Palm Sunday last year). In the face of challenges and changes you've shown resilience and flexibility grounded in warm-heartedness and charity. God's abiding Spirit is palpable in our life together.

I give thanks for this year past especially because it encourages me and strengthens me as we look to the future and to the year ahead. We have important decisions to make about how to repair our building. With those decisions we have a time sensitive urgency to initiate our own internal capital campaign, which will require coming together as a community and the hard work and dedication of many volunteers. We also face the challenge of raising as much as \$50,000 to support our current budget and at the same time consider the possibilities of different ways of staffing and supporting ministry for the future, including part-time clergy. A related challenge will be considering how to shape our community for the challenges of mission and learning to rely less on clergy leadership and presence. These are unfamiliar challenges, but we are not alone. God seems to be challenging his Church across our country to become more mission-shaped, to leave the safety of our buildings to enter the highways and byways and become connected with him and with his unchurched people in new ways.

As you know, I will be stepping back from this process. Doing so, I hope to make more room for deliberation, for ideas outside the box and experiments by making it unnecessary to consider how to keep this rector in place. As I said to you in my letters to the parish and to the vestry, I will be resigning as rector to spend more time with my family and thereby reprioritize my ways of serving God, making my home my first church and my children my closest neighbors. This has been a very personal decision, but I make it also with the deep hope that it will help to set you free to listen carefully to God's call to you for the years ahead and to respond faithfully.

In the months ahead, I hope that there will be time not only to plan for the future, but also to give thanks for our past, to celebrate it and to have honest and good farewells. They say that a good "good-bye" is the most important factor for having a good "welcome" to whatever and whomever comes next. I hope that you will partner with me and commit to good communication, vulnerability, honesty, forgiveness, and thanksgiving in the time that we still share. And I hope that in having a good farewell, that you will keep me in your prayers - and be assured that you will always be in mine.

With Love in Christ, *Mo. Rita*



2019 Annual Report

DEACON'S LETTER

Dear Friends,

As I look back at 2019, if the prior year (2018) had a theme of discernment (both during my own sabbatical as well as a member of the Diocese of Maine Discernment Committee for our next bishop), then last year (2019) was living into that work.

The work of the Discernment Committee concluded with the announcement of the slate of candidates in at the end of 2018, and moved into other hands for the Walk-about, where the Candidates were introduced to the people of the Diocese of Maine. Then at the electing convention in February 2019, we elected Thomas James Brown to be the 10th Bishop of Maine.

Maine welcomed our bishop-elect to the diocese in the spring for a time of transition with Bishop Lane. Then he was consecrated in June, in a service which I was privileged to attend.

Following our Diocesan Convention in October, I was elected to serve as the representative for our area on Diocesan Council, with the first of our meetings taking place in December. I am still learning the full scope of our work, but am impressed by the group of other Maine Episcopalians with whom I will serve.

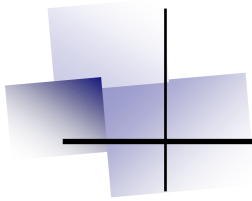
On several occasions this past year, I have had the opportunity to serve with Bishop Brown when he has made his Bishop's visit to parishes that do not have a deacon. I represent the ministry of the diaconate, while also serving as a model of deacons who are not retired.

This ministry with Bishop Brown will carry into this new year, meaning that I will again be here... and not here... My spiritual home remains grounded here at Saint John's Bangor. However, on a Sunday or two a month, I could be away in other congregations, serving with the Bishop. The full details and schedule are still evolving.

In summary, I find that in addition to my ministry at Saint John's Bangor, I am also being drawn into service in a larger community, the Diocese of Maine.

On Sundays when I have been bequeathed one of those Preaching Opportunities, you have been generous in receiving my reflections about things seen and unseen – be it the weighty Gospel (book) or rocks – and about where God is present, and calls us to be present, in our lives. May it continue to be an occasion of blessing and wonder.

Faithfully,
Ann McAlhany



2019 Annual Report

Staff Reports

DIRECTOR OF MUSIC REPORT – Dr. Webb Parker

August 2019 - Present

Music at St. John's is strong in spirit, steady in numbers of singers, and ardent in its steadfastness to provide music that enriches worship, engages the congregation, and speaks to our Anglican traditions while exploring outside our comfort zone. Along with providing music for our regular Sunday services, the choir and music team have overseen, organized, and brought to fruition the following:

November 2019: A Service for Remembrance and Peace

December 2019: Evensong – featuring the music of Vaughn-Williams

December 2019: Provided music for two Christmas Eve Vigils

January 2020: Hosted the annual MLK Service

Hosted various area choirs including Bangor Area Youth Choirs, Hampden Academy, The Windham Chamber Singers, and VoXX.

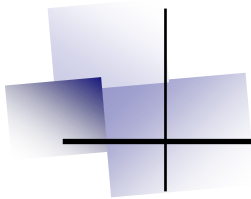
While all the good is encouraging, it does not come without its concerns: Our organ is in need of several repairs. Though not so pressing that the instrument cannot function, continued differed maintenance will only result in instrument failure over time. Knowing our coffers are low, I have spent no funds on purchasing new music, hiring instrumental soloist, or updating aging vestments. In the past three months, we have spent almost \$2000 to keep the organ functioning. Though contained within the expected budget for 2019, these are “band-aid” fixes that can only kick the can down the road. In March, Faucher Organ Company, who services our instrument will provide us with an estimate for repairs that need to be made. Thankfully, our organist, Joshua Singer is very knowledgeable about organ maintenance. I have charged Josh with overseeing the instrument inspection in March as well as keeping a list of those issues he encounters with the instrument.

As we move forward into 2020, I have several goals:

- Continue our tradition of singing well-known hymnody while adding to our knowledge-base of the over 600 hymns in our hymnal
- Enriching our worship with instrumental and vocal soloist
- Update the organizing and cataloguing our music collection
- Continue to encourage local community music organizations to utilize our space

I am very fortunate to go to work every day to do the thing I love. I looking forward to continuing to shepherd the music program at St. John's as we travers this path together. There are many unknowns in our future. But, what I do know, is those we make up the music programs at St. John's are passionate, tenacious, and determined. Our goal is, and ever will be, to provide quality musical experience that enhance our worship and engage our congregation.

Respectfully submitted,
Webb Parker, Ph.D.



2019 Annual Report

FORMATION DIRECTOR REPORT – Patricia Sprague

Throughout 2019 St John's continued to build its Adult Education & Formation program. There were book discussions: *Good News of Jesus* (L. William Countryman), *Not in God's Name* (Rabbi Jonathan Sacks), and *Waking Up White and Finding Myself in the Story of Race* (Debby Irving). There were several Scripture-related offerings, including our 2nd 50-Day Bible Challenge, this time on the **Gospel of Matthew**. In another program, we learned how each Evangelist uses his first few sentences to give a preview of the most important messages that follow, and how each one ends his gospel with a different commission for his readers. A video was shown which outlined both the **life of the Buddha** and some of the major teachings of Buddhism. During Lent there was an *Introduction to Islam* series, which ended with several representatives from the Maine Islamic Center sharing what it is like to be a Muslim in Maine. There were also two **Quiet Time programs**, one during Lent and another in Advent. And **Education for Ministry** (EfM) continued offering a safe place to explore and deepen relationship with God and neighbor.

So, in 2019 we studied Scripture, explored a few of the other major world religions, increased our awareness of the need for vigilance against those who would commit evil in the name of God, began a journey to better understand and better love our neighbors, and continued to draw closer to God. In addition, St John's strove to increase its connection to our neighboring faith communities by having members of other denominations lead programs (e.g. Intro to Islam) here and partnering with other area Episcopal churches on programs hosted elsewhere (e.g. Advent Quiet Time at St James).

In our continued efforts to find new ways to make it easier to participate in the adult learning and formation opportunities at St John's, we have begun to offer some of our programs during coffee hour in the undercroft. While there have been a few challenges to overcome in this new venue, it has increased the visibility of adult formation and decreased barriers by welcoming all to join the conversation.

Another new approach is the recent acquisition of a license for using Zoom, which is an online meeting platform. Using Zoom will allow us to offer formation programs online, where participants will be able to see and hear each other clearly and have access to all course materials, all without the need to leave home.

