The Church of the Holy Spirit (Episcopal)

Knowing • Loving • Serving
God + Neighbor

2025 Annual Report

Presented to the
Annual Parish Meeting

February 8, 2026



RECTOR

Rev. Patrick C. Ward

WARDENS

Celia Calhoun
Priscilla Isner

CLERK

Dianne Fromm

TREASURER

John Harter

VESTRY MEMBERS

Carol Baffi-Dugan
Earle Bailey
Sarah Gregory
Jennifer Marlin
William Mason
Michele Puzo
Jack Sasso
Betty Suraci

STAFF

Office Assistant	Debbi Manning
Minister Of Music	Joan Kirchner
Property Supervisor	Wayne Currey
Part-time Sextons	Matthew Harman, Faith Stineford
Bookkeeper	Ann Anderson

Front Cover Art by Brian Schnetzer
Back Cover Art by Dan Joy

Edited by Celia Calhoun and Anne Koehler

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PART I – ANNUAL MEETING INFORMATION & REPORTS
February 8, 2026

WARRANT

The **Annual Meeting of The Church of the Holy Spirit (Episcopal)**, in the County of Barnstable, Town of Orleans, Commonwealth of Massachusetts, will be held in the Parish Hall and by Zoom at 11:30 a.m. on **Sunday, February 8, 2026,** to act on the following:

1) To receive and approve the Minutes of the Annual Meeting of The Church of the Holy Spirit held on Sunday, February 2, 2025;

2) To elect:

one (1) Warden for a two (2) year term;

one (1) Parish Treasurer for a one (1) year term;

one (1) Parish Clerk for a one (1) year term;

four (4) members to the Vestry for two (2) year terms each;

one (1) Diocesan Convention/Deanery Delegate for a two (2) year term;

3) To receive the Fiscal Year 2026 Budget adopted by the Vestry;

4) To receive all Reports that are presented.

In the event that a weather emergency requires the cancellation of this meeting, it shall be held in person and by Zoom at 11:30 Sunday February 22, 2026.

In Witness Whereof,

I do hereby set my signature this 22nd day of January, 2026.

Alice Dianne Fromm
Alice D Fromm
Parish Clerk

The Church of the Holy Spirit (Episcopal), Orleans

2026 ANNUAL MEETING AGENDA

February 8, 2026

1.	Opening Hymn	*Lord, You Give the Great Commission* WLP 780
2.	Welcome, Warrant, Opening Prayer	Rev. Patrick Ward; Celia Calhoun & Priscilla Isner, Wardens; Dianne Fromm, Clerk
3.	Approval of Minutes of last year's Annual Meeting	Dianne Fromm, Clerk
4.	Treasurer's Report for 2025	John Harter, Treasurer
5.	Presentation of 2026 Budget	John Harter, Treasurer
6.	Receipt of all Reports	Wardens
7.	Report of the Wardens	Priscilla Isner & Celia Calhoun
8.	Report of the Rector	Rev. Patrick C. Ward
9.	Nominating Committee Report	Ike Cole, Co-Chair
10.	Call for Additional Nominations	Priscilla Isner, Warden
11.	Election	Priscilla Isner (and Tellers, if required)
12.	Departure of Outgoing Officers/Vestry Members/Delegates	Rev. Patrick C. Ward
13.	Installation of New Officers/Vestry Members/Delegates	Rev. Patrick C. Ward
14.	Opportunity for Comments	All
15.	Benediction	Rev. Patrick C. Ward
16.	Adjournment	Wardens

MINUTES OF THE 2025 ANNUAL MEETING

Held on FEBRUARY 2, 2025

(in person and on Zoom)

The Church of the Holy Spirit (Episcopal)

Orleans, Massachusetts

Welcome, Warrant and Invocation: Priscilla Isner, Warden, welcomed everyone.

Registrars: Cris Harter, Donna Bailey, Brenda Husson, and Cynthia Murray, with Nancy Boccia for Zoom attendees. The Rev. Patrick Ward gave the Invocation. Priscilla read the Warrant and called for the Quorum. Cris Harter reported 115 being in person and on Zoom.

Quorum and Appointment of Tellers: Priscilla Isner called the meeting to order and declared the Annual Meeting in Session and appointed Tellers: Ike Cole, Tom Faulkner and Hannah Schneider. The clerk appointed for the meeting was Dianne Fromm.

Minutes of the 2024 Annual Meeting: Dianne Fromm called for a motion to receive and approve the Minutes of the Annual Meeting held January 28, 2024. It was proposed by Dilys Smith, seconded by Cris Harter, all approved.

Reports:

The following gave their reports:

John Harter: Treasurer's report for 2024 and the budget for 2025.
Celia Calhoun: Report of the Wardens
Patrick C. Ward: Report of the Rector

(All reports are included in the Annual Report on the church website.)

Chip Bechtold proposed a motion to receive the Fiscal Year 2025 Budget as adopted by the Vestry, seconded by Rick Paris, and the motion passed.

Phil Suraci proposed a motion to receive the reports that were presented in the annual report, seconded by Chip Bechtold, and the motion was passed.

By-Laws Task Force Report: Sarah Gregory reported on several changes in the by- laws, bringing the church into compliance with current Diocesan norms. She asked for questions. There being none, Celia Calhoun moved that the new by-laws be adopted. John Harter moved the motion. Rick Paris seconded. The vote was unanimous in person and on Zoom and the by-laws are adopted.

Nominating Committee Report: As Chair of the Nominating Committee, Norman Stubbendick thanked the additional committee members: Jamie Thompson, Ann Pike-Paris, Brian Skea, Donna Tavano, and Rev. Patrick Ward. He then presented the Nominating Committee Report and placed these names in nomination:

Vestry

Priscilla Isner	Warden	1st 2 year term
John Harter	Treasurer	2nd 1 year term
Dianne Fromm	Clerk	2nd 1 year term
Carol Baffi-Dugan	Vestry member	1st 2 year term
William Mason	Vestry member	1st 2 year term
Jen Marlin	Vestry member	2nd 2 year term
Elizabeth Suraci	Vestry member	2nd 2 year term

Diocesan Convention and Deanery

Brenda Ridgeway	Delegate/Deanery	1st 2 year term
Sue Sasso Alternate	Delegate	1st 2 year term

Celia Calhoun, Warden, called for additional nominations from the floor or on Zoom There were none. She closed the nominations and asked for a motion to instruct the Clerk to cast one vote electing the slate of candidates as presented. Dilys Smith so moved, Bob Hubby seconded, the motion passed and the Clerk cast her vote.

Departure of outgoing Vestry members: Patrick Ward offered a prayer along with thanks and gifts to Ann Pike-Paris and Nancy Boccia.

Installation of new Vestry members and Representatives to the Diocese: Patrick Ward offered a prayer at the installation of Priscilla Isner, John Harter, Dianne Fromm, Carol Baffi-Dugan, William Mason, Jen Marlin, and Elizabeth Suraci, Brenda Ridgeway and Susan Sasso.

Opportunities for comments:
Rick Paris asked about our status as a sanctuary for immigrants and possible response to ICE, should a visit occur. Patrick Ward responded that, in spite of personal opinions and our belief in the dignity of all people, we have never been designated as a sanctuary church. The Vestry would need to deliberate and decide on a new policy. Dilys Smith noted the many contributions of the Choir. Patrick Ward offered thanks.

Benediction: Offered by Patrick Ward

Adjournment: The meeting was adjourned at 1:40 p.m.

Respectfully submitted,
Dianne Fromm, Clerk

TREASURER'S REPORT FOR CHURCH YEAR 2025

Operating Account

We have an excess of Income over Expenses of $ 64.3K for the Total Year 2025 which will **replenish our savings** as part of our unrestricted reserves available for use in our future together.

Income: Pledge Income of $411K came in at 110% of budget ($375K), meaning we had some new pledgers throughout 2025 and many regular pledgers most generously paid CHS in 2025 MORE than they had pledged. Unpledged, Loose Plate and Holiday Giving income of almost $63K were also slightly over budget. Therefore, Total Parish Giving of $479K was over budget by 10%.

Fund Raising Events continued to excel in 2025 as they did in 2024 contributing $34K to Income and another $3.8K distributed as Outreach pursuant to Vestry directive to Tithe CHS Events 10% for outreach. The Solar Array income is under budget (by $3K) due solely to the slowness of income generators to pay us.

We did not pay an assisting priest in 2025. We had Budgeted to draw $30K from funds received from the IRS for retaining employees during Covid to underwrite this cost; we drew nothing from the IRS Employee Retention Fund in 2025 and will apply these saved funds in 2026.

To balance our 2025 Budget expenses, we drew 5.5% of our savings supporting operations (a portion of our funds invested at the DIT), which is a lower rate than we have drawn in recent years. Because CHS will return $64.3K to our invested savings (see 1st paragraph), we overdrew what we needed to attain a balanced budget; The Net effect of this Return to Savings is that CHS actually USED only **4%** from our invested savings in the DIT in 2025 to support operations.

Total Operating Income of $783.5K finishes the year at 101% of Budget.

Expenses: We did not pay an assisting priest in 2025 as we had budgeted. We had provided a stipend of $50K for 6 months of a ¾ time priest, together with other costs for pension, insurances, etc. for a total budgeted cost of $65K.

Removing the assisting priest from the 2025 budget:

Total 2025 Expense Budget:	$788.5
Assisting priest budget 2025:	- 65.0
2025 Expense BUDGET without Priest	$723.5

This Recast 2025 Expense Budget ($723.5) compares favorably with CHS Actual 2025 Expenses of $729.1 (only $5.6K over Recast Budget without priest expense.).

Unexpected expenses were incurred 1) to re-shingle the south side of the Rectory (due to normal aging) to prevent future damage, and 2) for maintenance on the CHS alarm system. We continue to incur high expenses for the repair, maintenance and replacement of various parts of our substantial and aging campus, and we have a comprehensive plan in hand prepared by our Property Committee.

In 2023 CHS adjusted staff and independent contractor compensation upward to more properly reflect current living wages for each position. In CHS gave year-end bonuses to staff. Bonuses were not paid at year end 2025. Having had a good year financially is much the result of our caring staff and we determined that staff salaries were still a bit low overall for Cape living reality. Staff received an 8% raise for 2026 (3% cost of living adjustment for inflation AND a 5% raise), with gratitude.

Patrick was given a bonus at year end 2025, together with a cost-of-living adjustment and a raise.

Please note that Outreach Expense of $40K included in the Operating Budget is but a piece of CHS Outreach Giving – please see "Outreach Report" below for details of ALL Outreach from CHS.

Fund for the Future: After serious deliberation, discussion and discernment, CHS Vestry decided to ask the congregation for additional funds in a modified capital campaign. Major and immediate future expenses included underwriting the cost of a full-time 2nd priest (current Annual Pledge income cannot fully support), connecting to the sewer, painting the entire interior of the Parish Hall (not painted since building at the turn of the century), and other capital and lifestyle improvements TOGETHER WITH Adding to our Unrestricted Savings.

Hiring Episcopal priest and professional fundraiser Brain Raiche, we determined that we could reasonably expect to raise about $750K (based on current annual pledge levels), with a Challenge Goal of One Million Dollars. By astounding commitments from so many, our congregation blew past the challenge goal to Pledge $1,122K. ($548K has been received to date.). WOW! Thank you all.

Non-Operating Accounts

The Church of the Holy Spirit maintains 30 non-operating funds. These may be:

- Restricted (given by donors to the church for specific, temporarily or permanently restricted purposes), a category which includes our endowment funds.
- Designated (set aside by the Vestry for specific goals).
- 2 New Funds were added in 2025:
  - **Florence Kimball Fund** for unrestricted gifts
  - **Fund for the Future** for purposes described including underwriting of Associate Rector cost for 3 years, sewer connection, capital improvements and addition to our unrestricted savings

They may be held or spent over several years, unlike the operating account which is focused on annual spending for salaries, benefits, and immediate operating needs. These funds are held in checking accounts, a money market account, and in large part at our Diocese's Diocesan Investment Trust (see below)

Checking and Money Market Accounts

The church holds funds in checking accounts and a money market account, all at the Cape Cod Five Cents Savings Bank, which include the operating balance as well as the cash portion of the non-operational funds mentioned above. At the end of 2025 the total balance in these accounts was $149,277.

Diocesan Investment Trust

Our invested funds are managed by the **Trustees of Donations to the Protestant Episcopal Church**, generally known as the Diocesan Investment Trust (DIT). Fifteen of our non-operating funds hold positions in this investment portfolio, which are outlined in the attached DIT report. These positions are invested in two funds at the DIT, with goals of 65% in the Stock Fund and 35% in the Income Fund.

Our investments in the Diocesan Investment Trust (DIT) finished strong, with a gain of over 6 percent for the year AFTER our draw of 5.5% to support Operations for 2025 and $54K drawn principally for capital improvements and web site development. CHS supporters also paid almost $440K on their Fund for the Future pledges. Even when our substantial withdrawals are factored in, our portfolio supporting operations still grew by over $332,000.

The 12/31/25 DIT balance of **Savings supporting Operations** is **$5,055K**- It has grown 19% AFTER EXPENSES over the last 3 years.

Total Savings on deposit at 12/31/25 in the DIT: **$6,462K**. See "CHS Portfolio (DIT Report)" following.

2025 Outreach

The 2025 Outreach report is also attached for your reference (see p. 48). It lists Outreach donations from our operating budget, non-operating funds, and from our other organizations and committees.

Florence Kimball Society and Fund established

In gratitude for all those who remember The Church of the Holy Spirit financially beyond their annual pledges, we established The Florence Kimball Society and Fund. Gifts from parishioners' planned giving and other gifts will be added to the already great generosity shared from previous generations of givers. Funds will be managed by the **Trustees of Donations to the Protestant Episcopal Church** (DIT).

Conclusion

This great financial performance is driven by long time congregants pledging anew and new people who come through our doors and stay because they are well greeted. Our Bazaar, Rummage Sale and Antiques sales continued in excellence of quality of product and Event Experience as well as income and provide important open-door experiences attracting new members and great community building events for members. The principal explanation, however, is that Patrick agreed to forestall hiring an assisting priest for 3 years. We planned to hire in 2025 but did not – CHS has hired a new Associate Rector who will start at CHS in March 2026; and that new hire is underwritten by the Fund for the Future.