Finally, St John's owns several thousand books, along with quite a few videos and recordings. Through the efforts of our librarian, Susanna Pathak, all our library resources are in the process of being entered into an online catalog. Parishioners will soon be able to see what is available and request those they might like to check out. This is still a work in progress, but (many thanks to Susanna) will be coming soon. On a related note, we are seeking parishioners to serve on the library committee, which will oversee and guide this valuable community resource.

In 2020 we will continue to make participation in adult education and formation programs easier. Our prayer is that every parishioner at St John's will end the year closer to God and neighbor.

FAMILY FAITH FORMATION DIRECTOR REPORT – Anne-Marie Miller

How have we lived in the way of love this year in our programs for children, youth and families? How do we want to do this more fully in the year to come?

LEARN

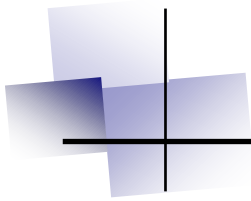
In all of our programs we have reflected on God's word through stories, songs, and games. We told the story of the Exodus, made whales to swallow Jonah, and are focusing on some of Jesus' miracles in the weeks to come. Our older youth have learned about scripture, reason and tradition—ask them for details!

PRAY

We pray together silently and out loud, and we pray for each other and those we love every time we gather. We remember the sick, sad and hurting. Our confirmands have explored different ways to pray and to dwell in God, and our younger youth group has enjoyed saying the prayer attributed to St. Francis together. New this year: experiential prayer stations for Good Friday, for children and for youth and their mentors.

WORSHIP

The heart of all of our family programs is in our sharing of the sacraments in worship. Our children and youth participate in all parts of worship, sharing some of them together in age-appropriate ways in children's chapel. Together our youth and children



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shared the story of Jesus' birth in our Epiphany pageant. Our youth have been able to worship in some different and exciting ways together through diocesan events, especially the service with our Presiding Bishop.

BLESS

We try to be like Jesus as we try to love each other and those around us generously. We have been working to bring our love to our homebound members by sharing in Eucharistic visits and by singing carols. Our youth live this out through ministry at Second Saturday, which our younger folks sometimes share in too. We are always looking to expand the ways we live in compassion and love together.

GO

We are the hands and feet of Jesus in our world, and we try to live that by going out into the world. We serve the hungry and lonely through service at Second Saturday, through our youth mission trips, and through other acts of service throughout the year and with the diocese. We try to equip our children and youth to identify need and injustice in the world, and to collaborate with others to change it—I learned about a model for doing this at the Forma Episcopal Christian Education conference last winter, and we are integrating some of these ideas into our program.

REST

We have rested together as a family with opportunities to be with one another and share meals or fun. Our families with littles gathered for playdates and a potluck, and we're hoping to expand those opportunities in the coming year.

TURN

We talk together about forgiveness, the ever-expansive love of Jesus, and hear the stories of God's people turning away from God, and then back to God who always welcomes our return. We talk about choices, acknowledging our bad choices and asking for forgiveness and help in making new choices. Our youth are focusing now on the promises and vows of baptism and confirmation, as well as on reconciliation and healing.

Prayers and dreams for the coming year: Confirmation (or Blessings) for our youth, expanded growth and opportunities for our younger youth group, ministries for our families with young children, and new opportunities for families to serve others and work for social justice together.

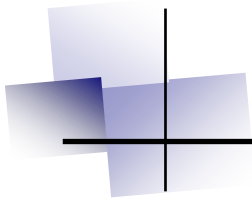
I pray that as we grow together this coming year, we will love each other generously and live like Jesus together. I pray that our church will be both a place of safety, and a place to gain strength and courage and hope in this world that feels so very scary to both our children and often to our whole community. As we learn and share the sacraments together I pray we will show and tell the love of Jesus to one another and everyone we meet, and that together we will reach out to our broken world. May it be so.

Anne-Marie

OFFICE MANAGER REPORT - Vanessa Young

It's been a busy year at St. John's so now it's time to take a look back. Our staff has been busy this year, but for the most part, there have been no major staffing changes. We thank Father Jonathan Appleyard for spending the beginning of the year with us while Mo. Rita was on Sabbatical. Though we did enjoy our time with him, we were happy to welcome Mo. Rita back following her time away. Our Formation Program is going strong under the leadership of Anne-Marie Miller and Patricia Sprague. Please check out the formation brochure, there are some great programs coming up! Our Musical team of Dr. Webb Parker and Joshua Singer continue to bring us beautiful music every week. Our staff accountant, Patricia McLaughlin, has our bookkeeping in great shape. Angelina Meucci continues to work hard on communications despite having had her family business demand more of her time than ever this year. Tricia Drake works hard each week to keep our buildings clean. Miranda Stevens has been working hard in her position as Sexton, and due to some health concerns, has been backed up recently by Jim Blanchette, who joined the team this fall. Also subbing in for Miranda this year have been Cindy Oakes and Cindy Lufkin. The nursery staff said good-bye to Charlie Marks and Rachel Thurston as they moved on to new life adventures.

The Parish house continues to be a center for outreach as we are home to regular meetings for a Girl Scout Troop, Boom Violin Lessons, The Society of the Companions of the Holy Cross, Al-Anon, Alcoholics Anonymous and Narcotics Anonymous. We've also joined forces with CourageLIVES who sends us residents in their program to do volunteer work both as office



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volunteers and on Fridays doing various tasks at both buildings. A huge thanks to Cindy Lufkin for working with the CourageLIVES volunteers each Friday.

The Bangor Area Youth Choir (formerly Bangor Area Children's Choir) continues to use the church on Tuesdays for their rehearsals and also for their concerts. The singing group VOXX enjoys our church's acoustics and will be returning again February 1st for another concert, we hope you can come and check them out.

Early in the year, our Jr. Warden resigned, for personal reasons, leaving us for the majority of the year without a Jr. Warden. I've learned a lot this year, especially about plumbing, stained glass and mortar. Earlier this year the sink in the Undercroft kitchen experienced a mysterious leak that was determined to be due to the rotting counter top, rotting cabinet and some plumbing issues. Thanks to the carpentry skills of our Organist Josh, a new counter and cabinet was built, a new sink installed, and with the help of our plumber, pipes replaced.

As many of you remember, we had the water damage in the nursery which resulted in the nursery moving to the chapel for much of the year. If you haven't taken a look at the nursery since it was completed in September, please stop in and take a look. We made every effort to create a bright and cheerful nursery, while staying within the budget of the insurance check. Meg Krause, of Design Perspectives Group Inc, worked hard to bring the project within our needed budget, donating some of her time, and adding in the bonus of the beautiful curtains. Josh Singer stepped in to add the unique emergency staircase which is out of the way so little ones can't play on them, but will easily fold down in case of an emergency. Also, when the Nursery closet flooded, we lost many items in there because the deep closet was not storage friendly. Josh has since built us shelves that will keep supplies off the floor and makes much better use of the space.

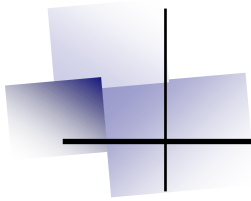
You may have noticed some of the lighting looks different in the meeting rooms in the Parish House and in the Undercroft and Church halls. This year we were awarded a grant, which covered 80% of the cost, to fit the old fluorescent light fixtures with new LED bulbs. This not only makes the areas brighter, but promises to save us money in the long term.

The Vestry had approved repair of the foundation on the right side of the Parish House, unfortunately the weather delayed the contractor and the work was postponed until 2020. On the bright side, in early December when the hot water tank in the boiler room of the church failed and needed to be replaced, there was money available in the Major Projects line to cover it since the foundation had not been repaired.

Minor repairs around the buildings included a new basement door, a new bathroom floor in the Parish house second floor bathroom, and repaired light fixtures in the Undercroft kitchen. Outside we have new LED lights by the Chapel, at the exit across from the Crane Room and at the side door of the Parish House, all with dusk 'til dawn sensors so that the lights turn themselves on at night and off in the morning. If you notice plastic on windows in the Church or Parish House, you can thank Jim Blanchette for that. He's worked hard to seal up many of our single paned windows, hopefully saving us money on the heat this winter.

Twenty-twenty promises to be an exciting year for our congregation as we look at how to proceed with our worship space. We'll do our very best to keep you all informed as we move forward. An All Parish meeting is expected to be announced for the first quarter of the year to share with you all of the most current information available, as well as possibilities of how to move forward. Please share your thoughts with a Vestry member, Mo. Rita, or myself. We all want to know what the congregation is thinking. Change is never easy, and 2020 promises to be a time of change. May God grant us the strength to continue to grow as a congregation as we move forward in the coming year.