2026 Pledges in hand total 149 –Totaling over $420K. 72 Increased pledges / 19 New Pledges.

We are blessed and continue as financially responsible stewards of the many generous gifts given for the greater glory of God.

Respectfully submitted,
John Harter, Treasurer

OPERATING BUDGET FOR 2026

The 2026 Operating Budget was approved by Vestry at its January meeting, and is presented, together with 2025 Actual and Budget figures below.

Overview: We have hired a full time Associate Rector to work with Patrick: The Rev. Nancy Hagner. She will start at CHS in March 2026. We are also in the process of purchasing a 2nd rectory (a local condominium) for Nancy to use while at CHS and will close in February 2026. Our current income from customary annual sources would be insufficient to provide these additions to our life, so we will draw from other sources while retaining a reasonable DIT Draw rate.

Income: Total Operating Income budgeted for 2026 is $920.5K. In addition to regular income sources, CHS will draw:

$100K from Fund for the Future (less than full cost of Associate
$. 32.5K from IRS Covid Employee Retention Fund
$248K from our invested savings in DIT (5.4% withdrawal)

While we maintain a reasonable withdrawal rate from DIT (5.4%), by using IRS/ERC monies Vestry dedicated to onboarding a new Associate Rector, we are able to draw less than 100% of the Total cost of the priest from Fund for the Future reserves. Total cost to CHS of the new Associate Rector: $180K annually – 10 months 2026 = $150K.

Excluding the $100,000 Fund for the Future draw, Total Income budgeted is 7% over 2025.

Annual Pledge commitments for 2026 total $420.3, 17% Higher than 2025 (2025 Budget: $375K; 2025 Actual: $411K), with the same number of pledgers: 150. 19 families pledged for 2026 who have not pledged before, and 71 families increased their annual pledges. However, we lost a few to moves, deaths and aging out of annual pledging.

Expense: The major additional expense for 2026 will be a 2nd priest, which includes the cost of housing. We are in process of purchasing a condo which will have a mortgage. Our annual NET carrying cost for the condo is expected to be less than the rental cost of a comparable living space. At the end of 3 or more years, CHS will own an appreciated (we hope) asset – the condo. If we paid rent for Nancy, or paid her more as a housing allowance, that money would be spent – instead we'll still own a condo with value in the end.

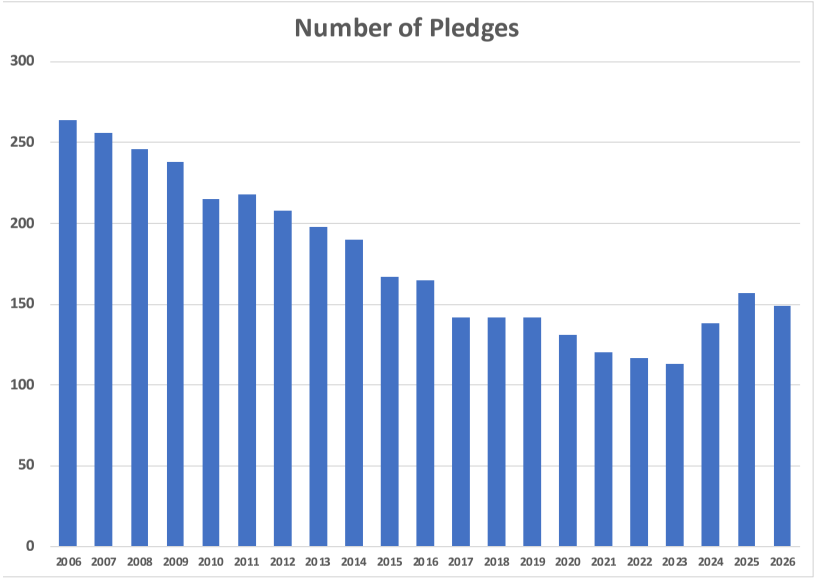
Other expense is generally in line with 2025 adjusted slightly up for inflation.

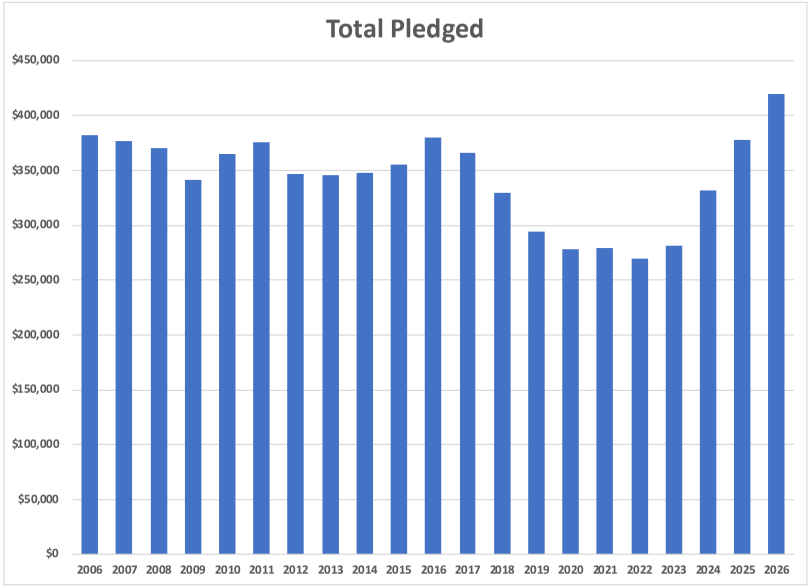
Respectfully submitted,
John Harter, Treasurer

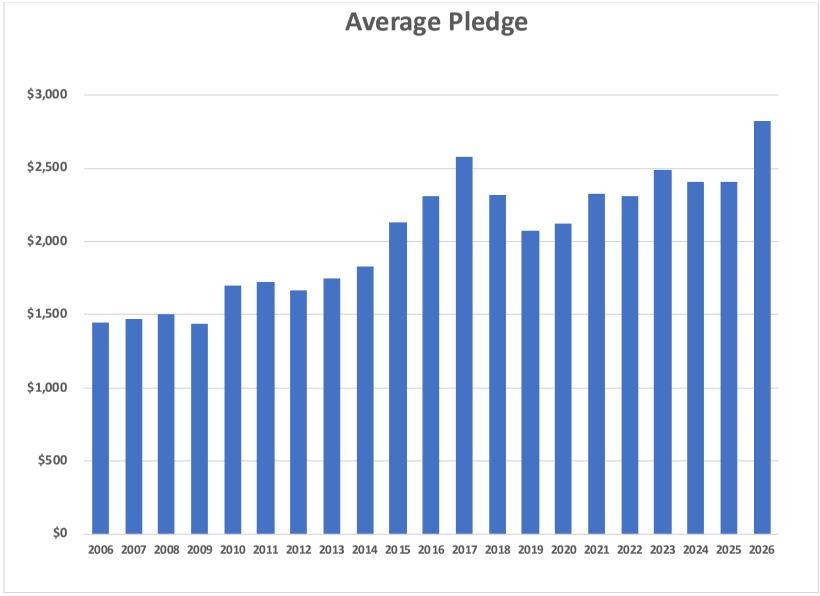
2025 vs 2026

Level	2025	2026
$10,000+	5	5
$5,000-$9,999	15	20
$1,000-$4,999	94	92
<$1,000	43	32
Total Pledges	157	149
Total $$	$378,329	$420,168
Average Pledge	$2,410	$2,820

New	28	19
Increased	71	72
Unchanged	50	54
Decreased	8	5







OPERATING BUDGET DETAIL FOR 2026

Adopted by the Vestry

THE Church of the Holy Spirit 2026 Budget - APPROVED 1 20 26 VESTRY Mtg	***BUDGET 2025***	***ACTUAL 2025***	**BUDGET *2026***
Income			
5000 Operating Income			
5010 Pledges	375,000	411,027	410,000
5015 Prior year pledges	4,000	5,080	4,500
5020 Unpledged income	45,000	43,972	43,000
5030 Loose plate	12,000	15,948	13,000
ERC/IRS employee Retention		0	32,500
5040 Holiday giving	1,000	2,897	2,300
5050 DIT withdrawal	259,800	260,640	248,000
NEW Fund for the Future DRAW	30,000	0	**100,000**
5060 Parish hall use	3,000	6,210	6,000
5070 Fund raising events	35,000	34,038	45,000
5080 Galley West	100	1,043	100
5085 Solar array Income	18,000	12,305	16,000
5090 Bank interest	100	302	100
Total 5000 Operating income	**783,000**	**793,462**	**920,500**
Expense			
6000 Personnel			
6001 Payroll			
6010 Rector stipend	113,900	134,917	139,525
6020 Associate Rector stipend	50,000	0	**76,353**
6030 Minister of music	48,300	49,207	51,900
6055 Office assistant	27,600	28,110	28,974
6060 Property supervisor	46,000	46,908	49,600
6065 Weekend custodian	7,500	7,706	8,000
6070 Child care	2,100	1,521	2,000
6080 Employer FICA	22,400	20,077	10,746
6085 Payroll expense	1,700	2,079	2,200
Total 6001 payroll	319,500	290,525	369,298
6200 Personnel benefits			
6210 Rector travel	2,500	1,560	1,500
6215 Assisting priest travel	1,200	0	1,500
6220 Clergy pensions	42,500	17,709	50,400
6230 Clergy medical insurance	29,800	23,304	49,856
6235 Clergy dental insurance	2,700	1,812	3,700
6240 Continuing education	1,500	153	2,000
6250 Staff pensions	8,500	7,991	8,400
6260 Staff health insurance	54,800	47,173	59,600
6270 Staff IRP (disability)	700	574	700
6275 Staff life insurance	500	423	500

THE Church of the Holy Spirit 2026 Budget - APPROVED 1 20 26 VESTRY Mtg	***BUDGET 2025***	***ACTUAL 2025***	**BUDGET *2026***
6280 Sabbatical account	1,600	1,600	1,600
Total 6200 Personnel benefits	146,300	102,299	179,756
6300 Outside contractors			
6310 Bookkeeper	12,500	12,777	13,600
6320 Supply clergy	2,200	3,300	1,000
6330 Supply organist	1,300	600	800
6340 Contract Cleaning	9,500	9,462	9,900
Total 6300 Outside contractors	25,500	26,139	25,300
6499 Search Expense	0		0
Total 6000 Personnel	491,300	418,963	574,354
7000 Office/administration			
7010 Office/administration	6,700	6,863	6,300
7020 Postage	1,600	1,788	2,000
7030 Office equipment/maintenance	7,000	10,397	8,500
7040 Diocesan affairs	500	264	500
7050 Audit	5,000	6,100	6,000
7055 Personnel	500	25	400
7060 Stewardship	1,300	971	1,000
7065 Solar loan interest	4,000	5,325	3,000
7070 Communications	12,000	12,294	12,700
7075 Appreciation/Other	0	23	100
Total 7000 Office/administration	38,600	44,050	40,500
7400 Mission			
7410 Church school	1,200	635	1,500
7415 Youth Group	1,000	0	1,200
7420 Adult education	1,500	995	1,500
7430 Advertising	7,500	7,533	8,000
7445 Free shop	100	(36)	200
7450 Membership & growth	1,000	454	500
7460 Outreach	40,000	40,000	45,000
7465 Discretionary fund	0	0	0
7470 Peace and justice	250	250	250
7475 Health ministries	200	540	1,200
7480 Altar guild	1,600	987	2,000
7485 Worship	1,000	34	1,000
7490 Music/choir supplies	2,000	2,113	2,100
Hospitality	2,500	5,370	5,400

THE Church of the Holy Spirit 2026 Budget - APPROVED 1 20 26 VESTRY Mtg	*BUDGET 2025*	*ACTUAL 2025*	BUDGET *2026*
7495 Flowers	1,000	919	1,500
Total 7400 Mission	60,850	59,794	71,350
8000 Diocesan assessment	71,569	71,569	85,100
8400 Condo for Associate Rector (10 months)	0	0	**28,000**
8500 Property expenses			
8510 Operating supplies	8,000	8,526	8,300
8520 Repair & maintenance buildings	20,000	28,808	20,800
8525 Cleaning service	0		0
8525 Maintenance capital equipment	0		0
8530 Grounds maintenance	16,000	11,208	16,000
8535 Snow & trash removal	2,400	4,169	4,400
8540 Pest control	1,750	1,798	1,800
8550 Alarm systems	2,000	4,864	2,400
8555 Natural gas PH, church, rectory	12,500	12,591	13,300
8560 Electricity PH, church, rectory	19,000	13,750	17,500
8565 Water	1,000	952	1,000
8570 Furnace/boiler/AC maintenance	6,500	0	6,500
8575 Elevator maintenance	6,000	9,473	6,000
8580 Rectory improvement	2,500	14,453	5,000
Total 8500 Property expenses	97,650	110,592	103,000
9000 Insurance			
9010 Commercial package/umbrella	25,000	22,288	21,000
9020 Workers' compensation	3,500	1,863	2,500
Total 9000 Insurance	28,500	24,151	23,500
Total expense	**788,469**	**729,119**	**925,804**
REPLENISHMENT to SAVINGS (Net Income)	***(5,469)***	***64,343***	***(5,304)***

CHS PORTFOLIO

Trustees of Donations to the Protestant Episcopal Church
Diocesan Investment Trust
1 January – 31 December 2025

Fund Name	1-Jan 2026	31-Dec 2024	Gain/(Loss) 2025	%	
Endowment	$1,113,798.00	$1,569,372.00	-$455,574.00	-41%	a)
General	$393,499.00	$406,581.00	-$13,082.00	-3%	
Frances Nickerson Endowment	$2,081,764.00	$1,864,447.00	$217,317.00	10%	
Chapman Bequest	$1,159,215.00	$1,075,729.00	$83,486.00	7%	
Galley West	$5,485.00	$4,781.00	$704.00	13%	
Hagenbuckle	$19,016.00	$18,595.00	$421.00	2%	
Memorial	$30,461.00	$26,535.00	$3,926.00	13%	
St. Fiacre	$79,514.00	$72,792.00	$6,722.00	8%	
Capital Improvement	$14.00	$12.00	$2.00	14%	
Angelica	$52,308.00	$52,673.00	-$365.00	-1%	
Scholarship	$6,335.00	$7,271.00	-$936.00	-15%	
Seale Varga Communications	$80,573.00	$70,196.00	$10,377.00	13%	
Badger/Morgan/Heed	$400,244.00	$364,369.00	$35,875.00	9%	
Florence Kimball Fund	$595,779.00	$0.00	$595,779.00	100%	
Fund for the Future	$443,864.00	$0.00	$443,864.00	100%	
Totals	$6,461,869.00	$5,533,353.00	$928,516.00	**14% GAIN**	

GAIN IN VALUE: 2025 **$928,516.00**

CHS drew $260.4K from DIT to support Operations, but USED only $196.3K. **$64.3K will be Returned to DIT.**

We budgeted a 5.5% draw from our invested savings in DIT, but used only 4% **DIT 2025 Draw Rate = 4%.**

CHS also drew an additional $54.4K from DIT to complete certain capital improvements/projects.

a) Correction: Transfer of funds to unrestricted Florence Kimball Fund

The Endowment, General, Nickerson and Chapman (75%) funds support the operating account.
The Chapman Bequest also supports the Capital Improvements fund (25%).
The Galley West fund belongs to the Galley West Artists' Gallery. We administer it for them.
The Hagenbuckle fund provides camp scholarships for special needs children.
The Memorial fund is used as the Vestry may direct.
The St. Fiacre fund supports the gardens and trees within the gardens.
The Capital Improvement fund supports repairs and additions to the property which would be eligible for depreciation in a commercial setting.
The Scholarship fund provides $1,000 scholarships to deserving graduates of Nauset Regional High School.
The Seale Varga fund supports the parish's communications, CHS home page and media activities.
The Badger/Morgan/Heed Fund supports Outreach.

REPORT FROM THE RECTOR

"Beloved Community."

As I complete my third year with you, I've heard that term repeated by a number of parishioners as a descriptor either of their experience in our church or of the vision towards which we are working as a parish.

If we have time and space, I'll ask a bit about how the person understands "Beloved Community" – and the response often has to do with the degree to which we "see and know" each other. One person last year referenced hospitality extended to strangers – for example, guests at a funeral who report back a sense of full-bodied welcome while they are with us. "I don't feel judged when I'm here," another person told me late last year. "Truth be told, I'm not the easiest person to get along with sometimes. But I don't feel judged at church, so maybe that helps me be less judge-y when I'm out in the world?"

I'm grateful for these responses. "Beloved Community" was a term coined by the 19th century American idealist philosopher Josiah Royce, but it was refined and broadly circulated by Martin Luther King Jr. The foundation of Beloved Community to King was a particular kind of love: *agape* (uh-GAH-pay). It's different from romantic love or the love between friends. *Agape* has a lot to do with that primary plank in our Baptismal covenant: it honors unconditionally the dignity of every human person. It's not love that's earned, nor is it limited to those we happen to "like." *Agape* is more of a stance than a feeling, a way of living versus a mood. When Paul asks the Ephesians to "walk in love as Christ loved us" I believe it was *agape* that he was talking about.

Agape-infused church communities aren't simply gatherings of friends. They are places where love and care *within* the community lead us into love and care *beyond* the community. This is why there is a connection in our common life between, for example, our Neighborhood Tables fellowship groups and our Food 4 Kids summer feeding ministry. Between a bible study conversation and a street protest. A healthy church is a church where the God that is seeking us through Word and Sacrament invites us into ever-broadening circles of love and service.

And the nation and the world in which we live needs that love and service perhaps more than it ever has. As 2026 begins, I sense that we are beginning a new period of ministry together – partially in response to the fear, political upheaval and violence we are witnessing in our broader culture, but also as the consequence of focused work and generous giving that have been such a part of our common life in this past year.

In 2025, we:

- Took together an enormous step towards funding our parish ministries into the future. As the first focused fundraising effort in our parish in more than 20 years, ***The Fund for the Future*****,** with an initial projected goal of $750,000, raised more than one million dollars. Anticipated investment yield from a portion of this fund will help us fund new and continuing ministries, while another portion will help us make needed capital improvements to our parish hall and fund our planned connection to the Orleans sewer system.

- Called **Rev. Nancy Hagner** to begin a three-year ministry with us in March, 2026. Nancy will work with me on deepening our Christian formation and pastoral ministries, with a particular focus on expanding small-group opportunities for learning and care.

- Welcomed approximately **twenty new people** into the parish, and often on Sundays hosted as many as 140 people for worship.

- **Doubled the number of school-aged parishioners** in our Children's Ministries community.

- Almost **completed** our long-expected web site revision. Coming soon to a screen near you!
- Revived **a social justice ministry** in response both to the SNAP cuts resulting from the federal government shutdown and a guest preaching visit from Rev. Edwin Johnson of Episcopal City Mission. You'll hear more about this continuing work early in 2026.

Because I've continued this past third year as your sole clergy person, I've been deliberate in inviting other voices into our worship and programing to offer perspectives and styles not my own. I'm thankful for my diocesan colleagues Rev. William Rich and Rev. Cathy George for offering Lenten and Advent Quiet Mornings for us. I'm thankful for Edwin's guest preaching as well as our visit from Sr. Helen Agnes of the Society of Saint Margaret in Duxbury. I give thanks as well to Rev. Anne Koehler and Rev. Elisabeth Tunney in our own parish, who have covered Sundays for me this year during my times away with skill and care. I'm thankful for the ministry and care of our Bishop Diocesan, The Rt. Rev. Julia Whitworth, whose first visitation with us on June 29 was brimming with joy and hope.

Thanks also to Anne Koehler, who with Warden Celia Calhoun has organized and edited the report you are reading now. And to my colleagues on staff: Director of Music Joan Kirchner, Debbi Manning (who has resisted any title I have suggested to her but who ensures that our office runs smoothly and that leaflets appear every Sunday), Facilities Director Wayne Currey and part-time sextons Matthew Harman and Faith Stineford, three who with warmth and generosity make sure that event setup and breakdown and cleaning and so many other forms of help and assistance are here when we need them.

Please keep each of them, as well as our entire church family, in your prayers as we end another year with thanks and begin another year in hope.

Faithfully, fondly and gratefully,

Rev. Patrick C. Ward
Rector

REPORT FROM THE WARDENS

And another very busy year of knowing and loving and serving in this parish!

Once again, this year, we have been blessed in having more new people in our pews and coming to coffee hour and joining in programs and events. Welcome! You all add to our joy in being a part of this parish under our beloved Rector, Patrick Ward.

Patrick has now been with us for three wonderful years, and we are so grateful for all that he brings to us, in worship, in pastoral care, in leadership, in his knowledge of theology, Saints, art, religious sites all over the globe it seems, authors of spiritual and theological writings, etc. etc. He is a fount of knowledge and loves to share it with us. Thank you, Patrick! And at last, we have met our challenge to find him more assistance, so that he might have the time to share more with us! As you will have heard recently, the Vestry authorized the hiring of a full-time assistant priest, and Patrick has hired an Associate Rector, The Rev. Nancy Hagner, to join us in March. This is tremendously exciting, and Patrick and your Officers and Vestry are working hard to plan for her arrival, and to welcome her into our midst. Thank you, Nancy, for saying Yes!

We have to say a word of thanks to each member of the Vestry: they have had to work hard and make decisions on serious commitments for this Parish, both in authorizing the hiring of a fulltime assistant priest, and in committing funds for the purchase of a condominium as a second rectory. The Finance Committee also spent many meetings discussing both of these changes and made very helpful recommendations to the Vestry. So, thank you to each member of the Vestry (listed elsewhere) and every member of the Finance Committee (also listed elsewhere).

Looking back over the year our various groups continued their work, as you will see in this report. Our two main fund-raising events, the Rummage Sale in early May, led by Brian Schnetzer, and the Harvest Fair and Christmas Bazaar in early November, led by Nancy Boccia, exceeded all previous years once again, both in moneys raised and in the joyful atmosphere pervading the whole events. This too was true of the Antiques Show and Sale in late November, led by Debbie Meguerdichian. Thank you, Brian, Nancy and Debbie!

We had a visit by our Diocesan Bishop, The Right Rev. Julia Whitworth, on Sunday, June 29th, which she really seemed to enjoy. She preached at the service, held an open Q&A during coffee hour, had lunch with Patrick, the Officers and Vestry members, and then surprised us by showing up at St. Andrews Church, Hyannis Port, in the late afternoon, where our choir had been invited to sing Evensong for them. Thank you to Bishop Julia for a wonderful day. And thank you to our amazing Music Minister, Joan Kirchner, for her careful shepherding of our various singing talents into something worth experiencing! Thank you, Joan!

During the summer Chip and Marcia Bechtold left us for a second retirement in New Hampshire. Chip was on Vestry and was Chair or Co-Chair of the Outreach Committee for a couple of decades, and while the Outreach Committee said farewell, the rest of us didn't do so publicly. Marcia chaired the Rummage Sale for many years and they both contributed in so many ways to our life together. So thank you, Chip and Marcia!

Through a hot summer we held our Fund for the Future Campaign, under Patrick's leadership working with the Rev. Brian Raiche as consultant. We did a survey, held private meetings with some members, and then four gatherings under a tent in mornings and evenings for snacks and then short sessions laying out the facts. We also held some meetings on zoom, trying to reach everyone. And the response was amazing – we blew through our goal and met our challenge goal! It was all presented with such care and understanding that we are not all blessed with major financial resources, but all gave what they could, and it will be enough, as Patrick said many times. Thank you to all who worked on this project, and to all who gave what they could.

REPORT FROM THE MINISTER OF MUSIC

The adult choir continues to provide music leadership for every single Sunday in the church year as well as special services such as those throughout Holy Week. They sing throughout the summer and are also present at all funerals, be they for long-time church members or those with a tangential relationship to Holy Spirit. This is incredible dedication, and they also provide a consistently high level of musicality.

In addition to their regular duties, the choir was asked to present an Evensong service at St. Andrew's-by-the-Sea in Hyannis Port this spring, which was even attended by our bishop! This beautiful, prayerful service is a jewel in the Anglican liturgy, and we hope to offer it on a more consistent basis in the future. A fall Evensong at the end of October was well received. The Annual Advent Lessons and Carols service was also popular, followed by an elegant reception.

The Belladonnas continued their growth in ringing and participated in the Cape-wide Spring Ring and attended a Skills Workshop in November as well as providing monthly pieces at home.

Anyone interested in either of these groups or who would like to offer their instrumental talents during a service is warmly invited to speak to any choir member or to Joan directly. Many voices make the job easier!

2025 Personnel:

Adult Choir (S - seasonal member)

Basses - Jim Anderson, Bill Boggess, Ike Cole, Greg DeLory, Scott Harman (S), Brian Ridgeway (S), Rich Weeks

Tenors - Dave Blanchet, Chris Crighton, Steve Koehler, Norman Stubbendick

Altos - Laura Baksa, Joy Blanchet, Celia Calhoun, Fay Cole, Arline Consiglio, Diana Crighton, Peggy Gerber, Ginny Lucil, Page McMahan

Sopranos - Katherine Atwater, Jean Collins, Meredith Despins (S), Clare Hemmenway, Vicky Hutchens, Anne Koehler, Diana Landau, Linda Mason, Andrea Stubbendick, Donna Tavano, Jane Taylor, Joyce Wood (S)

Librarians - Arline Consiglio, Peggy Gerber

Belladonnas - Ellen Adamson, Joy Blanchet, Jean Collins, Fay Cole, Clare Hemmenway, Diana Landau, Ginny Lucil, Andi Stubbendick, Donna Tavano

Joan Kirchner, Minister of Music

NOMINATING COMMITTEE REPORT

Please find below the 2026 Slate of Candidates for The Church of the Holy Spirit.

Vestry			
Dianne Fromm	Warden	1st yr.	2-year term
Sarah Gregory	Clerk	1st yr.	1-year term
John Harter	Treasurer	3rd yr.	1-year term
Earle Bailey	Vestry member	2nd yr.	2-year term
Fay Cole	Vestry member	1st yr.	2-year term
Dan Lowery	Vestry member	1st yr.	2-year term
Karen Sweeney	Vestry Member	1st yr.	2-year term
Diocesan Convention and Deanery			
Cristina (Chris) Harter	Delegate	2nd yr.	2-year term

Continuing in Office: (for information only)

Vestry			
Priscilla Isner	Warden	2nd yr.	2nd term
Carol Baffi-Dugan	Vestry member	2nd yr.	1st term
Bill Mason	Vestry member	2nd yr.	1st term
Jen Marlin	Vestry member	2nd yr.	2nd term
Betty Suraci	Vestry member	2nd yr.	2nd term
Diocesan Convention and Deanery			
Brenda Ridgeway	Delegate	2nd yr.	1st term
Sue Sasso	Alternate Delegate	2nd yr.	1st term
Cape Cod Council of Churches			
The Rev. Bill Heuss	Delegate	Appointed	
Margaret Anne Heuss	Delegate	Appointed	

Members of the 2026 Nominating Committee: Sue Sasso and Ike Cole, Co-Chairs, with Tom Dewing, Michele Puzo, Donna Tavano, Rev. Patrick C. Ward

Biographies for Individuals Placed in Nomination

Warden

Dianne Fromm is nominated to serve a 2-year term. Fourteen years ago, my husband, Doug, and I retired and moved to the house we had built here in Orleans. We had spent twenty-five years living in Ridgewood, New Jersey, where Doug was a full-time pastor and also the Ecumenical Officer for The Reformed Church in America. I was a primary school teacher in Upper Saddle River.

We raised three children during those years. As a young person, I had moved all over the country with my parents and later had had the wonderful experience of living in Germany for three years. Retirement on Cape Cod was a dream come true. I dove into volunteer work in Orleans, eventually serving on the Board of Orleans Improvement Association, running annual Garden Tours raising money for OIA projects, serving on the Board of The Orleans Housing Authority.

I began substitute teaching in the Nauset elementary schools. Fourteen years later, I still "sub" around two days a week. Travel, entertaining, reading, gardening and painting fill out my days.

One December Sunday in 2012, Doug and I walked into CHS. We were immediately drawn into the worship and loving community we encountered. Since committing to being here, I have enjoyed volunteering to host Coffee Hour, make soup for Lenten dinners and provide food for funerals. I became a Eucharistic Minister and then member of the Vestry in 2023. I currently serve as Clerk of the Vestry.