Respectfully submitted,
Vanessa Young



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COMMUNICATIONS DIRECTOR REPORT - Angelina Meucci

Over the course of 2019 my role as Communications Director here at St. John's has continued to expand and change with the needs of the church. I have continued to send out our weekly informative e-mail, created our e-newsletter, and advertised locally for the church during events both small and large.

If you are interested in receiving the weekly mailing OR if you would like to contribute photos, articles, or meditations to the e-newsletter please send an e-mail to enews@stjohnsbangor.org.

Angelina Meucci
Communications Director

ACCOUNTANT REPORT – Patricia McLaughlin

In January of 2019 we created the new company in accounting software. This was successful in cleaning up the accounts and eliminating duplicate accounts.

I have also created memorized transactions in the account software so that in my absence, someone would be able to pay the bills and record journal entries to the correct accounts.

In May I graduated from Husson University with my Master's degree in Business Administration. I am hoping to start working on getting my CMA so I can be a Certified Management Accountant.

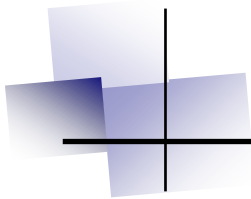
Officer Reports

SENIOR WARDEN REPORT

While it has not always been easy, it has been a privilege to offer whatever leadership skills I possess to St. John's as Senior Warden these past three years. I thank my warden predecessors for their wisdom; my fellow officers and Vestry for their support, challenges, and ideas, and for enduring more meetings this year than they would normally be expected to attend; the parish staff for their steady competence; and the congregation and Mo. Rita for this opportunity to serve, and for trusting me with the gritty matters of the parish.

As always, still more gratitude is in order:

- To Vestry who are concluding their terms, and those who are standing for nomination;
- To Patricia Sprague and Susanna Pathak, for undertaking an overhaul of our parish library, and to Cindy Lufkin and all who helped relocate our archives;
- To fundraiser coordinators and volunteers—especially Claudia Blanchette who spearheaded one last Rummage Sale before retiring her faithful post, and Alison Barkley who, with help from Don Lewis and Lois Smith, guidance from Deborah Thompson and George Wright, and on-the-ground support from scores of hosts and volunteers, leapt in and recreated the popular Homes for the Holidays house tour;
- To Sheila Stratton, Phil Ulrich, and my posse of plant wranglers for helping with the poinsettia sale, and to the Music & Arts Committee and the many volunteers who pulled off the concert of Les Petits Chanteurs on a rainy Labor Day school night, raising \$1,200 for Haiti's music school;
- To so many more I am forgetting to name but who are no less valuable.



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As I offer my thanks, so I offer my regrets. There have been excellent projects that got dropped, bogged down, kicked down the road, or simply forgotten. There have been questions that remain unanswered, and excellent seed ideas sown that fell by the wayside, or among thorns. For me, 2019 was a challenging year. The sabbatical was an experience unlike any I had navigated, propelling me beyond my comfort zone. The building issues we face are daunting, confounding, and seemingly never-ending. We've struggled to fill our officer positions, possibly because of the magnitude of the decisions ahead.

But I hope we will not let these setbacks and struggles discourage us. Perhaps they are simply signs of change—something which in itself need not be scary. The year 2020 is our 185th year as a worshipping congregation; it is fair to say we've come through worse.

The year 2020 is also the bicentennial of both the State and the Episcopal Diocese of Maine. It is Bishop Thomas Brown's first full year with us. We peer into the swirling murk of a transition to a life without our Rector—but always toward a distant light. As these changes converge, it can be hard to see these shocks as opportunities. But how can this not be a time of looking forward?

We now know that the sabbatical time lay groundwork for St. John's future with much greater immediacy than we realized. During the sabbatical I saw many people face decisions they weren't comfortable making in the absence of Mo. Rita's insights. Yet they made those decisions when there was no one else to make them, because *someone* had to. As you can see above in my thank-yous, St. John's has Someones in abundance. We are more than equipped for the probing self-assessment and ownership of decision-making needed to respond to the current and coming changes, and I, for one, find this exciting.

Some final thoughts on change and transition from the Education for Ministry curriculum text, *Reading and Reflection Guide*, Vol. A: Living Faithfully in Your World:

*"William Bridges notes that change is situational and external--new job, different goals, and new rules. Transition is internal--what happens and is happening emotionally and individually as a result of the change. Without a transition, a change is just a rearrangement of the furniture. Unless transition happens, the change isn't 'owned' and it 'won't work,' because it doesn't 'take.' Transition is a natural process of disorientation and reorientation. **Bridges's Rule No. 1: When you're in transition, you find yourself coming back in new ways to old activities.**"*

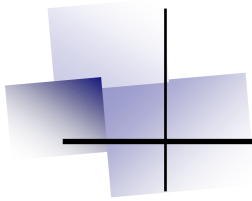
In 2020 and beyond, I trust that both Mo. Rita and we, the people of St. John's, will come back to our respective "old activities" in new and wondrous ways.

Respectfully and gratefully submitted,
Sarah Danser
Sr. Warden

CLERK'S REPORT

The job of the Clerk is not terribly onerous, but I confess to not having done the best job any Clerk has ever done. I commit to being more responsible in the year to come.

Watching the pageant, this year, I was moved by the many contributions of our youth, including the direction of Sophia Steadman. The antics of many delightful lambs... and a lion to lay down with them... and even a butterfly. But I was also moved by Jaxon's line, which I waited anxiously to hear someone say, having loved the delivery of this line every year. The child playing one of the shepherds asks whose turn it is to mind the sheep, and then a shepherd named Tobias replies, "Your turn, Ebenezer." These lines come from the Gretchen Wolff Pritchard pageant that our children have performed for many years now, and every year there's an Ebenezer, and every year Tobias reminds him of his duty. Aren't we all tired like Ebenezer? Aren't we all thankful for rest, like Tobias?



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Children *know* how to deliver this line. It's always delivered with knowing emphasis. Turn-taking is an important part of childhood, whether it's *your* turn to pick who gets which serving of dessert or *your* turn to do the dishes. Whoever's turn it is -- they have done their service in the past, and they will serve again, but tonight *no one else but them* can serve. It's your turn, Ebenezer. Watch the sheep.

Children cycle through roles in the pageant. At first they are too young to be anything but mute (but glorious) sheep; they eventually become angels and shepherds; later Joseph and Mary; eventually one of the kings. And herders of shepherds, and star-bearers, and directors. You may have been a sheep last year, but this year -- it's your turn, Ebenezer. Watch the sheep.

Just as children cycle through roles in their homes, and in their pageant, so do the adults of the parish cycle through roles. You were once the senior warden, you were once the chair of the capital campaign, you once ran the meals ministry. In the year or two to come, we will all look to one another, as laity, to be reflective and intentional about the change that is to come. You're needed again -- it's your turn, Ebenezer. Watch the sheep.

Respectfully submitted,
Ben Treat

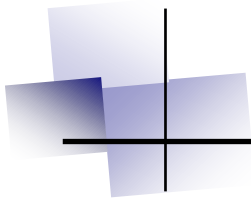
Vestry Reports Vestry Task Force Reports

2020 SABBATICAL COMMITTEE

Members: Mo. Rita, Scott Burgess, Ben Treat, Sarah Danser; with assistance of Ralph Whedon, Don Lewis, Christ Swift

- A. Capital Campaign Feasibility Study:** During Mo. Rita's sabbatical, the parish conducted a Feasibility Study with Episcopal Church Foundation, the report of which can be found on St. John's website. ECF concluded that an internal campaign was likely to raise approximately \$429,000.
- B. External Fundraising Campaign:** Claudia Dymond—professional consultant, Bangor native, and friend of St. John's—was retained from July 2019 through the end of January 2020 to help us form committees to identify external sources of funding locally and nationally, prepare publicity materials, solicit gifts, and research grants to support restoration work, bringing in so far \$70,000 in awarded grants. More information can be found in Claudia's report.
- C. Phases of the Project and “Plan B” Project List:** The realities of the granting and grant application processes led us to contact Artifex (formerly Ames & Associates), the firm who prepared our restoration assessment for the tower and building, for a breakdown of the repair projects into more or less discrete phases. See Ben Treat's report for more information on this development and the Vestry's presentation to the parish about it.