I contributed art at Galley West and spent time volunteering there. I have volunteered in the summer with Soar and Explore and packed lunches with Food 4 Kids. Along with Celia and Cynthia Murray, I helped organize Neighborhood Tables, setting up small groups to dine together. I also enjoy the May-October evening Book Group. I see my children and grandchildren as often as I can, in Northern Virginia, Washington D.C. and Chicago. Life is full and good. I continually thank God for leading us to our spiritual home and the loving community of The Church of the Holy Spirit and thank you for the opportunity to serve.

Clerk of the Vestry

Sarah Gregory is nominated to serve her first year. Sarah is a lifelong Episcopalian, having been baptized, confirmed and married in the Episcopal Church. Born in New Paltz, New York, Sarah's family relocated to New Jersey where Sarah was raised and where she met the love of her life, Rich. Sarah and Rich were married at St. Peter's in Essex Fells, NJ, and have been married for 29 years.

Sarah has a B.A. in political science and J.D. in law. Sarah began her professional career in private practice representing clients in commercial real estate and secured lending matters. She then moved in-house at Bed Bath & Beyond, where she was employed for 23 years, retiring from her position as Vice President-Compliance and Legal Counsel in 2021.
Prior to moving to the Cape, Sarah and Rich both participated in various roles as members of Trinity Episcopal Church in Cranford, NJ. Sarah was financial secretary, chaired the flower guild; and was a member of Trinity's finance committee, environmental committee and the women's education group. She was also on the Board of Directors of Trinity Episcopal Day School, a preschool under the auspices of Trinity Church. Sarah was a lector and lay eucharistic minister.

Sarah and Rich live in Orleans with pets Reilly and Sammy; and have been members of CHS since 2023 when they relocated to the Cape. Sarah is a current member of CHS vestry.

Treasurer

John Harter is nominated to serve a third 1-year term. Raised in the Presbyterian and Reformed branches of our Christian family, John arrived at CHS about 10 years ago and was received into the Protestant Episcopal Church last year by Bishop Gates. John served on Vestry before becoming our Treasurer 2 years ago. John's previous experience includes being treasurer of a former congregation, serving on a variety of Diocese level committees and as Moderator of the Presbytery of Southern New England.

He has participated here in EfM, Sacred Ground, and currently serves as an usher, lector and A/V broadcaster on YouTube. He has worked with Patrick and the Sustainability Committee to establish the Florence Kimball Society and Fund and our Fund for the Future.

Vestry

Karen Sweeney is nominated to serve a first 2-year term. Karen Sweeney Karen grew up on Long Island, where she and her family were very active at St. Stephen's Episcopal Church in Port Washington, NY. She spent time in her 20s and early 30s in Northern California, finding spirit and peace in nature and through yoga, and yet also feeling at home when back in the Episcopal church.

After moving to the Cape in 2004, she and her husband, Cregg, along with their girls, Hanna & Natalie, joined the Church of the Holy Spirit. Their son, Brendan, was born in 2007, and all were nurtured by the creative & loving church school family over the years.

In 2022, Karen's parents, Art & Sue Mittelstaedt, moved up to Maplewood in Brewster. They were grateful for pastoral visits as Sue's health was declining, a beautiful funeral service in 2023, and a loving welcome to Art to the CHS community.

Outside of church and family, Karen had a long career in advocacy and early childhood education, including her role as Development Director for Bright Horizons, where she was instrumental in designing and customizing childcare centers to meet the unique needs of companies across the country.

After moving to Orleans, Karen & Cregg started a custom home building and remodeling company, Cregg Sweeney, LLC, artisan builders, growing it into a thriving local business. They enjoy creating beautiful homes for clients, while also supporting talented craftspeople and the community. Karen served in leadership roles with the Orleans Elementary School Parent Teacher Committee and the Cornell Club of Cape Cod for many years. She especially enjoys travel, hiking, and living near the water. Karen is excited to be working with the newly formed "Justice Team" action group at CHS linked with the efforts of Episcopal City Mission and is honored to be asked to bring her skills to serve on the vestry.

Fay Cole is nominated to serve a first 2-year term. Ike and I moved to the Cape in 2010, but had been coming here on school vacations, since building our house in 1983. I was an elementary teacher for 37 years; my first 9 years in Mexico, NY teaching 2nd grade and then Kindergarten, and the next 28 years in Fifth grade at Mt. Markham in West Winfield. During those years we lived on Canadarago Lake in Richfield Springs, raised our sons, Craig and Jon, and were involved in a parish family where we did many of the things we do now at Church of the Holy Spirit.

Soon after we moved here, we met many parishioners, but Kathy Udall, Jodi Mines, Jane Nixon, Dilys Smith, Sandy Marshall, and Cynthia Wieboldt became my mentors. These people led me to become involved in choir, EV in homes and monthly services at The Terraces, an active Welcoming committee, Ladies Luncheon, and Hospitality, most of which I am active in today.

For many years I've been part of the Gardening Committee, the Free Shop volunteers, and have represented the AIDS Support Group of Cape Cod and Safe Harbor as part of the Outreach Committee. Recently I've joined the Flower Guild and learned to play bells in the Bell Choir.

It's a busy life and faith filled. It keeps me grounded and in community with all of you, which I love.

Dan Lowery is nominated to serve a first 2-year term. I was a "summer kid" on the cape spending my youth in Harwich before moving here full-time in 1992. My grandmother was a Doane, so I have deep roots on the Cape. I have worked at Harwich Port Boat Yard my entire career, the last 20 as General Manager.

I first started coming to CHS after meeting Hanna in 2019. She is the cause of me being at CHS and without question THE most important person of my life. I have served on the buildings and grounds committee since 2023 if memory serves me correctly. Looking forward to serving on the Vestry committee to the best of my ability.

PART II – REPORTS FROM COMMITTEES & GROUPS
(alphabetically)

ADMINISTRATION

Affinity Group Vestry Liaison – Bill Mason

AV Technical Team

Mission: The AV Team is primarily responsible for providing our CHS worship services to our YouTube audience. This audience has consisted of parishioners who are unable to be present at the service and members of our parish who reside at The Terraces in Orleans, as well as anyone from the public wishing to view a service at their convenience.

Major Accomplishments/Activities in 2025

- We have not made any changes or improvements to our current system of cameras and audio equipment in 2025. However, we have met with Kevin Shanley of East West Associates to research possible improvements to our sound and video system in the Parish Hall and sound system in the church.
- Backup hardware for the wi-fi for the entire campus was replaced in December.

Responsibilities/Challenges

- The Team sets up the microphones at each service and monitors the sound levels in the sanctuary and the sound levels on YouTube. They also provide support for functions using the sound system in the Parish Hall.
- In the sanctuary, there are two cameras – one over the central aisle in the north transept leading to the altar and the second over the altar near the organ. A third free-standing camera is available to be used in the church or in the parish hall for special events (i.e. the annual meeting and the MLK breakfast). The Team operates these cameras using the equipment in the AV booth (behind the choir) and uploads the services directly to YouTube.
- The Team also provides support for groups using Zoom in the Fireplace Room. The church computer connects to the sound and video equipment easily for those meetings which include members via Zoom. Debbi Manning is responsible for the church's Zoom schedule.
- Finally, a member of the AV Team has traveled to The Terraces each Sunday with a computer, bulletins, and Communion to facilitate worship there on the large screen tv in the Common Room. Unfortunately, the residents at The Terraces have been forced to find alternative living arrangements, so this opportunity has ended as of December 21.
- Our greatest challenge is to attract more members to our team. Many of our members have multiple duties on a given Sunday. Another challenge lies in the management of our YouTube account to increase our presence there. Our present AV staff has no expertise in this area.

Members: AV Committee: Brenda Ridgeway – Chair (5 yrs), Nancy Boccia (5 yrs), Jennifer Marlin (5 yrs), John Harter (4 yrs)

Database and Online Giving

Mission: Our mission is to create, maintain, and optimize a secure database to facilitate many aspects of our life together, including communication, financial stewardship, pastoral care, and the acknowledgement of key dates in our lives. The online giving platform works in tandem with the database.

Major Accomplishments/Activities in 2025

- Church membership: Continually updated the database; identified potential new members from non-member giving trends
- Communication: Published periodic updates of our Parish Directory; facilitated snail-mail and other communication to targeted groups
- Financial Stewardship: Issued Giving Statements quarterly, most via email. Forty-six people used online giving to contribute $75,300 toward pledges and general offering as well as special donations, including $5,600 for Food 4 Kids. Fourteen people took advantage of the ability to set up recurring donations, either weekly or monthly. Assisted the Stewardship Team with Fund for the Future and the 2026 Pledge Drive, including targeted pledge mailings, tracking pledging, and setting up pledge envelopes when requested.
- Pastoral Care: Continued adding emergency contact information to assist the Rector and Pastoral Care Team

Responsibilities/Challenges

- Ensuring information for each member is complete, accurate, and up to date, which relies on others to provide it. The "yellow sheet" for new member information is important.
- Encouraging/teaching more people to use recurring online giving.
- Giving church members online access to contact information for all members and access to your own giving records, including the ability to see and print your own giving statements.
- Succession planning: Identifying others with database and data analytics experience

Managers: Anne Koehler (8 yrs), Celia Calhoun (10+ yrs)

Parish Office

Mission: To operate the CHS office efficiently and effectively, with a focus on providing exceptional service with kindness and fostering a positive work environment.

Major Accomplishments and Activities in 2025

- We assisted parishioners and non-parishioners with various requests and issues.
- We coordinated space usage with parishioners and external organizations.
- We maintained and updated the website calendar.
- We worked with the CHS Treasurer to keep the books current.
- We published bulletins and announcements weekly, or as needed.
- We uploaded bulletins, announcements, and Together to the website.
- We created and scheduled Constant Contacts.
- We oversaw the copy machine, computers, and office supplies.
- We oversaw licenses and permits with local and state authorities.
- We maintained current relationships with appropriate vendors and suppliers.
- We kept the Columbarium and Memorial Garden up to date.
- We organized and updated office files.
- We coordinated with the Property Manager concerning campus issues.

Responsibilities/Challenges

Interruptions were a challenge, but we remember that the larger picture is about the people, not the task.

Members: Ann Anderson (16 years), Arline Consiglio (9 years), Debbi Manning (17 years)

Sustainability & Stewardship

Mission: Help ensure the long-term financial sustainability of our parish by assisting and advising Vestry with annual pledge campaigns, planned giving programs, capital campaigns, and other sources of revenue. In doing so, we seek to foster a culture of giving which will sustain our church's operations and physical plant, empower our ministries, and fulfill our commitment to serve and support our congregation and our broader community for generations to come.

Major Accomplishments/Activities in 2025

- Achieved last year's goal of identifying new methods for financial sustainability and supporting the Capital Improvements fund through the design and successful implementation of the Fund for the Future campaign. This campaign had twin goals: to provide financial support for an assistant priest position and to address physical plant and our environmental responsibilities. The campaign exceeded our stretch goals by raising $1.1 million through the support of 107 participants.
- Achieved last year's goal of sponsoring a successful pledge campaign, including parishioner testimonials, tailored mailings, and strong rector support. As of January 31, 2026 we recorded 149 pledges of financial support for our 2026 calendar year, including xx new pledges. Raised $420,168 in total dollars pledged, an increase over the prior year of 11%.
- Achieved last year's goal of drafting and implementing a parish gift policy. Realigned the funds invested with the Trustees of Donations (DIT) to this policy to better accommodate both restricted and unrestricted donations.
- Achieved last year's goal of drafting and implementing a parish cash handling policy to better aid with secure handling of parish funds.
- Continued the Neighborhood Tables initiative to bring together small groups of parishioners for worship and community.

Responsibilities/Challenges

- Build on the launch of the Florence Kimball Society for planned giving with continued celebration of previous givers and education for those interested in participating.
- Launch another successful pledge campaign for 2027.
- Identify new and innovative methods of financial sustainability.
- Continue to refine and expand the Neighborhood Tables initiative.

Members: The following individuals constituted the committee as of the end of 2025: Sally Dewing, Celia Calhoun, Tom Dewing, Sarah Gregory, John Harter, Priscilla Isner, Steve Koehler, Brenda Ridgeway, Chris Crighton, Dianne Fromm, Anne Koehler, Cris Harter, and Sue Sasso.

Vestry

Mission: Responsible for the Parish under the Canons of The Episcopal Church, including the finances, property management and human resources; sets policies and works with the Rector to create a vision and plan of action that reflects God's dream for the congregation. *[Extract from the Vestry Resource Guide from the Episcopal Foundation.]*

Major Accomplishments/Activities in 2025

The Vestry held business meetings 12 times this year, at 6:00-8:00 p.m. on third Thursdays through April, changing to third Tuesdays in May, to accommodate changing needs. Meetings are open to all.
Vestry members are assigned an "Affinity Group" of parish groups with whom to maintain contact, and to provide an information flow.

- Held a Friday evening / Saturday Retreat with new members in March, focused on Mutual Ministry Review.
- Supported the B&G Committee again in continuing to update the premises.
- Supported the Sustainability Committee in various projects, including the Stewardship Campaign, the Fund for the Future project and lengthy discussions on providing an Assistant for our Rector, and addressing the housing problem.
- The 4 Officers (2 Wardens, Treasurer and Clerk) and the Rector met at least bi-weekly throughout the year to maintain communication and to support the Rector with all parish tasks.
- We thank Michel Puzo and Jack Sasso for their dedicated work on Vestry for 4 years each.

Responsibilities/Challenges

- Working on getting new members up to speed as quickly as possible following the election of new people to the Vestry.
- Providing oversight of, and communication on, the many programs and projects going on in this Parish.

Members: Carol Baffi-Dugan, Earle Bailey, Sarah Gregory, Jen Marlin, Bill Mason, Michele Puzo, Jack Sasso, Betty Suraci

Officers: Co-Wardens – Celia Calhoun, Priscilla Isner; Treasurer – John Harter; Clerk – Dianne Fromm

Rector: The Rev. Patrick C. Ward

BUILDINGS & GROUNDS

Affinity Group Vestry Liaison – Sarah Gregory

Buildings and Grounds

Mission: We are a team dedicated to maintaining the buildings and grounds that God has lent to us at CHS. We volunteer our time and talent to love CHS as effective environmental stewards.

Major Accomplishments/Activities in 2025

- Solar field terraces and hillsides weeded and maintained; new projects underway to cope with water runoff at the main driveway entrance, East parking lot, and the old front entrance.
- Hired professional landscape company to assist in continued with deep grooming of our 4-acre campus, allowing "garden parties" to beautify our grounds.
- Garden parties continued with over 400 volunteer hours across 8 workdays.
- Memorial Garden planting area rehabilitation completed, awaiting possible "pergola" addition.
- Church, Admin building and Parish Hall HVAC systems cleaned and repaired as needed.
- Ecobee thermostats replaced church, admin and Parish Hall old thermostats for better control, monitoring and heat/ac function.
- Replaced boiler #2 in Parish Hall heating system.
- Purchased new commercial refrigerator and freezer for Parish Hall kitchen. Old units repaired and donated to Food 4 Kids ministry.
- Repaired/replaced 25-year-old fire alarm system control board, due to complete failure.

- Campus wide doors, trim and windows inspected, and painting/repairs made where needed.
- Campus wide selected areas have new or repaired gutters to control water intrusion.
- New stairs from parking lot to Kimball House installed.
- Re-shingled south wall of rectory, painted all trim, replaced shutters.

Responsibilities

- All Buildings & Campus Systems
  - Responsible under the direction of the Rector for a 4+ acre site including all buildings, HVAC systems, plumbing and lighting systems, safety and ADA compliant issues, parking lot maintenance, solar field development and maintenance, building remodeling, renovations, environmental stewardship, and grounds maintenance.
  - Maintain a five-year plan in Excel for repairs and replacement of major systems for budget planning considerations. Prepare annual feeder to Rector/Treasurer/Vestry for budget development.
- Grounds
  - Manage professional landscapers for maintenance.
  - Organize and conduct frequent grounds clean up with volunteers from April-November, typically 1-2x/month.
  - Inspect signs, fencing, parking lot and all outdoor areas for maintenance and repair.
  - Maintain all erosion areas on campus with TerraFirma.
- Projects planned for 2026
  - Parish Hall refresh of painting all rooms on both floors. Approved project scheduled in late January to early February.
  - Upgrade Parish Hall video and sound system for improved site and hearing quality.
  - New stairs and handrail from parking lot to rectory due to safety issues.
  - Re-shingle Monument facing wall from reception room through West transept to avoid water intrusion.
  - Possible replace all Parish Hall chairs with a mix of arm and non-armchairs.
  - Finalize engineering plans for town sewer hookup for main campus and rectory.

Challenges

- Volunteer committee responsible for prudent management of ~$100,000+ in direct annual costs of the operating budget at CHS.
- Anticipating and identifying needed replacement elements of complex systems over the next 2-5 years.
- Planning for mandatory connection to Orleans town sewers in 2027/2028. This involves engineering and connection construction for main campus and rectory.
- Securing adequate Cap X funding to accomplish what is needed

Members: Brian E. Ridgeway, Chair (7 yrs), Ann Pike-Paris, Co-chair (10+ yrs), Dave Blanchet (7yrs), Ike Cole (10+ yrs), Rich Gregory (3 yr), Jay Haun (15+ yrs), Steve Koehler (9+ yrs), Dan Lowery (3 yr), Meredith Perkins (2 yr), Peter Jensen (2 yr), Wayne Currey, Property Supervisor (12+ yrs)

Recycling

Mission: *Recycle – Reuse – Repurpose – Reduce*

The mission of the CHS recycling team is to greatly reduce the number of items going into our landfills. The major items being recycled at CHS include plastics, paper, cardboard, metal cans, and

glass. We encourage all members of CHS to be good stewards of the earth and recycle accordingly. Our fragile environment needs our help for now and generations to come.

Major accomplishments/Activities in 2025

- During 2025 there were 10 CHS members on the Recycle Team each assigned to specific months.
- Recycled items were picked up several times a month, or as needed following major events, from different recycle locations on the CHS campus. Team members took these items to their respective town transfer stations.

Responsibilities/Challenges

- Have an increase in parishioner efforts to recycle items when on the CHS campus
- Certain events at CHS may impact the amount of recycling needed. The recycling team needs to know when these events are scheduled so we can act accordingly.
- This is an easy but important ministry to CHS and the environment. Additional recycling team members are always welcome. Ideally, 12 volunteers would mean each would only be on duty for 1 month a year. If you are willing to participate, please contact Jack Sasso at jacksasso@hotmail.com.

Members: Lynn Conover (1 yr), Tom Dewing (14 yrs), Chuck Dow (6 yrs), Georgia Schneider (14 yrs), Jack Sasso (14 yrs), Mike Isner (6 yrs), Susan Hitchcock (6 yrs), Susan Moran (1 yr), Meg Nemitz (1 yr), Norman Stubbendick (1 yr).

CARE

Affinity Group Vestry Liaison – Priscilla Isner

Health Ministry

Mission: To empower and encourage whole person health through increased knowledge, personal responsibility, and interdependence among God's people.

Major Accomplishments/Activities in 2025

We resumed meetings this past year, with a summer pause, on the 3rd Tuesday of most months from 12:30-1:30, in person and virtually.

- We were glad to replace the 2nd of 2 AED units, after replacing the 1st in 2024. Both units and accessories are now up to date & fully functional.
- We hosted a Coffee Hour table in April to share our ministry with the congregation, including information on home safety, emergency response, immunization guidelines, Health Care Proxy documentation, along with some community health resources.
- We continued to submit information to the monthly Together newsletter, including updated, evidence-based MA vaccination guidelines for this respiratory season.
- We hosted a Coffee Hour forum guest speaker in October, Max Rasbold-Gabbard from the MA Deptartment Of Health to discuss injury prevention and "How Not to Fall!"

Responsibilities/Challenges

- The Health Ministry is a small group of members with backgrounds in health-related fields. We started in 2007. Our focus has shifted over the years, from our origins in Parish Nursing to our focus now on advocacy and education.
- Challenges include inviting new members to join and recruiting a new chair or co-chair to take on leadership role for current chair

Members: Donna Bailey, Diana Crighton, Margaret Anne Heuss, Priscilla Isner, Virginia Lucil, Kate Paradise, Ann Pike-Paris, Michele Puzo (all 11 yrs), Meg Nemitz, chair (6 yrs)

Pastoral Care

Mission: To provide pastoral care to the parishioners who are hospitalized, reside in nursing homes or assisted living facilities or are house bound.

Major Accomplishments/Activities in 2025

- Maintain a database of parishioners in need of pastoral care
- "Thinking of you" notes are written monthly
- Eucharistic Visitors scheduled weekly
- Pastoral visits
- Prayer shawls given to parishioners in need
- Altar flowers delivered
- YouTube Sunday services provided at The Terraces
- Maintained Intercessors prayer list
- Monthly Communion Service at Maplewood, Brewster, celebrated by Rev. Liz Tunney
- Meals for parishioners as needed
- Working in collaboration with Family Table Collaborative program, storing and distributing meals to those in need

Responsibilities/Challenges

- Learning about parishioners in need of pastoral care
- Having a consistent monthly visiting schedule
- Reaching out to area nursing homes

Pastoral Care Members: Priscilla Isner and Nancy Boccia (Co-chairs), with Celia Calhoun, Jean Collins, Margaret Anne Heuss, Nancy Ludewig, Elizabeth Merritt, Brenda Ridgeway, Rev. Liz Tunney, Rev. Patrick Ward

Meal Distribution: Chris Lavenets, Michele Puzo

COMMUNICATION

Together

Mission

Together is the monthly newsletter of The Church of the Holy Spirit delivered via Constant Contact which provides news and pictures of our common life. The newsletter goes beyond the announcements in the weekly bulletin and those made during worship services.

Major Accomplishments/Activities in 2025

- Twelve monthly newsletters were delivered this year. Each edition included timely articles and events with photos for many of the articles.
- The newsletter is delivered via email to 344 individual email addresses with an average 67% open rate, which is better than the industry average. We also send hard copies to members who do not have email access.

Responsibilities/Challenges

- Keeping the editions inviting and informative.

- Discover ways to engage those people in our contact list who do not open our newsletter each month.

Ministry Team
- Brenda Ridgeway – Editor
- Every parish ministry contributes articles, and other members supplement the text with wonderful photos. With the help of the Rector and Wardens reviewing and proofreading each issue, we keep everyone informed.

Website & Social Media

Mission
- Standardize internal and external information for placement on social media and the website.
- Develop and ensure consistency in branding across internal and external communications – including print advertising.

Achievements
- Increase in traffic on the CHS Facebook page – the number of followers is at 1962 (up from 779 in 2024) which is a 173% increase!
- Increase in Facebook page views at 52,451 (up from 32,000 in 2024).
- Reels on Facebook (and Instagram) continued to increase our visibility, providing a creative, fun, and joy-filled way for people to see us.
- Significant increase in numbers of people attending parish events via Facebook posts, reels, and ads in the *Chronicle* and *Provincetown Independent* print and online newspapers.
- Day-to-day changes to the website continue to be handled by the office and volunteers resulting in timely updates and cost savings.
- Use of website as resource for the newsletter, weekly announcements, links to YouTube channel/online services, and our secure portal for pledges and donations.
- Website and our YouTube channel are invaluable resources for those unable to attend services in-person.
- Continued increase in those who say the website or our social media brought them through the doors for services.

Challenges
- As technology is always changing, consistency in funneling information across multiple methods of social media will always be a challenge with space for improvement.
- Relaunch of web site is in process but several months behind hoped-for launch schedule.

Manager: Kate Paradise – Questions? Feel free to be in touch!

CREATIVE ARTS

Affinity Group Vestry Liaison: Jack Sasso

Art Gallery in the Reception Room

Mission
- To provide a venue for CHS artists and crafters to exhibit and/or sell their creative gifts/talents
- To continue the tradition of the Founding Members of this church to create and exhibit/sell art

Major accomplishments/Activities in 2025
12 shows!

- 11 solo shows: January - Hedy O'Hara (Richard O'Hara), February - Diana Crighton, March - Kimball Guild, April - Donna Tavano, May - Thomas Faulkner, June - Susan McDormand, July - Anne Kilguss, August - Simon Quintero, September - Greg DeLory, October - Pia MacKenzie, November - Art Mittelstaedt
- 1 group show: December - Holiday Market Place - Ellen Adamson, Jean Collins, Dianne Fromm, Cris Harter, Anne Kilguss, Kimball Guild, Sharyn Laughton, Roger Lovejoy, Susan McDormand, Gail Binney Sterne, Norman Stubbendick, Donna Tavano

Responsibilities/Challenges

- Encourage and inform parishioners to "sign up" - exhibit/sell their art/craft for one month in the gallery
- Continue to encourage the support of CHS Gallery and Galley West Art Gallery

Curators: Sharyn Laughton and Gail Binney Sterne

Galley West Art Gallery (GWAG)

Mission:

- Support Local Artists – Lower and Outer Cape Cod 8 towns
- Build a community that is not just about art – but a community of Artists
- Not intended to be a money-making group, but the gallery needs to support itself
- Be a service to the broader community
- Tell our story, our history, and be respectful of the legacy of Galley West

Major Accomplishments 2025

- Four Shows with notable increase in the quality and breadth of art with at least 30 artists per show plus many more from Kimball Guild
- Record growth: Statistics vs 2024
  - +20% in entries and +20% in individual artists participating in one or more shows
  - 43% increase in total sales over 2024 including Kimball Guild Sales (+63% over 2024).
- Added Outreach Director, Aline Lindemann, to the Leadership Team. Aline will oversee Gallery social media, website, newsletters, and marketing.

Responsibilities/Challenges

- Annual Gallery Team Review Meeting on December 2 identified opportunities to improve gallery procedures, visibility of the gallery to the community, implement more events to attract people to the gallery, continue to increase the number of participating artists.
- Continue to grow the artist community and sales.
- Find ways to bring more visitors to the gallery – promote artists AND Galley West history.
- Have the bandwidth in volunteers to implement activities that will improve gallery results
- Prepare for our 5th anniversary on October 16, 2026 and plan a weekend event to include both our CHS and the broader Lower and Outer Cape communities to showcase the gallery and it's amazing history.

Membership

- 60 different artists participated in one or more shows in 2025
- Core Leadership Team: Sue Sasso (Business Director), Sharyn Laughton (Art Director), Aline Lindemann (Outreach Director), Tim Wolfenden (Bookkeeper)
- Other key team members: Ellen Adamson, Debbie Winnick, Gina Auger

Kimball Guild

Mission: To continue the long and unique tradition of Hammering at CHS while supporting the Rector's Discretionary Fund.

Major Accomplishments/Activities in 2025

- Starting the year with a new work bench installation was a huge win for the Guild. We cleaned up the Craft House and reorganized for a much more comfortable workspace.
- We gained another two hammering volunteers that participate regularly. We also held our first workshop, through the gallery, on Dec. 19 with 5 participants. We hope to source more regular hammerers by doing this monthly in 2026.
- The guild has been open for tours during all the Galley West openings and will be again in 2026.
- Estimated total Fund Contributions for 2025 is $5,020
  - We had a 63% increase in sales at Galley West over 2024. This amounted to total sales of $5,425 with a net contribution of $2,ben712.50 to the Rector's Discretionary Fund.
  - The Guild also raised $1800 from sales at the annual Bazaar.
  - Our current Christmas market sales through Dec 22 are $400.
  - This does not include incidental sales we made throughout the year.

Challenges

- Our only challenge going forward is to continue the momentum of 2025 and keep adding participants!

Hammerers: Ellen Adamson, Priscilla Birdsall, Susan Cooley, Melanie Gironda (seasonal), Roger Lovejoy, Georgia Schneider, Donna Tavano

EDUCATION

Affinity Group Vestry Liaison – Jen Marlin

Adult Christian Formation

Mission: In addition to *Glimpse of the Gospel*, CHS offers regular opportunities to learn more about our faith and its history, scripture and their interplay with the wider secular cultures in which we live. Both learning series and Sunday forums (with or without guest speakers) are organized by the rector with frequent participation by parishioners on panels or in small group breakout discussions.