At the same time, Vestry members Ralph Whedon and Don Lewis have been looking into “Plan B” building projects, in the event funds for the original restoration plan cannot be secured. If this Annual Meeting reveals interest from the parish for alternative plans, the Vestry will also meet on Tuesday, February 11 to hear and consider such alternative repair possibilities for addressing the tower and church repairs. Interested volunteers will be needed to constitute a more robust Property and Buildings task force to help Don and Ralph brainstorm, investigate, price out, and develop workable ideas, and to update the parish on their findings at an all-parish meeting on March 1, 2020.



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DISCERNMENT TASK FORCE REPORT

Sarah Danser, Ralph Whedon, Eunice Bemis, Frank Bennett, Meredith Allbright

When an individual feels called to Holy Orders, their parish provides a forum to help them explore and understand their call. This forum also helps the parish discern whether to proceed in raising the individual up to the diocese to be considered for Holy Orders. The task force is put together by the parish with the input of the discerner. This small group is expected to meet a minimum of nine times over a period of at least six months, and the sessions are conducted and their content held in strict confidence. At the conclusion, the Convener prepares a report of the group's discernment work which the Vestry will use when considering whether to recommend the discerner for Holy Orders.

One such group was formed at St. John's in 2018, with two Vestry members appointed as Conveners, and began a discernment process. Under the direction of Diocesan Archdeacon Aaron Perkins, the group met with a discerner to pose questions and invite reflection as outlined in the book *Listening Hearts* by Suzanne Farnham. This discernment ultimately was put on hold prior to reaching a conclusion. While St. John's did not have anyone in this stage of active discernment in 2019 and thus did not meet, we remain prepared to engage in this process.

ASPIRE CAPITAL CAMPAIGN REPORT

After two years of architectural and engineering assessments to determine the condition of the church tower and a feasibility study to determine the parish's desire for repairing the church, St. John's initiated ASPIRE 2025 to identify and pursue funding to undertake the \$2.25M in repairs. Through the Vision 2020 Team, four volunteer committees--grants, major gifts, extended family and community connections--were created to move the fundraising forward.

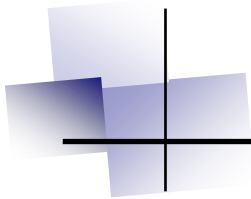
In late spring, St. John's contracted with Claudia Dymond, a development consultant who was born and raised in Bangor and at St. John's, to manage ASPIRE 2025. The goals are to encourage parishioners to volunteer and build the committees, train the volunteers in their respective endeavors, create related materials, prepare and submit proposals, communicate with the parish and liaise with the Vestry. By early fall, the Grants and Major Gifts committees were fully engaged (extended family was later folded into Major Gifts).

Grants: Research undertaken by the Grants Committee resulted in 12 potential funders being identified, with four funders having deadlines before the end of 2019. Of the four submissions, two were awarded: \$10,000 from the Morton-Kelly Charitable Trust (Portland, ME) and \$60,000 from the Maine Steeples Fund (who had awarded \$4,000 towards the tower assessment). The Steeples grant requires a 1:1 match in either other grant awards or donations. The Morton-Kelly grant will be applied towards the match.

Major Gifts: The committee spent a couple of months identifying potential individual and corporate donors, mostly from the Greater Bangor community, as well as assigning which parishioner will approach a donor and the amount to be requested. Currently, about 50 donors have been identified. At the All Parish meeting in November, the committee volunteers were formally commissioned by Mo. Rita and the Parish to undertake this important task.

To assist the volunteers, Claudia drafted talking points, letter and email text and a solicitation package, including an introduction letter, suggestions for donor benefits, a "St. John's in pictures" and brochure. Comments have been received and this marketing package is being revised.

For 2020, the Grants Committee will continue to research foundations, and proposals currently identified will be submitted. In particular, the national Sacred Places grant will be reviewed to determine St. John's eligibility. The Letter of Intent for that grant



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is due in April. We anticipate that the Major Gifts committee will begin soliciting donors during Winter. And, the Vestry will determine whether the Community Connections committee will undertake any events to support ASPIRE 2025.

Standing Committee Reports

STEWARDSHIP STANDING COMMITTEE REPORT

Stewardship Committee:

Chair: Eric Boberg; Members: Mo. Marguerite Steadman, Sarah Danser, Faith Erhardt, Ken Huhn

“For I know the plans I have for you,” declares the LORD, “plans to prosper you and not to harm you, plans to give you hope and a future.”
Jeremiah 29:11

Over the summer of 2019, the chair position of the Stewardship Committee was rethought in an effort to alleviate some Sr. Warden responsibilities. As a current member of the Stewardship Committee, it was my honor to volunteer for the role of Chair and continue the important work of parish stewardship. As Chair for six months, I’m excited for the future of stewardship at St. John’s.

Before the start of October Stewardship month, the Stewardship Committee asked 54 past and present parish leaders to kick off the pledge campaign with their support. October began and ended with the chair speaking about stewardship during both the 8 and 10 o’clock services. On October 13, Nancy Dymond and Rachel Miller-Treat spoke about what stewardship meant to them. These presentations were recorded for anyone who would like to view them.

Our 2019 pledge campaign was an enormous effort, and took many people to make it happen, including the office staff and volunteers. In total, 336 letters were mailed, 107 emails sent, countless telephone calls made, and 95 hand written thank you cards mailed. The results as of January 14, 2020: 95 pledges totaling \$249,871.73. With a pledge goal of \$281,500, we find ourselves short a little more than \$31,000. However, the committee is still expecting some additional pledges to come in, as well as additional support from our larger community of friends. If you have already pledged, thank you. If you haven’t pledged, the Stewardship Committee would encourage you to consider your financial support as part of your stewardship to St. John’s.

The Stewardship Committee is committed to highlighting all aspects of stewardship throughout the year. Not only does this mean giving of our money to the mission of the church, but also the giving of times and talents. As our first experiment, we have developed a series of inspirational videos titled “Ministry Moments,” which highlights parish members in their leadership roles as part of their stewardship. Keep an eye out for future ideas that sheds visibility on all aspects of stewardship at St. John’s.

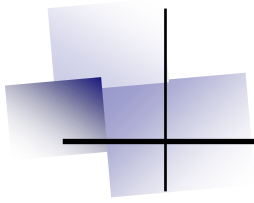
In service to our Lord,
Eric Boberg, Stewardship Committee Chair

FINANCE STANDING COMMITTEE REPORT

Ministry Group: Finance Committee and its sub committees: Investment, Budget, & Audit

Membership: David Field, Chair, Ross Moczo (Treasurer), Jim Blanchette, Ken Huhn, Roger George. Marsha Connors.

Mission & Purpose: The Finance Committee’s primary task is to develop an annual budget for presentation to the Vestry, with a concomitant chore of regularly monitoring of actual income and expenditures against the expectations of the budget and communicating status and trends to the Vestry. A subcommittee deals with advice regarding endowment investments. Auditing is done by members of the Committee, sometimes with the help of a representative from the Diocese. The Committee is also



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responsible for counting the collections at the various services. Members of the committee also provide refreshments for the Sunday coffee hours in regular rotation with other Parish groups.

2019 Highlights: Collaborated with the Stewardship Committee on a pledge estimate and provided a balanced budget for consideration by the Vestry. We spent a considerable amount of time developing, for recommendation to the Vestry, changes in our fund accounting procedures to more clearly identify Endowment and Income Funds, streamline the list of funds, and provide greater clarity with regard to fund balances.

2019 Objectives met: Balanced budget

Ministry Hopes for 2020: Provide budget projection information to the Stewardship Committee to allow it to meet its duties in a timely fashion. Continue to oversee church income and expenditure comparisons with the budget in order to assist in maintaining a balance. Continue to track and review fund accounting in hopes of continued improvement. Conduct a Procedural Audit.

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St. John's Episcopal - 2020 Budget

SS Tax = 6.2%

Medicare tax = 1.45%

YTD	Revised	Budget
Actual	2019	Recommend
Jan - Dec 19	Budget	2020

Income

1-Operating Revenue

Operating Receipts - Endowments

1511004 · OPR - General Endowment	11843	25606	14864
1511005 · OPR - Keene Endowment	6482		7498
1511006 · OPR - French Endowment	2976	3500	3500
1511007 · OPR - Hill Endowment	3740	3500	3500
1511008 · OPR - Egery Fund (Gibson Trust)	4470	4370	4370
1511009 · OPR - Philbrook Endowment	1940	1900	1900

Total Operating Receipts - Endowments	31451	38876	35632
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Operating Receipts - Offerings

1411000 · OPR - Plate Offerings	9631	9662	10000
1412004 · OPR - Holiday Offerings	8643	11000	10000
1421000 · OPR - Pledge Payments	254896	275961	255000
1421001 · OPR - Prior Year Pledge Payment	5249	5149	6000
1461000 · OPR - Undesignated Cont.	28793	20000	22000
1461001 · OPR - Initial Envelope Donation	108	108	105
1481003 · OPR - "Other" Receipts	0		49820
1511048 · OPR - Altar Flower Donations	1150	1800	1800
1512001 · OPR - Fund Income	3029		2855
1521908 · OPR - Bapst Shared Expense Inc	10395	10395	10395
1522001 · OPR - Operating Reserve Fund	0		

Total Operating Receipts - Offerings	321895	334075	367975
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Total 1-Operating Revenue	353345	372951	403607
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2-Outreach

Outreach Revenue

1461002 · OTR - Building Use Donations	2949	3900	3200
1511074 · OTR - John Bapst	12100	12100	12100
3661001 · OTR - Floyd Endow Income	1543	1800	1620
3661002 · OTR - Gen Endow Outreach	1320	1320	1177
3661003 · OTR - Youth Miss. Trip Fund Rsr	0		
3661004 · OTR - 4th Sunday Plate Offering	2578	2100	2500
3661005 · OTR - Evensong Plate Offering	1365	1000	400

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3661006 · OTR - Outreach Fund Raisers	13859	10500	10500
3661007 · OTR - Other Income Outreach	0	350	350
3661008 · OTR - FUND INCOME	0		
3661009 · OTR - C.S. & Camp Scslshp/ChoirF	0	700	700
3661017 · OTR - CLYNK Account	379	425	425
3661080 · OTR - Outreach Reserve Fund			
Total Outreach Revenue	36093	34195	32972
Total 2-Outreach	36093	34195	32972
3-Capital Improvement			
4450045 · Property Gift	0		
4450047 · Building Fund	14172		
4450050 · Tower Repair Fund	560		
4550046 · Dwelley Endow Inc, Revenue	23974	25870	28504
Total 3-Capital Improvement	38705	25870	28504
Total Income	428144	433016	465083
Gross Profit	428144	433016	465083
Expense			
1-Ministries			
A-Worship & Pastoral Care			
C - Fellowship			
1654002 · EXP - In-Reach Committee	835	950	935
1654003 · EXP - Newcomer Incorp Expense	73	100	75
Total C - Fellowship	908	1050	1010
Material Support			
1611015 · EXP - Altar Flowers Expense	3922	1700	1700
1652001 · EXP - Bulletins	878	730	875
1656001 · EXP - Altar/Liturgical Supplies	1883	2185	2100
Total Material Support	6683	4615	4675
Other Pastoral Expenses			
1617000 · EXP - Staff Travel	890	1285	1000
5901014 · EXP - Dcn. Trvl., Ed & Other	0	0	0
Total Other Pastoral Expenses	890	1285	1000
Rector			
1610010 · EXP - Rector Cont. Ed. & Travel	1688	1620	1620
1611010 · EXP - Rector Salary	33064	33064	52224
1612010 · EXP - Rector SS Reimbursement	5570	5570	6000
1614010 · EXP - Rector Health Insurance	23206	26000	0
1614014 · EXP - Rector Dental Insurance	1974	2104	0
1615010 · EXP - Rector Life Insurance	288	288	288
1616010 · EXP - Rector Pension	13434	14311	16960
1618010 · EXP - Rector Housing/Utilities	36000	36000	36000
1618011 · EXP - Rector Office Expense	1367	1350	1350

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1618013 · EXP - Rector Telephone	1052	985	985
1619010 · EXP - Rector Supply Clergy	2590	5400	4400
1619011 · EXP - Sabbatical Fund Expense	2700	2700	2700
1619110 · EXP - Supply Clergy Travel	1091	500	1500
1671012 · EXP - Guest Preaching	600	850	850
Total Rector	124624	130742	124877
Sexton			
1611008 · EXP - Sexton Salary	6401	6240	6240
1611111 · EXP - Assigned Duties	108	432	432
1612008 · EXP - Social Security	404	414	414
1613008 · EXP - Medicare	94	97	97
Total Sexton	7007	7183	7183
Total A-Worship & Pastoral Care	140112	144875	138745
B - Music			
EXP - Director of Music			
1611003 · EXP - Director of Music	19175	19000	19000
1612003 · EXP - Social Security	1229	1277	1277
1613003 · EXP - Medicare	287	299	299
1616003 · EXP - Dir of Music Pension	1710	1710	1710
1617003 · EXP - Cont. Ed.&Memberships	0	300	300
1619003 · EXP - Dir Music Sub/Vacation	1700	1520	1000
Total EXP - Director of Music	24102	24106	23586
EXP - Organist			
1614004 · EXP- Organist Salary	8865	8000	11096
1615005 · EXP - Social Security	563	496	688
1616006 · EXP - Medicare	132	116	160
Total EXP - Organist	9560	8612	11944
Program Expenses			
1672001 · EXP - Music	0	0	250
1672003 · EXP - Organ Tuning Expense	1705	1000	1500
1676819 · EXP - Piano Maintenance	0	400	600
671999 · EXP - Professional Musicians	0	0	150
Total Program Expenses	1705	1400	2500
Total B - Music	35366	34118	38030
Total 1-Ministries	175477	178993	176775
2-Education			
A-Youth			
Director Youth & Children			
1611006 · EXP - Children & Youth Coordin	7884	8500	9300
1612006 · EXP - Social Security	489	553	576
1613006 · EXP - Medicare	114	124	135
Total Director Youth & Children	8487	9177	10011

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Nursery Staff			
1611007 · EXP - Nursery Staff Salary	1914	3355	3660
1612007 · EXP - Social Security	91	208	227
1613007 · EXP - Medicare	21	49	54
Total Nursery Staff	2026	3612	3941
Program Expenses - Youth			
1671001 · EXP - Christ. Ed. Supplies Exp	327	400	300
1671003 · EXP - Youth Group Expenses	68	300	200
1671007 · EXP - Curriculum Materials	0		0
1671008 · EXP - Nursery Supplies	0	50	50
1672837 · EXP - Teacher Support	40	200	150
1672838 · EXP - Prayer Books	0	100	100
1672839 · EXP - Bibles	302	200	200
Total Program Expenses - Youth	737	1250	1000
Total A-Youth	11250	14039	14952
B - Adult			
Program Expenses - Adult			
1671009 · EXP - EFM	1363	1000	1000
1671010 · EXP - Groups Honorarium	100	250	100
1671013 · EXP - Adult Ed Materials/Book	9	50	100
1671014 · EXP - Director Continuing Ed	224	0	0
Total Program Expenses - Adult	1696	1300	1200
Total B - Adult	1696	1300	1200
Total 2-Education	12947	15339	16152
3-Administration/Communications			
Administration			
Bookkeeper			
1611005 · EXP - Hourly	7886	7875	8925
1612005 · EXP - SS	489	512	554
1613005 · EXP - Medicare	114	114	130
Total Bookkeeper	8490	8501	9609
Exec Asst./Office Mgr			
1611004 · EXP - Hourly	35077	33012	33270
1612004 · EXP - Social Security	2175	2047	2063
1613004 · EXP - Medicare	509	479	482
1616004 · EXP - Parish Admin Pension	3157	2971	2994
Total Exec Asst./Office Mgr	40918	38509	38809
Total Administration	49407	47010	48418
Communications/Tech Support			
1611040 · EXP - Program Assistant	6697	7088	7350
1611041 · EXP - Social Sec. Prog. Assist	415	461	456
1611042 · EXP - Medicare Prog Assist	97	102	106