Major Accomplishments/Activities in 2025

- 5-week Lenten Supper Series "Justice, Joy & Daily Bread" exploring Luke's gospel through its recurring references to food and table fellowship. Attended by 55 parishioners.
- Palm Sunday Lecture: *In My Time of Dying* by author Sebastian Junger. Approximately 240 parishioners and wider community members gathered to hear this best-selling author speak from his published account of his near-death experience at Cape Cod Hospital.
- Overnight "Finding a Way" program in June co-hosted on campus with the Harvard Episcopal Chaplaincy and the St. Paul's Center for Theology & Prayer (resident in our diocesan Cathedral). From Friday evening through Sunday morning, 23 parishioners and guests from the wider diocese explored walking as a prayer discipline, with guest leaders Peggy Jablonski of Brewster and Wabin Webquish of the Mashpee Wampanoag Tribe offering deeper understandings of the outer Cape's legacy of historical trauma.

- "Being Dead is No Excuse: planning your own funeral" offered two November sessions for parishioners in which to explore the structure and purpose of the Episcopal Rite of Christian Burial, as well as guidance for planning their own liturgies.
- 11-session Sacred Ground dialog circle series completed in June by 12 parishioners. Using a syllabus and materials assembled by the national Episcopal Church and supported by parishioner co-facilitators Doug Fromm and Nancy Boccia, Sacred Ground explores race and identity in America while linking its history to our faith and family histories. This year's session brings to approximately 40 the number of parishioners who have completed Sacred Ground.
- Other guest speakers in 2025 included Kristin Andres (Director for Education, Association to Preserve Cape Cod), Max Rasbold-Gabbard from the Massachusetts Department of Health, Rev. Edwin Johnson of Episcopal City Mission and Sr. Helen Agnes of the Society of St. Margaret.

Challenges and Next Steps

- Welcoming and incorporating our new clergy colleague Nancy Hagner into formation offerings
- Organizing and fostering enhanced small groups for learning and care.
- Identifying and supporting parishioners to serve as small group facilitators
- Additional help needed to create materials and outreach in support of marketing learning opportunities to wider community.

Organizer: Rev. Patrick C. Ward

Book Discussion Group

Mission: The Book Discussion Group selects books to enlighten and inspire us. Our discussions reflect our individual backgrounds, experiences, theology and spirituality and how we can live out what we learn.

Major Accomplishments/Activities/Challenges in 2025:

- This year we read and discussed *The False White Gospel* by Jim Wallis, *Patriot* by Alexei Navalny, and *The Tears of Things* by Richard Rohr. Each Sunday after the service we can either attend coffee hour for a few minutes and then gather in the Fireplace Room or attend our Rector's forum and then meet in the Fireplace Room for a discussion of our current book. Weekly attendance is encouraged but not required!
- We will be on hiatus for the remainder of the Advent Season and for Christmas and will begin discussion of our next book in January, 2026. Please read the *Together* newsletter or consult the Sunday Bulletin for more information. Please come and share your thoughts on our current book. We'd love to have you join us!

Regular Attendees: Ragnhild Bjerke, Celia Calhoun, Sally Dewing, Tom Dewing, Tom Faulkner, Jay Haun, Clare Hemmenway, Bill Heuss, Margaret Anne Heuss, Brenda Husson, Nancy Ludewig, Jen Marlin, Page McMahan, Meg Nemitz, Brian Skea and Brooke Eaton-Skea (facilitators).

Church School & Youth Group

Currently the Youth Group is comprised of all of the students in the Church School, so we chose to complete this report together.

Mission: To welcome, support and engage youth and families in learning about the word of God. Within this teaching is embedded love, respect, and acceptance of all people.

The Youth Group Mission is also to continue our fellowship inside and outside the church walls with community service and exploration.

Major Accomplishments/Activities in 2025

- We had several successful events that combined current youth and families with not only parishioners but also community youth that had not attended Church functions before. These were Youth Group and Church School sponsored events. Some of them were: Pumpkin Carving, Gingerbread House Decorating, Advent Wreath Making, Game day at coffee hour and the Thompsons hosting their annual Easter Eggs Benedict Brunch.
- We were so pleased to be able to have an actual Pancake supper this year that did NOT get snowed out. There was a joyful pancake flip off and apron contest. Fun was had by ALL!
- For the 2nd year we had a shared event (with the Columbian community) that Monica Montoya and her family Coordinated. We learned **more** about Dia de las Velitas. An event celebrating the Virgin Mary. We all contributed food and ate together after the children lit our candles and we offered up a wish for the world in the new year to come. We also were gifted music and dancing that evening!
- We continued to meet downstairs 3 Sundays a month with many of us coming up to the church for communion. The Fourth Sunday of the month worked well as our Youth Sunday when we all participate in the service as we are able.
- Many youth and families spent time at the Barbara Harris Camp aiding in their spring and fall clean up. As well as a family weekend and a Middle/ High School retreat. These events were attended by many of the Church School families. Matt and Monica chaperoned some of these events.
- We have welcomed two new students into our Godly Play program.
- Both the Christmas Pageant and the Epiphany Pageant were attended by students and adults near and far, including alumni as well as family members.
- We are hoping to offer a "Holy Eucharist class" this spring.

Responsibilities:

- Sharing Godly Play stories with the children 5 years of age up to 11 years of age. Godly Play is storytelling combined with thoughtful questions and dialogue about the story and how it might relate to where the children are and what they have experienced in their lives up until now, as well as how they might explore and change what they do or how they think based on these teachings. The stories are followed with free play, creation (artistry), and a shared snack.
- The Middle/High School group curriculum is similar to Godly Play only we learn how to use (look up) readings in the Bible and then have discussions around a reading for that particular Sunday. This class is taught using the Sunday Paper as well as articles from Faith Lens. There is much discussion and wondering! This class also has a creation section following or during the discussion. We are always thinking about ways in which we are growing and changing and how Jesus/God's modeling or message can guide us or give us examples to live and learn.

Challenges:

- How to continue our small classes while drawing new youth and families into our church and church school/youth group!
- Creating church school and youth events that appeal to varied ages since we are such a small group.
- Finding others in the congregation to help with this work. We are a small group and need outside support.

Members: There are no chairs, we work together

Ruth Campbell – Godly Play teacher for Kindergarten- 5th grade
Hanna Schneider - Middle/High School class Leader
Matt Thompson – Youth Group Leader

Jamie Thompson - Nursery Care, Door Keeper, Youth Group Leader
Brooke Eaton Skea - Sub for Middle/High School class and general experienced support
Catherine Mockett- we are so grateful she has joined the Godly play class as a Doorkeeper and assistant!

Glimpse of the Gospel

Mission: To provide an opportunity for delving into the scriptures selected for Sunday worship. To share with each other our questions, insights, understandings and personal experiences as we explore these excerpts from scripture. To help each other grow in our commitment to follow Jesus.

Major Accomplishments/Activities in 2025

The readings for the coming Sunday worship service are emailed in advance to participants and anyone else interested in joining. This allows time during the week for reading, reflection, research before we gather for an hour at 8:45 on Sunday. We meet in the Fireplace Room and by zoom. Each session is begun by praying the Collect for the week. Then the Gospel is read aloud by whoever volunteers. Discussion flows out of the reading. Sometimes we also use the translation from Eugene Peterson's, The Message, which can offer insight and guidance. We focus first on the Gospel but often include the other readings for the day. People share how the scriptures impact on their lives and share stories that deepen our awareness and appreciation. The discussion serves as a catalyst for participation in worship; we often wonder after a morning's discussion, "What will Patrick say in his sermon?" We conclude with the prayer attributed to St. Francis, "Make me a channel of your peace."

Participants: Tom Dewing (Administrator), Ragnhild Bjerke, Nancy Boccia, Tom and Sally Dewing, John Harter, Bob and Kathy Hubby, Richard Koeppen, Sharyn Laughton, Nancy Ludewig, Jen Marlin, Meg Nemitz, Brian and Brooke Skea. We would be delighted to include you too. Just come.

Sacred Ground

Mission: Sacred Ground is a sensitive, prayerful resource that creates space for difficult but respectful and transformative dialogue on race and racism, issues prevalent in our culture today. It is a registered dialogue series developed by the National Episcopal Church on a protected site requiring a password.

Program

- The focus is on race and racism in history, culture, politics and economy providing a walk back through the history of Black, Latinos, Indigenous, Asian/Pacific People. The series explores racism as seen through the lens of "White Privilege and White Supremacy." As such the program is tailored for congregations like the Church of the Holy Spirit, predominately white.
- Peeling away layers of the mythology of American History it reveals the often "untold story" of race, providing space for reflection on our own family histories and stories that shaped and shape our views on race and our, often unrealized, advantage of "white privilege".
- The series consists of eleven sessions meeting every other week using readings from two books: Waking Up White, by Debby Irving and The Disinherited, by Howard Thurman. Documentary films, short videos and articles are used as well.
- Reflections and discussions focus on the materials assigned for each session and are guided by a process of Mutual Invitation where one person leads off by speaking and when finished invites another to speak continuing until all have spoken. When invited to speak one can choose to "pass" without explanation and invite another to speak. After all have spoken, general conversation and sharing continues.
- Sessions last from one and one-half hours on Monday afternoons beginning with a time of quiet, centering and focus concluding with assignments of opening and closing readings or prayer for the next session.

2025 Members: Page McMahan, Ben Ballard, Jeanne deCervens, Carol Richardson, Suzanne Warner, Cynthia Murray, Tom Murray, Jean Gatzkiewicz, Betty Suraci, Phil Suraci, Nancy Boccia and Doug Fromm as facilitators. The next round begins in January of 2026.

FUND RAISING EVENTS

Affinity Group Vestry Liaison – Officers Committee

Antique Show and Sale

Mission: The Antique Show has been an annual fundraising event for forty-nine years. It highlights The Church of the Holy Spirit by producing a high-quality antique show with specialty dealers from the New England area. Customers come from Cape Cod as well as off-Cape. Many have never been to our church.

Major Accomplishments/Activities in 2025

- Netted $4,985
- 17 dealers participated in the show and 325+ people attended
- The majority of the dealers brought their wares in and partially set up their booths early Wednesday afternoon prior to Thanksgiving Day
- The CHS team of volunteers expertly handled the gate admissions
- Minimized advertising costs: used signs designed by Brian Schnetzer to advertise the show in multiple neighborhoods on the Cape; Facebook also used to advertise

Challenges

- Able to continue to have quality dealers: many retiring due to age
- Managing parking issues, including for the handicapped
- Maintaining/increasing parish member participation for sign placement, gate coverage, etc.

Chair: Debbie Meguerdichian

Holiday Bazaar

Mission:

Each year a team of volunteers works together to produce the event on the first Saturday of November. The bazaar is a major fundraising activity with a percentage of funds designated for outreach programs. The focus is to produce an event that highlights the Church of the Holy Spirit and welcomes guests from all over Cape Cod to shop with unique internal and external vendors, enjoy lunch in the CHS Café, and experience the church through tours and hospitality-focused activities.

Major accomplishments/activities in 2025

- Exceeded revenue from 2024 by approximately 20% again. We attribute this to increased sales from the food table (we sold out), better and costume jewelry and the success of the Kimball Guild table. We initiated the acceptance of credit cards for all CHS tables – books, jewelry, Kimball Guild, basket tickets and the café. This helped increase sales.
- Once again, we opened the entire lower level, increasing the number of artists/tables. Décor and a hospitality table with cider and cookies enhanced the guest and artist experience.
- There was a marked increase in visitors and shoppers from opening at 9:00 to closing at 2:00 p.m. The atmosphere was so festive, and many attendees commented on the warm and welcoming atmosphere. There was a definite festive and wonderful spirit all day!
- 22 artists and artisans participated.

- Continued with additional activities highlighting the Church of the Holy Spirit (hammering demonstration, scavenger hunt, self-guided tour of the art). These activities were well attended and highlighted the church and community.
- Better jewelry and costume jewelry enjoyed record sales – we developed a new system for cashier/sales and feel this really improved processes.
- Engaged over 80 volunteers, including many newcomers to the church. This is indeed a record, and it was a wonderful community effort!
- Continued to increase FB and other marketing tools, including reels, and added a banner that was hung over main street for the week prior to the sale.
- Clean up and resetting the space was much improved this year with the increase of volunteers.

Challenges moving forward

- The community and volunteers are so committed to the bazaar, and we need to cultivate more volunteers to take lead roles and help alleviate the strain of the set up and prep.
- Examine the efficacy of themed baskets. This year's baskets were of a high value; we raised ticket prices but did not see an increase in sales. We will continue to look for the right balance.
- Managing increased traffic and parking congestion on campus. We did not have a police detail and should do so in the future. We might also want to reach out to our neighbors in advance of the bazaar to be sure they are aware of the activity, and we are respectful of their property, etc.
- Improving website information and traffic. This continues to be a challenge, and we hope to have new website changes to increase information and post an accurate calendar of times.
- Maintaining and increasing team leadership.
- Engage more children/young adults in the planning and day of activities.

The Team

- Table chairs:
  - Artist and Vendor Set Up and Operations: Sue Sasso
  - CHS Café: Brenda Ridgeway
  - Food Table: Cris Harter and Cynthia Murray
  - Jewelry: Suzy Gray
  - Books: Elizabeth Merritt
  - Design: Brian Schnetzer
  - Marketing/Facebook: Kate Paradise
  - Scavenger Hunt: Ruth Campbell
  - Art and Sanctuary Tours: Jack Sasso
  - Volunteer Management: Meg Nemitz
  - Themed Baskets: Priscilla Isner and Cris Harter
  - Financial and Cash Management: Priscilla Isner and John Harter
  - Operations and so much more: Wayne Curry, Matthew Harmon
- Important contributors to the team also included: Rev. Patrick Ward, Roger Lovejoy, Diana Crighton, Debbi Manning, and the amazing CHS community! We could not do this without you.
- Chair for 2025 – Nancy Boccia

Rummage Sale

Mission

To produce an outreach event the first weekend of May that builds community by uniting parishioners and neighbors; generates new friendships and strengthens existing ones; offers fun opportunities to volunteers; offers shoppers excellent value and good quality items; conveys The Church of the Holy Spirit positively; benefits a charitable organization with a portion of the proceeds. The Rummage Sale has a long, rich history with a Cape Cod-wide reputation and we hope to always respect its rich past while looking for realistic potential growth.