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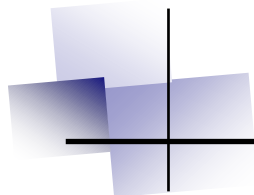
1611043 · EXP - Assigned Duties	0		
Total Communications/Tech Support	7209	7651	7912
Governance Expense			
1654001 · EXP - Stewardship Committe	0	375	150
1654004 · EXP - Vestry Retr./Dio. Cpmv	1121	855	800
Total Governance Expense	1121	1230	950
Office Services and Expenses			
Bank Fees			
1615000 · EXP - Check fees for Payroll	849	800	1224
1615001 · EXP - Bank Fees for Contrib	1017	900	900
1643001 · EXP - Bank Fees	357	650	500
Total Bank Fees	2223	2350	2624
1632000 · EXP - Copier Supplies Contract	3474	3185	3240
1641000 · EXP - Office Supplies	4339	4400	4000
1641001 · EXP - Hospitality (Expense for putting on special meals and coffee hour any coffee expense.)	1782	0	1500
1642000 · EXP - Equip&Software Purch Rep	1174	1500	1500
1642001 · EXP - Copier Lease	2556	2388	2400
1642002 · EXP - Computer Support	4194	3950	3950
1643000 · EXP - Postage	1362	1200	1200
1647000 · EXP - Misc. Office Expenses	190	500	1000
1652000 · EXP - Communications	4413	4500	4500
1652003 · EXP - Purchase of Publications	325	490	400
1655000 · EXP - Advertising	1108	950	950
Total Office Services and Expenses	27139	25413	27264
Total 3-Administration/Communications	84876	81304	84544
4-Property Care			
225 French Street			
1631225 · EXP - Maintenance (225)	2477	1500	1500
1632225 · EXP - Equipment (225)	236	250	250
1633225 · EXP - Contracted Services (225)	4559	4500	4500
1635225 · EXP - Heat (225)	18341	16300	19000
1636225 · EXP - Electricity (225)	4421	4850	3700
1637225 · EXP - Water & Sewer (225)	2203	1400	1400
1639225 · EXP - Pest Control	834	808	870
Total 225 French Street	33070	29608	31220
234 French Street			
1631234 · EXP - Maintenance (234)	390	500	500
1632234 · EXP - Equipment (234)	0	150	150
1633234 · EXP - Contracted Services (234)	450	2100	1500
1635234 · EXP - Heat (234)	6081	6200	6800
1636234 · EXP - Electricity (234)	1804	1800	1200
1637234 · EXP - Water & Sewer (234)	661	800	700

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Total 234 French Street	9387	11550	10850
Cleaning Personnel			
1691050 · EXP - Cleaning Person Hourly	9042	9200	9200
1691051 · EXP - Social Security Cleaning	561	571	571
1691052 · EXP - Medicare Cleaning	131	133	133
Total Cleaning Personnel	9734	9904	9904
General Expenses			
1633001 · EXP - Trash Removal	1228	1120	1215
1633002 · EXP - Lawn Care/Snow Removal	2894	3400	3350
1634000 · EXP - Janitorial Supplies	1439	1100	1100
1686000 · EXP - Gardens	0	0	0
Total General Expenses	5561	5620	5665
Insurance			
1621000 · EXP - Property & Liab Insurance	10076	9999	10500
1624000 · EXP - Workers Comp Insurance	690	1288	1500
Total Insurance	10766	11287	12000
Total 4-Property Care	68517	67969	69639
5-Episcopal Communion			
1861001 · EXP - Diocesan Assessments	56057	56057	55327
1861002 · EXP - Episcopate	494	484	497
Total 5-Episcopal Communion	56551	56541	55824
6-Outreach Expenses			
1-Partnership Ministry			
5901001 · OTR - Exp - Bgr Partners	1365	1000	400
5901002 · OTR - Exp-Intl Partners	0		
Total 1-Partnership Ministry	1365	1000	400
2-Camperships			
5901004 · OTR - Exp Bishopwood Campership	0	180	180
Total 2-Camperships	0	180	180
3-Community Lunch			
5901005 · OTR - Exp Salvation Army Food	599	700	600
5901006 · OTR - Exp 2nd Saturday Food	1915	2200	1900
Total 3-Community Lunch	2514	2900	2500
4-Youth Episcopal Services(YES)			
5901007 · OTR - Exp YES Meetings & Event	148	300	325
5901008 · OTR - Exp Mission /Trip	700	700	700
5901009 · OTR - ExpChurch Taizé	1400	1400	1400
5905558 · OTR - Exp Youth Curriculum	0	150	150
Total 4-Youth Episcopal Services(YES)	2248	2550	2575
5-Music Outreach/Choir School			
5901027 · OTR - ExpOff Camput C.S. Fees	0	550	550
Total 5-Music Outreach/Choir School	0	550	550

2019 Annual Report

6-Clergy Humanitarian Support			
5901012 · OTR - Exp Rector Discr	1620	1620	1620
5901013 · OTR - Exp Deacon, Disc.	1200	1200	2500
Total 6-Clergy Humanitarian Support	2820	2820	4120
7-Fund Raiser Expense			
2901055 · OTR - Exp Fund Raiser	5444		
Total 7-Fund Raiser Expense	5444	0	0
8-Outreach Expense Share			
OTR EXP - OPR Admin Exp Share 9%	7627	4004	7609
OTR EXP - OPR Music Exp Share 20%	7060	6840	7606
OTR EXP - OPR Prop Exp Share 16.9%	11579	10791	11769
8-Outreach Expense Share - Other	0		
Total 8-Outreach Expense Share	26267	21635	26984
6-Outreach Expenses - Other	0		
Total 6-Outreach Expenses	40656	31635	37309
7-Capital Expenditures			
Building Fund Carry Over	0		
2901062 · CAP - LOC Interest	3699	3000	3000
2901064 · CAP - LOC Principle	9301	10000	10000
2901065 · CAP - Emergency Project	3664	3000	3000
2901066 · CAP - Maint Projects	802	1500	1500
2901067 · CAP - Major Projects	20279	8370	11004
2901068 · CAP - Tower Repair Exp	960		
Total 7-Capital Expenditures	38705	25870	28504
Administrative Expense			
1654006 · EXP - Adm Trans to Outreach 9%	-7627	-4004	-7609
Total Administrative Expense	-7627	-4004	-7609
Music Outreach			
Music			
1619009 · EXP- Music Transfer to Outreach 20%	-7060	-6840	-7606
Music - Other	0		
Total Music	-7060	-6840	-7606
Total Music Outreach	-7060	-6840	-7606
Operating Expenses			
Other			
1740001 · Antcipated Unspent Line Item	0	-3000	0
1740002 - Reserve Fund Deficit	-23320		23320
Total Other	-23320	-3000	23320
Total Operating Expenses	-23320	-3000	23320
Organizational Expense			
1638007 · EXP - Prop Trans to Outreach 16.9%	-11579	-10791	-11769

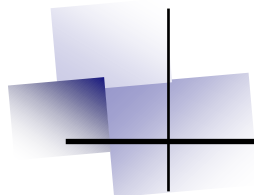


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Total Organizational Expense	-11579	-10791	-11769
Total Expense	428144	433016	465083
	0	0	0
	0	0	0
	0	0	0

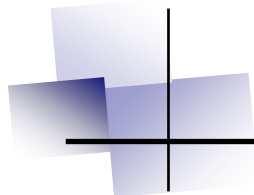
St. John's Episcopal – 2019 Balance Sheets

	<u>Dec 31, 19</u>
ASSETS	
Current Assets	
Checking/Savings	
Checking and Savings	
1101001 - Bangor Savings Main Account	54,751.97
1101002 - Bangor Savings Debit Card	563.28
1101003 - Bangor Savings Vanco	2,264.12
1101004 - Bangor Savings Medavision	496.56
1101005 - Bangor Savings Rector's	2,173.21
1101006 - Bangor Savings Deacon's	3,488.91
1101007 - Bangor Savings - Fund Account	<u>27,233.44</u>
Total Checking and Savings	<u>90,971.49</u>
Total Checking/Savings	<u>90,971.49</u>
Total Current Assets	90,971.49
Fixed Assets	
Furniture and Equipment	
0039190 - 225 French Street	486,932.50
0039191 - 234 French Street	<u>10,190.00</u>
Total Furniture and Equipment	497,122.50
Land	
0039170 - 225 French Street	34,500.00
0039171 - 234 French Street	<u>8,300.00</u>
Total Land	42,800.00
Property Fund	
Buildings	
0039180 - 225 French Street	500,000.00
0039181 - 234 French Street	<u>145,388.60</u>
Total Buildings	<u>645,388.60</u>
Total Property Fund	<u>645,388.60</u>
Total Fixed Assets	1,185,311.10



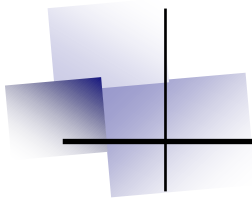
2019 Annual Report

Other Assets	
Investments, Long-Teerm	
Stocks, Bonds and Mutual Funds	
0014180 - Bar Harbor Trust Services	1,430,571.49
Total Stocks, Bonds and Mutual Funds	<u>1,430,571.49</u>
Total Investments, Long-Teerm	<u>1,430,571.49</u>
Total Other Assets	<u>1,430,571.49</u>
TOTAL ASSETS	<u>2,706,854.08</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Medivision Liability	496.56
Total Other Current Liabilities	<u>496.56</u>
Total Current Liabilities	496.56
Long Term Liabilities	
2000 - Bank Loan-Long Term Liability	57,847.38
Total Long Term Liabilities	<u>57,847.38</u>
Total Liabilities	58,343.94
Equity	
Equity Accounts	
Fund Balances	
0076944 - FB - Sabbatical Fund	6,500.00
0132311 - FB - Fred Jones Choir Fund	7,859.22
0173311 - FB - Higgins Music Fund	2,929.44
0182311 - FB - Discretionary - Rector	2,173.21
0223311 - FB - Memorial Fund	10,623.92
0295117 - FB - Fuel Fund	100.00
0313311 - FB - Easter memorials Fund	3,068.72
0323311 - FB - Christmas Memorials Fund	3,559.93
0333311 - FB - Christmas Baskets Fund	3,142.88
0363311 - FB - Church School Fund	2,166.76
0422311 - FB - Discretionary - McAlhany	3,488.91
0443311 - FB - Youth Group Fund Taizé	13,608.51
0469358 - FB - Youth Mission Trip Fund	668.54
0493311 - FB - Special Offerings	1,546.74
0509311 - FB - Building Fund	7,234.35
0583311 - FB - Garden Fund	836.48
0632311 - FB - Special ProJects Fund	-6,386.27
0642311 - FB - Book Fund	12.00
0664311 - FB - Cap. Improvement Fund Bal.	24,480.00



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0682311 · FB - Tower Repair Fund	840.00
0692311 · FB - Discretionary - Office	600.00
0702311 · FB - Line of Credit Fund	-57,847.38
0713318 · FB - Operating Reserve	-18,914.97
0713349 · FB - Outreach Reserve	-4,563.44
0713350 · FB - Prepaid Pledge Fund	34,019.27
1024311 · FB - Fort Camperships Fund	377.32
1114311 · FB - Flower Fund	81.17
1234311 · FB - Nichols Church Light Fund	51.53
1244311 · FB - Organ Fund	<u>977.70</u>
Total Fund Balances	43,234.54
Fund Balances - Endowments	
0024311 · FB - Fort Endowment	6,795.84
0044311 · FB - General Endowment	347,755.67
0054311 · FB - Keene Endowment	171,188.50
0114311 · FB - Flower Endowment	2,720.61
0234311 · FB - Nichols Endowment	1,361.12
0244311 · FB - Organ Endowment	25,821.41
0254311 · FB - Usher Flower Endowment	9,511.57
0264311 · FB - Floyd Endowment	40,759.52
0348967 · Fred Jones Choir Endowment	12,232.19
0464311 · FB - Dwelley Endowment	650,787.92
0604311 · FB - Benson Endowment	6,799.10
0774311 · FB - Morrissey Endowment	<u>154,838.04</u>
Total Fund Balances - Endowments	1,430,571.49
Invested and Capital Assets	
0039311 · FB - Property Funds	<u>1,185,311.10</u>
Total Invested and Capital Assets	<u>1,185,311.10</u>
Total Equity Accounts	2,659,117.13
30000 · Opening Balance Equity (Opening balances during setup post to this account. The balance of this account should be zero after completing your setup)	-82.27
3900 · Retained Earnings	<u>-10,524.72</u>
Total Equity	<u>2,648,510.14</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,706,854.08</u></u>



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Constitution and By-Laws

of

The Parish of St. John's Episcopal Church
Bangor, ME

as amended and restated on January 29, 2012

Article 1

Authority Acknowledged

This parish accedes to the Constitution, Canons, doctrine, discipline, and worship of the Protestant Episcopal Church in the United States of America and to the Constitution and Canons of the Diocese of Maine, and acknowledges their authority.

Article 2

Definitions

“Communicant” shall mean a member of this Church who has received Holy Communion in the Episcopal Church at least three times during the preceding year; and as may be further defined by the Canons of the Protestant Episcopal Church in the United States of America and the Canons of the Diocese of Maine.

“Vestry” shall mean “The Rector, Wardens, and Vestry” and consists of the Rector, Senior Warden, Junior Warden, Clerk, Treasurer, and nine other members.

“Officers” shall mean the Senior Warden, Junior Warden, Treasurer, and Clerk.

Article 3

Membership

Any communicant who is at 16 years of age and has been, during the previous year, faithful in corporate worship (unless for good cause prevented) and has been faithful in working, praying, and giving for the spread of the Kingdom of God, and who has signed an Intention to be attached to the Parish and to accept its Constitution and By-Laws, shall be considered a member in good standing of the Parish and entitled to vote in its affairs at any annual or special meeting.

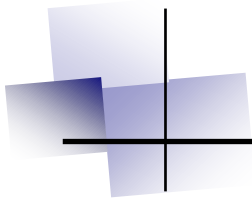
No person who disclaims or refuses conformity to the authority of the Protestant Episcopal Church shall be eligible to vote in the Parish's affairs.

Any member who shall have refrained for twelve consecutive months, from regular corporate worship (unless for good cause prevented) and from contributing to the support of the Parish shall no longer be considered a member in good standing and shall be subject to removal from the Parish list of members, after due notice and opportunity to be heard thereon, by a majority of the members present at an annual or special meeting of the Parish.

Article 4

Annual and Special Meetings

The annual meeting of the Parish shall be held at such time and place as the Vestry shall appoint.



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Special meetings of the Parish may be called by the Wardens at any time, and shall be called by the Wardens whenever requested by the Vestry, the Rector or by petition of twelve or more members of the Parish.

Notice of any meetings of the Parish shall be signed by a Warden or by the Clerk, and an attested copy of the notice shall be posted within the vestibule at the main entrance to the church at least seven days before the day fixed for the meeting.

The Rector, if present, shall preside, and in the Rector's absence, the Senior Warden (or in the Senior Warden's absence, the Junior Warden) shall preside. In the absence of the Rector and Wardens a Moderator shall be chosen by ballot, but any member of the Vestry may preside while such moderator is being chosen.

Thirty members shall constitute a quorum.

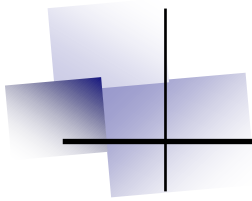
Nothing acted upon at any special meeting of the Parish shall have any legal force or effect unless the subject matter is stated in the notice for such meeting.

Article 5 Elections and Qualifications

At the annual meeting, the following Officers shall be elected, each to serve for a term of one year: Senior Warden, Junior Warden, Treasurer, and Clerk. No one shall be elected as an Officer who is not at least 20 years of age, a communicant and a member in good standing of the Parish. There shall also be elected at the annual meeting Vestry members to fill vacancies and expired terms. No one shall be elected as a member of the Vestry who is not a communicant and a member in good standing of the Parish. All elections of Vestry members who are not Officers shall be for a term of three years, except for elections to fill vacancies in un-expired terms.