Major Accomplishments/Activities in 2025

- We surpassed our financial goal of $12,000 gross by 48% (the official tally was $17,761 gross).
- We introduced a Friday afternoon preview, selling tickets for a $20 donation. More than 50 shoppers and dealers bought tickets allowing them early entrance into the Estate Room. This contributed to just over $1,000 of the event's gross revenue.
- The Estate Room was overflowing with antiques, collectables, fine art, rugs, and heirloom/better quality items and contributed about 30% of the revenue we raised.
- We had 69 volunteers participating as flier distributors, rummage sorters, organizers, pricers, merchandisers, parking lot attendants, greeters, area supervisors, tabulators, cashiers, and break-down packers and helpers. Volunteers worked one hour to full day shifts, starting in the beginning of April through the end of the sale on May 3. Whether new to the church or seasoned volunteers, feedback was they'll participate again in 2026.
- For the first time, we began accepting donations in the beginning of April, three weeks earlier than usual. This valuable headstart in sorting and organizing also gained us an additional 100+ volunteer hours before the Rummage Sale began set-up.
- We increased our social media presence significantly, targeting more niche markets. (estate sales; antique dealers; collectors; rummage; garage & yard sales)

Highlights

- We had a record amount of donations this year, for both the Rummage Sale and Estate Room.
- Rev. Patrick Ward, assisted by Steve Coombs, continued the tradition of cooking and serving volunteers a delicious lunch on opening day of the Rummage Sale.
- Food 4 Kids, this year's charitable recipient, joyfully accepted a check for $1,500 (10% of the event's net revenue)
- We hired police officer detail Friday afternoon for the preview and afternoon hours to assist our parking lot volunteers.

Responsibilities/Challenges

- Traffic flow and congestion inside the Parish Hall are on-going concerns. The number and placement of merchandise tables is consistent each year
- Try to eliminate duplication of volunteer efforts by creating a master list of flier distribution sites that can be accessed and updated by all.
- There are rummage items and areas that don't sell well, yet use valuable volunteer time (pricing) and floor space, should we eliminate or decrease these and expand areas that do well?
- Recruiting more male parishioners to volunteer, convincing them that the Rummage Sale needs everybody.

The Team: Chairs – Suzi Gray, Meg Nemitz, Brian Schnetzer along with 69 volunteers, including Gail Binney-Sterne (Estate Room Curators), Christine Harter; Debbi Manning and Arline Consiglio (office support); Kate Paradise and Roger Lovejoy (Facebook support); Hanna Schneider and Ruth Campbell

(use of classrooms); Wayne Curry and Matthew Harmon (Sextons); John Harter and Priscilla Isner (financials); Rev. Patrick Ward

HOSPITALITY

Affinity Group Vestry Liaison – Michele Puzo

Book Gatherers

Mission: To build the CHS community of folks who love to read and share ideas, experiences and to dwell deeper into each book selected by the group.

Major Accomplishments/Activities in 2025

- Presently we read mostly non-fiction, memoirs and any novel the group votes on. Occasionally the leader selects a book.
- We are growing in number. We started with 15 gatherers and are now up to 27. The average size at our meetings is 15.
- One member gives a bio of the author, and another member leads the discussion. Everyone is encouraged to speak.

Responsibilities/Challenges

There are no challenges, everyone from CHS is welcome, there are no rules. We meet at members' homes and serve a light super that members offer to bring and everyone supplies their beverage of choice. We meet from 5:30pm - 7:30pm on the third Monday of the month from May through October. Our first meeting was held in July 2024.

Membership: Cheryl Kyle, organizer; there is no membership and no list. We are a fluid group, everyone is welcome.

Hospitality

Mission: To provide food and hospitality for special gatherings of fellowship and remembrance.

Major Accomplishments/Activities in 2025

- Epiphany celebration potluck lunch
- 7 funeral receptions – We were thankful to Meredith Perkins and Suzanna Gray, who stepped up as a team to handle two of the funeral receptions.
- Annual Meeting lunch
- 1 Baptism coffee hour cake
- Church School "welcome back" Cookout!
- "Feast of Little Candles" evening program reception
- Reception following Advent Lessons and Carols evening service
- Flowers are designed and offered by Fay Cole at many events

Responsibilities/Challenges

- We happily create meals for funeral receptions and all fellowship activities that occur during the year, if asked.
- We love to welcome new folks to our teams. You can bake cookies or bars or breads, make deviled eggs, or a cheese board or veggie tray or hummus tray. If cleaning up or setting up or serving punch is your "thing" there is a place for you!
- We are also present during outside groups using the kitchen to create a safe food space with ServSafe trained staff present.

- We have 2 teams with about 36 people total involved. We usually would ask someone to make something 2 or 3 times a year. We always welcome new people!

Leaders: Ruth Campbell and Fay Cole

Ladies' Luncheon

Mission: The purpose of Ladies Lunch is to provide an opportunity to gather together, enjoy conversation, develop friendships, and be in Christian community.

Major Accomplishments/Activities in 2025

- Ladies Lunch met 10 times this year, with two months off for summer. Attendance has been between 16 and 22 people.
- Under Elizabeth Merritt's direction, we took up a collection each month in support of ABC (A Baby Center) in Hyannis. Her neighbor Bonnie Adams helps with the buying of baby diapers and wipes, and Margaret Anne and Bill Huess transport them to Hyannis, where they are gratefully received. (Bonnie Adams has made several beautiful handmade quilts for the center as well.).

Responsibilities/Challenges

- We meet in the Parish Hall about 11:45 on the first Thursday of most months and convene at 12:00.
- We bring our own sandwiches or salads and the rest is provided. Volunteers bring chips, juice, and dessert; Wayne makes the coffee, and we bring paper goods and centerpieces to decorate the tables.

Members: Fay Cole – Convener. All CHS women are invited each month. Come join us. There is always room for more.

Sunday Coffee Hour

Mission: Our mission is to have an informal gathering which provides an opportunity to Love With Us through sharing and fellowship. This fellowship will help strengthen relationships and develop new ones over a cup of coffee.

Major Accomplishments/Activities in 2025

- Celebration of baptisms, anniversaries and birthdays.
- Visit from Bishop Julia Whitworth
- Sunday Education Forums
- Food For Kids updates
- Treasurer's Quarterly reports
- Building and Grounds updates
- Presentations from Patrick

Responsibilities/Challenges

- Coffee/tea is prepared by our weekend Sexton Matthew Harmon. He is a vital part of prepping the food and cleaning up when it is over. Thank You Matthew.
- Prepared meals by Family Table Collaborative (founded by Jeni Wheeler). Meals are brought to church by parishioner Christine Lavenets and kept in the freezer. The secret ingredient in preparing these meals is "love" and their mission is to provide it for everyone. Coffee hour has proven to be a good time to distribute the meals and assess the need. Thank you, Chris.
- Ensuring there is a snack available for everyone, savory and sweet each Sunday is a challenge. Starting in 2026, groups within the church will be assigned to a Sunday to provide the food. I

hope this is embraced by everyone and it will take the responsibility away from just a few people and expand it throughout the church. The last Sunday of every month will be "Pot Luck" and everyone will have the opportunity to bring something.

Members: Michele Puzo – Coffee Hour Coordinator (10+ yrs); Thank you to all of the faithful volunteers throughout the year. This was not possible without your help. Looking forward to 2026

Neighborhood Tables

Mission: Neighborhood Tables gives parishioners an opportunity to meet in small groups of 8 to 10 in each other's homes to share a meal, fellowship and prayer.

Major Accomplishments/Activities in 2025: We arrived at a workable schedule by organizing new groups twice a year, to meet from May to September and October to April. This accommodates seasonal travel schedules. We are no longer organized by towns. Five groups involving 34 people met for the Summer session. The Fall/Winter session incudes six groups with 49 people involved.

Challenges: We hope that parishioners and new members will continue to sign up and find that this is an enjoyable way to get to know people.

Members: Celia Calhoun, Dianne Fromm, Cynthia Murray (1 year for all)

LARGER FAITH COMMUNITY

Cape & Islands Deanery

Mission: Support of parishes (regionally/locally) in the mission and ministry of the diocese.

Major Accomplishments/Activities in 2025:

Four Deanery Assembly meetings were held during the year, two only on Zoom and two both in person and on Zoom.

- On January 23rd the Zoom call was convened by The Rev. Max Wolf (St. Paul's, Nantucket). Several reports were presented. The program for the evening was a presentation by The Rev. Lynn Campbell (Church of the Advent, Medfield) on their experience with the Holy Cow! Survey used in searches for clergy (CHS used this tool in 2021).
- On March 27th the Zoom call was convened by Celia Calhoun (Church of the Holy Spirit, Orleans). Reports were presented and the Nominating Committee reported that their work was complete for elections in May. The program for the evening, led by Dean Dan Bernier, was a discussion on Jesus' ministry, focusing on whom Jesus spent his time with – and therefore how we should be spending our time in this challenging political climate.
- On, May 29th an Assembly was held at The Church of the Messiah, Woods Hole. This was the Assembly's annual meeting where reports were given plus a report by the Nominating Committee (including CHS' Kate Paradise) presented the slate of new officers for 2025-26, and new members for the Nominating Committee. All were approved. Assembly dates for the coming year were set: Thursdays, 9/25/25, 1/29/26, 3/26/26 and 5/28/26. The program included a discussion on Social Justice Ministries led by Max Wolf.
- The second in-person Assembly was held on Thursday, September 25th and included a potluck BBQ followed by a Prayer and Praise Revival, with the singing of many Christian praise songs.
- All are welcome to attend these Assemblies but only delegates are able to vote.

Responsibilities and Challenges:

- Traveling to several locations throughout the year. Zoom calls help but are impersonal and it is difficult to establish working relationships. Hybrid meetings increase the difficulty as some members are present in person and others are online.

Diocesan Delegates and Deanery Reps:

Cris Harter and Brenda Ridgeway, with alternate Sue Sasso

Cape Cod Council of Churches

Mission: The Cape Cod Council of Churches serves people of all ages from Cape Cod and the Islands who are facing some of life's most difficult challenges: "*Serving God by serving others,"* as we offer practical assistance, spiritual support and hope – all without regard to religious affiliation.

Major Accomplishments/Activities in 2025

- The ministries at the Council, for over 60 years, work to meet people at their points of critical need, helping them to move forward to greater stability. The CCCC is able to be involved in the lives of over 11,000 residents each year through its six different programs and the work of over 400 volunteers.
- At CHS and spearheaded by Elizabeth Merritt and the CHS Ladies' Lunch group, raised approximately $180/month to purchase diapers and baby wipes for A Baby Center in Hyannis. This vital program serves marginalized young mothers with infant children.

Responsibilities/Challenges

Edye Naismith, Executive Director, reports that 2025 has been a tough year for the Council's varied programs due to the federal budget cuts, which have supported its mission in the past. She is grateful for the financial support that CHS's Outreach Committee continues to offer year after year.

The Council provides support for:

- A Baby Center – Cape & Islands
- Covenant to Care for Foster Families – Cape & Islands: supporting those families and the foster children in their care, working with the MA Department of Children & Families
- Faith Family Kitchen – Hyannis: provides hot, nutritious meals to our food insecure neighbors three evenings a week in Hyannis
- Hands of Hope Food Pantry and Outreach Center – Dennis Port: offers emergency assistance to low-income families in the mid-Cape area including food, clothing, small household goods and financial relief to prevent evictions
- Homeless Ministries, Here Now Ministries, and Youth StreetReach – Hyannis: build bridges with homeless and local housed and unhoused neighbors
- Hospital Chaplaincy: sponsors a chaplain at Spaulding Rehabilitation Hospital, who offers prayers, hope and comfort to patients and families in their time of illness and recovery

As we look forward to 2026, we are happy to announce that Edye Naismith, the Executive Director of the Cape Cod Council of Churches will again be with us on Sunday, May 17th to speak at the 10 AM service, just prior to our scheduled Outreach Fair in the Parish Hall.

CHS Representatives: Rev. William and Margaret Anne Heuss

Diocese of Massachusetts 240th Annual Convention

"The Hope to which we are Called"
November 14-15, 2025

Mission: The Diocesan Convention is the primary representative governing body of the diocese. It convenes annually in November to conduct diocesan business, including election of officers and members of various leadership bodies; approval of a budget for the upcoming year; setting mission strategy; and establishing diocesan policy and procedure by considering and voting on resolutions and approving changes to the diocesan constitution and canons. It is also an occasion for communication and teaching from the bishop; learning about and participating in shared mission and ministry; fellowship, community building and common prayer; and celebration of the Holy Eucharist together as a diocesan community.

Highlights:

- An inspiring keynote speech The Most Rev. Melissa Skelton, most recently Bishop Provisional in the Episcopal Diocese of Olympia, on congregational development and the importance of churches understanding their purpose. "No one had ever introduced the concept of 'purpose' to me and my impression of church was 'spinning plates'—the rush of energy that requires you to be busy all of the time," says Bishop Skelton. In her keynote, she presented a Gather, Transform, Send model that helps congregations develop and articulate their core identity, as a way to deepen who they are, and appeal to newcomers most suited to their church.
- Bishop Whitworth emphasized the critical work that was done over the past few years, with input from more than 800 people, on diocesan core values, mission, and priorities. She highlighted a range of commitments that came out of the visioning work, including hiring Hispanic and Justice missioners; hiring a Canon for Communications, Witness, and Engagement; supporting congregations in best utilizing real estate and with operational structures; and committing resources to formation throughout the diocese, including youth formation "the church of today." Bishop Whitworth closed by introducing an Immigrant Legal Emergency Fund she has seeded with the Bishop's Discretionary Fund, challenging those at the Convention to raise $10,000—which was accomplished—on Saturday to bring the fund to more than $100,000 to help immigrants with urgent needs.
- Presentation of the diocese's first Courage and Joy Awards to four outstanding recipients.
- Workshops on a range of topics, from Invite, Welcome, Connect to Managing Church Property for Mission, tied the diocese's strategic vision.
- As part of its public witness, several resolutions were passed, including affirming human rights for all people in US prisons and detention centers; supporting the Massachusetts' immigrant community, especially those at risk of losing temporary protected status; and affirming support for the MA Indigenous Legislative Agenda.