The procedure for election of the Vestry shall be as follows:

- (a) The Officers shall be elected first, each by separate ballot, in the following order: Senior Warden, Junior Warden, Treasurer, Clerk. The person receiving the most votes on the ballot shall be elected. If there is a tie between the persons receiving the most votes, a second ballot shall be taken between those persons receiving the tied votes.
- (b) After the election of the Officers there shall be one ballot to fill expired terms on the Vestry. Members may vote for as many candidates on their ballot as there are expired terms to fill, but cumulative voting is not permitted. The tellers will make a list of those persons receiving votes in the order of the number of votes received beginning with the highest number of votes. Those persons will be declared elected to the Vestry in the order of the list until all expired terms are filled. If there is a tie between the last persons on the list needed to fill all expired terms, a second ballot shall be taken between those persons receiving the tied votes to determine which of them will be elected to the Vestry.
- (c) After the election of persons to fill expired terms of the Vestry there shall be one ballot to fill vacancies of unexpired terms on the Vestry. Members may vote for as many candidates on their ballot as there are vacancies to fill, but cumulative voting is not permitted. The tellers will make a list of those persons receiving the votes in the order of the number of votes received beginning with the



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person receiving the highest number of votes. Those persons will be declared elected to the Vestry in the order of the list until all vacancies (beginning with the longest unexpired term) are filled. If there is a tie between the last persons on the list needed to fill all vacancies, a second ballot shall be taken between those persons receiving the tied votes to determine which of them will be elected to the Vestry.

Members of the Vestry shall serve for their respective terms of office until others are elected in their stead. Vacancies in the Vestry except that of Rector, may be filled by the Vestry and the persons so chosen by the Vestry shall serve for the unexpired terms and until others have been duly elected in their stand.

Lay delegates to the Diocesan Convention may be elected at the annual meeting in such manner as the members present may determine, but if not so chosen they shall be elected by the Vestry, such delegates shall be members and shall be Communicants. Alternates may be appointed by the Vestry, or if the Vestry fails to do so, the Rector.

Members of the Vestry (except the Rector) may be removed by vote of two-thirds of the members present at any Parish meeting called for that purpose, but such two thirds vote must equal or exceed thirty.

Article 6 Vestry

The Vestry shall constitute the Steering Committee of the Parish and shall exercise all the powers thereof. It as a body corporate shall take and hold, in succession, all grants and gifts of any property to the Parish in accordance with the provisions of the Laws of the State of Maine, as the same now are enacted or hereafter may be amended. It shall be the duty of the Vestry to manage the prudential affairs of the Parish and to care for its property, to supervise and direct the Officers in the discharge of their duties. The Vestry shall have the power to appoint agents, employees and committees it deems necessary to carry out its duties.

The Vestry shall meet on a regular basis. Special meetings of the Vestry may be called by the Rector, by either of the Wardens, or by three or more members of the Vestry.

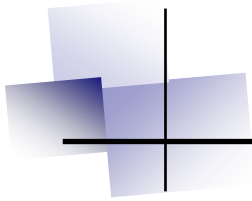
The Rector, when present, shall preside at all meetings of the Vestry and, in the event of a tie, may cast the deciding vote, unless the business or question to be decided has relation to the personal interest of the Rector. Seven members of the Vestry shall constitute a quorum.

Notice of any meeting of the Vestry may be communicated in person, by regular mail, telephone, telefax, or electronic mail at least 48 hours in advance.

Article 7 The Rector

Consistent with all requirements of the Canons, the Rector shall be elected by the Vestry, at least two-thirds of the members thereof concurring, and the Vestry shall promptly make a report to the Parish of its selection of the Rector at the Annual Meeting or a Special Meeting of the Parish to be called for that purpose.

No person shall be eligible to the office of Rector unless that person is a qualified Minister in good standing in the Protestant Episcopal Church.



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Article 8 Officers

Wardens: In the absence of the Rector, or during a vacancy in that office, the Wardens shall provide for the temporary performance of the Rector's duties.

The Senior Warden shall, in addition to such other duties as may be delegated by the Vestry, be responsible for preparing and presenting to the Vestry an annual budget and for funding the budget adopted by the Vestry.

The Junior Warden shall, in addition to such other duties as may be delegated by the Vestry, be responsible for the care and maintenance of the property of the Parish.

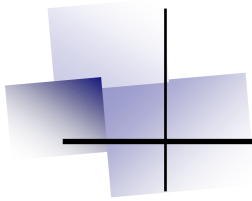
If either Warden is absent or disabled or if there is a vacancy in either Office, the powers and duties of both Wardens shall devolve upon the remaining Warden.

Treasurer: The Treasurer shall collect all monies due to the Parish and receive all sums contributed for its support. The Treasurer shall keep a proper record of receipts and disbursements and shall present a full statement thereof, and of the financial condition of the Parish, at each annual meeting. The Treasurer shall present to the Vestry, at such times as it shall require, a written statement of receipts and disbursements and of the financial condition of the Parish. The Treasurer shall give bond for the faithful performance of the duties described in this paragraph.

Clerk: The Clerk shall keep the records of the Parish and of the Vestry and shall keep a roll of the members of the Parish entitled to vote in its affairs. The Clerk shall prepare the notices for all meetings and duly shall post such notices or deliver the same to the Rector, a Warden or another member of the Vestry for posting.

Article 9 Amendments

This Constitution and these Bylaws may be amended at any Parish meeting by a two-thirds vote of those present, provided the subject matter of the proposed amendment is inserted in the notice calling the meeting at which the amendment is to be considered. Provided always that no amendment ever shall be made which in any degree shall release the Parish from its allegiance to the authority of the Protestant Episcopal Church in the United States of America, or of the Diocese within the limits of which the qualifications required for eligibility to the office of Rector, or from the rights of the Rector as they may be defined by the General Convention of the Church; nor which in any way shall be inconsistent with the laws of the State of Maine, the Constitution and Canons of the Protestant Episcopal Church or with the Constitution and Canons of the Diocese of Maine.



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COMMISSIONING OF OFFICERS & NEW VESTRY

The Examination

The Celebrant says these or similar words

Brothers and Sisters in Christ Jesus, we are all baptized by the one Spirit into one Body, and given gifts for a variety of ministries for the common good. Our purpose is to commission *these persons* in the Name of God and of this congregation to a special ministry to which *they are* called.

The Celebrant asks the sponsor or sponsors

Are these persons you are to present prepared by a commitment to Christ as Lord, by regular attendance at worship, and by the knowledge of their duties, to exercise *their* ministry to the honor of God, and the well-being of his Church?

Sponsor I believe they are.

The Celebrant then says these or similar words

You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, perform it with diligence?

Candidate I will.

Celebrant Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the members of this congregation?

Candidate I will.

The Commissioning of Officers and Members of the Vestry

Sponsor I present to you these persons to be admitted to the ministry of the Vestry in this congregation.

Antiphon

The Lord gives wisdom; from his mouth come knowledge and understanding; he stores up sound wisdom for the upright; he is a shield to those who walk in integrity.

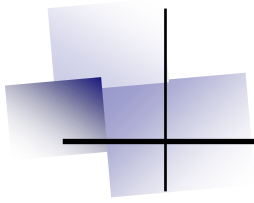
V. I am your servant; grant me understanding:

R. That I may know your decrees.

Let us pray. *(Silence)*

O Eternal God, the foundation of all wisdom and the source of all courage: Enlighten with your grace the Officers and Vestry Members of this congregation, and so rule their minds, and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. *Amen.*

In the Name of God and of this congregation. I commission you [N.] as Officer/ Member of the Vestry in this Parish of St. John's Episcopal Church, Bangor.

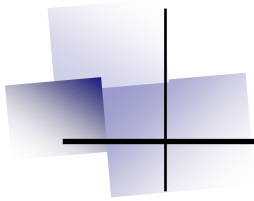


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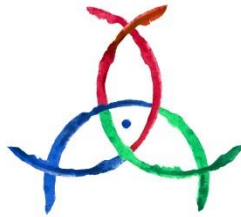
Let us pray. *(Silence)*

O Lord, without whom our labor is lost: We beseech you to prosper all works in your Church undertaken according to your holy will. Grant to your workers a pure intention, a patient faith, sufficient success on earth, and the blessedness of serving you in heaven; through Jesus Christ our Lord. *Amen.*

The Blessing of God Almighty, Father, Son, and Holy Spirit, be upon you and remain with you always.



2019 Annual Report



St. John's Episcopal Church
234 French St.
Bangor, ME 04401

STATEMENT OF INTENTION

It is my Intention to be attached to the Parish of St. John's Episcopal Church, Bangor and to accept its Constitution and By-Laws.

Signed _____

Baptismal Date: _____

Baptismal Place: _____

Confirmed: YES NO (please circle) Date & Location _____

Received: YES NO (please circle) Date & Location _____

Contact Information

Name: _____

Address: _____

City: _____ State: _____

Phone: _____

Email: _____