More information regarding the convention can be found at
https://www.diomass.org/news/diocesan-news/highlights-240th-annual-convention

Diocesan Delegates: Cris Harter, Brenda Ridgeway, and Rev. Patrick C. Ward

Nauset Interfaith Association

Mission: The Nauset Interfaith Association was established in 2009 as a 501c3 non-profit association of clergy and laity from over 20 faith communities on lower and outer Cape Cod. Our mission is to deepen our mutual understanding of our faiths; provide mutual support and understanding for each other; and work together for justice in our wider community, especially by standing with the poor, marginalized and oppressed.

Major accomplishments and activities in 2025

- Annual MLK Breakfast
- Several events engaging with indigenous residents of Cape Cod regarding environmental practices and principles.
- Raising community awareness of gender identify issues among youth and mitigating increasing suicidal and marginalization thoughts.
- Engaging and supporting migrants who have moved to Cape Cod from the Caribbean, Africa, Central and South America, Ukraine and other places.
- Support for the Brazilian Resource Center in Hyannis.
- College scholarships and other financial and emotional support, as needed, for approximately 10 at-risk students and former students. Created a new peace and justice scholarship to honor Rev. Ken Campbell
- Continuing dialogue with police chiefs on the lower and outer cape towards developing cooperative community safety and interaction.
- Educating ourselves and our wider Cape community. Held another Anti Racism Educators' Conference
- Annual Interfaith Thanksgiving Service

Responsibilities/Challenges

- Participation in our monthly meetings needs to be improved.
- Our online website needs more attention as does our publicity in general.
- We need deeper and broader financial support
- Engaging and communicating with our political representatives on the local, state and federal levels.

Officers: President – The Rev. Tracy Johnson (6 months), Vice-President – The Rev. John Eisensohn (6 months), Treasurer – Jeff Korgen (6 months)

OUTREACH

Affinity Group Vestry Liaison – Carol Baffi-Dugan

Food 4 Kids

Mission: Food 4 Kids works to alleviate childhood hunger and promote literacy on the lower/outer Cape by bringing together The Church of the Holy Spirit (Episcopal) and local communities to provide free meals and free books for children and teens in the summer when schools are out.

Major accomplishments 2025

GOAL	ACTION	RESULT
Increase strategic oversight and fundraising capabilities	• Formalized a Board of Directors with 8 members plus the rector • Increased fund raising directed to individuals • Pursed new state, local, and faith-based grants and increased ask for returning grants	• New board, including 4 non-CHS members, brought new ideas and helped build stronger connections with our communities • Walk for Hunger, Chatham Chorale Concert sponsorship and other groups/businesses added $13,508 • Individual donations increased $23,193 – more than doubled (+141%)

GOAL	ACTION	RESULT
		• State, local, and faith-based grants increased $42,808 (+39%)
Expand our reach to more low-income children	• Added sites directly serving low-income children • Made it easier for non-enrolled children to access free meals at recreation program sites • Attended more public events and community group meetings to increase awareness	• 2 new sites in affordable housing communities in Brewster • New support for Orleans food pantry, continued support for 2 Community Fridges • Converted 8 meal sites to more accessible Grab & Go • Coordinated approximately 70 free kid-friendly meal bags (Cape Kids Meals) and 30-50 frozen dinners (The Family Table Collaborative) for affordable housing sites.
Meet increased demand with nutritional and diverse meals despite capacity constraints	• Continued to improve satiety and satisfaction of the meals we served • Continued to improve the nutritional value of meals beyond USDA requirements	• 55,864 meals made and served to children, a 25% increase from 2024 • Replaced juice with fresh fruit/vegetables in lunches and served fresh lettuce grown in hydroponic units at Nauset schools • Engaged 200+ volunteers (vs 135 in 2024), who gave 2,049 hours over 10 weeks, equivalent to 5-6 full-time staff

Challenges

- Capacity to Meet Increasing Demand: Ability to make, pack and deliver enough nutritious cold and hot meals safely to meet the need
  - People: staff and volunteers
  - Equipment: freezers, refrigerators, hot holding units
  - Space: storage, kitchen prep, packing
- More Federal Funding Cuts and More Restrictive SFSP Funding Criteria:
  - Potential reduced USDA funding for F4K
  - Increased demand driven by cuts to those who rely on SNAP and other government assistance
- Generating Our Own Sufficient, Reliable Funding:
  - Increase grant income received January-June to better meet high June/July expenses
  - Ensure repeat funding from key organizations
  - Bring in adequate new funding to sustain a balanced budget as expenses increase

Board of Directors: Brenda Ridgeway - Board Chair (12 yrs), Jeanne deCervens (1 yr), Joy Jordan (1 yr), Anne Koehler (10 yrs), Rana O'Loughlin (1 yr), Brian Schnetzer (1 yr), Erica Tso Haides (1 yr), Allison Wetzel (3 yrs), Jennifer Gale – Executive Director (2 yrs) and Rev. Patrick Ward as Rector.

Staff**:** Four people are core to our operations: Operations Manager - Anne Marie Mullin (9 yrs), Kitchen Manager - Julie Thompson (4 yrs), Operations Assistants - Ray and Lizzie Thompson (3+ yrs). Eight people provided oversight of the locations we serve: 1 Site Manager – Kisten Olsen (2 yrs), and 8 Site Liaisons – Abigail Dawson (1 yr), Chris Gray (3 yrs), Christine Johnson (1 yrs), Kimbery Kalis-Snook (1 yr), Jenise Madden (1 yr), Kaitlin Martin (1 yr), Julie McMahon (1 yr), Cathy Ode (1 yr).

Food 4 Kids 2025 Actual and Preliminary 2026 Budget

Calendar Year Jan 1 - Dec 31

As of 1/12/26

	2025 Actual	Preliminary 2026 Budget
Income	**358,794**	**369,670**
DESE Reimbursement	153,361	157,655
Grant Income	165,806	167,000
State (DESE/Project Bread)	21,501	21,500
Town Human Services	31,188	35,000
Local Grants & Sponsorships	54,008	52,000
Faith Based	59,110	58,500
Individual Donations	39,612	45,000
Interest	14	15
Expenses	**356,848**	**369,357**
Wages & Benefits	155,499	159,556
Administrators	62,174	63,528
Operations Staff	60,176	61,861
FICA	9,199	9,546
Payroll Expense	646	664
Medical	23,304	23,957
Other Operating Costs	201,349	209,801
Supplies & Materials	160,857	165,361
Food	149,320	153,501
Meal Prep/Pack	9,791	10,065
Office Supplies	1,746	1,795
Equipment	1,670	2,000
Communication	6,351	6,588
Special Programs (Books, Plays, Events)	13,700	14,000
Travel	3,860	3,968
Other Costs	14,911	17,884
Utilities	2,575	2,700
Maintenance	2,822	2,901
Storage/Movers	4,653	4,783
Data Systems	2,870	5,000
Training	228	500
Other	1,763	2,000
NET OPERATING SURPLUS (DEFICIT)	**1,946**	**313**

Free Shop

Mission

- To provide good clean clothing for the whole family - those in need, those shopping for friends/family in need, and to serve as a recycling center for the Parish and Cape community.
- Freely you have received - freely give. If you "take" clothing from the shop - when able "give" back clothing to the shop.

Major Accomplishments/Activities 2025

- Keeping up with the increase of customers and donations - especially after the closing of Katie's Korner (Lower Cape Outreach Council) for renovations. The shop averages about 40 customers every Monday & Wednesday.
- Continued awareness that the shop only accepts "in season" clothing.
- Donations received that are not appropriate for the shop are recycled (by Suzy Gray) - nothing goes to waste!
- Continued to supply the Necessity Shop - Nauset High School - Nurse's office with requested Free Shop clothing and new necessities given/purchased using donations from the parish offered at the 2025 Epiphany Service.

Responsibilities/Challenges

- To create a welcoming, clean, organized, happy space/shop for customers and volunteers.
- Always welcoming new volunteers - there are so many days when three volunteers are needed. At present – most Mondays and Wednesdays two volunteers are scheduled - working one day per month.
- To keep the donation bins empty - to keep up with all the sorting!

Loyal and faithful volunteers - *most have worked for well over 10 years*

Nancy Anderson, Donna Bailey (new), Arlene Barrett, Mary Anne Bragdon, Ruth Campbell, Fay Cole, Ellen Gleason (new), Gretchen Harper (new), Margaret Anne Heuss, Joan Karter, Ginny Lucil (52 years), Marie McKay (new), Meredith Perkins, Michele Puzo, Nancy Ranscht, Sue Sasso, Georgia Schneider, Brian Schnetzer (new), Julie Thompson (new), Donna Trout (new), Lynn VanNorman, Janet Winter

Co-Directors: Sharyn Laughton and Suzy Gray

Justice

Mission: The Justice Team, formed in the Fall of 2025, was inspired by the work of Rev. Edwin Johnson of Episcopal City Mission in Boston. Rev. Johnson came to CHS last summer and spoke about their mission and activities. ECM's tagline is *Awaken Love, Do Justice.*

Major Accomplishments/Activities in 2025

- Following his talk, a small group met with Rev. Johnson to discuss ways of implementing some of ECM initiatives on the Cape.
- In our first action, we collected over 200 signatures for a statewide housing stabilization bill.
- We then set up a food collection effort to help our local neighbors. We had a huge response, and it is now an ongoing endeavor.

Responsibilities/Challenges

- In 2026 we hope to broaden participation and look for ways to address some of the social justice issues endemic in our local community and on Cape Cod in general.

- We will reconvene in January (date to be determined) and would love to hear from anyone interested in joining this effort.

Members: Nancy Haak, Pia MacKenzie, Karen Sweeney and Susan Warner

Outreach Committee

First, we want to thank all our parishioners for their support for the Outreach that The Church of the Holy Spirit provides to those in need. There is still more to do.

Mission: The primary mission of our committee is to provide outreach to people in need who reside on Cape Cod. We also will help others in the greater world through Americares who have an excellent track record in providing aid.

Major accomplishments /activities in 2025

- We adjusted our giving this year to the realities on the ground. The needs on the Cape have been our main focus with only the fires in Los Angeles getting some of our funds. We made grants to 20 agencies on Cape Cod as well as the Diocese of Los Angeles.
- When we can, we give to Americares which helps with disasters across the globe. One of our most successful ventures has been giving to the Endupoto Elementary School in Tanzania where we help over 800 students get an education. The program helps provide an excellent education and one who began at the school when he was 9 is now in his second year of medical school.
- Transitions: Chip Bechtold, long-time Co-Chair, has moved and Sally Dewing has stepped down. Brooke Skea stepped up to become Co-Chair with Phil. She will do a great job. We still needed additional members and Carol Richardson and Jeane deCervens have joined the Committee. We welcome them heartily. We have a new Vestry liaison – Carol Baffi-Dugan stepped in and has added to our deliberations. We welcome all these people as they will make sure we are able to continue our work.

Responsibilities

- Disperse funds received from fund-raising events (Bazaar and Rummage Sale) and funds set up by former parishioners (Badger/Morgan Heed Fund and Hagenbuckle Fund). We receive funds from the Parish budget, from funds set up by former parishioners such as the Badger/Morgan Heed fund and the Hagenbuckle Fund, and a tithe on the fund-raising events such as the Bazaar, Rummage sale and the Antiques fair.
- Carefully screen agencies as to their mission viability and need. Members liaison to the agencies we support and keep our committee aware of the agencies' needs, activities and accomplishments. We require an annual questionnaire and financials from each agency outlining some of their specific needs and desires.
- Provide additional help through volunteerism.
- Hold a Ministry Fair for the Parish to have the opportunity to put the names of the agencies and the work they do with faces of the people who dispense the aid we help supply. It also provides an opportunity for agencies to network with each other. (Our next Ministry Fair will be coming in May.)

Challenges

- To involve parish members more fully in the activities of the agencies we support.
- We are always looking for new people. Meetings are open to all on the first Thursday of each month at 1:30 in the Fireplace room.

The Team: Many have served over 10 years

Brooke Skea and Phil Suraci, Co-Chairs; Fay Cole, Sally Drew, Kathy Goddard, Bill Heuss, Page McMahan, Nancy Miller; new this year, Jeane deCervens, Carol Richardson and Carol Baffi-Dugan Vestry Liaison.

Outreach Donations Report for 2025

TOTAL OUTREACH FOR 2025	$147,693
OUTREACH BUDGET	**$ 40,000**
Aids Support	$ 3,000
Amazing Grace	$ 2,500
Cape Abilities	$ 3,000
Cape Cod Council of Church	$ 4,000
Champ House	$ 4,000
Endoputo	$ 3,500
Homeless Prevention	$ 2,000
Independence House	$ 2,000
Housing Assistance Corporation	$ 2,500
Latham Center	$ 1,000
Lower Cape Outreach Council	$ 5,000
Nauset Interfaith Association	$ 3,000
Safe Harbor	$ 3,500
Up With Kids	$ 1,000
Diocesan Assessment	**$ 71,569**
Badger/Morgan Fund	**$ 15,800**
Cape Cod Children's Place	$ 1,500
Food 4 Kids	$ 2,500
Homeless Prevention	$ 6,800
Homeless Not Hopeless	$ 4,000
Hospitality Homes	$ 1,000
Other Outreach Funds	**$ 12,437**
Americares LA Fire Relief	$ 3,000
LA Fire Relief Fund	$ 6,950
Bishop's Appeal	$ 420
Food 4 Kids	$ 1,500
EDOM	$ 567

Holiday Arrangements	**$**	**5,600**
Cape Abilities	$	800
Endupoto Elementary School	$	800
Food 4 Kids	$	800
Habitat for Humanity	$	800
Nauset Interfaith Association	$	1,600
Homeless Prevention	$	800
Nauset High School	**$**	**287**
(plus items donated)		
Hagenbuckle Fund	**$**	**2,000**
Orleans Elementary School Prog.	$	2,000

WORSHIP

Affinity Group Vestry Liaison – Earle Bailey

Advent and Lent *Together*

Mission: Our mission is to engage members of the congregation in creating a book of daily meditations for Advent and another for Lent.

Major Accomplishments/Activities in 2025

- Produced a booklet of writings for these two liturgical seasons.

Responsibilities/Challenges:

- Members have been contributing individual short writings for each day of these two blessed seasons, which are then published for dissemination to the parish in booklet form, with artwork by Sharyn Laughton. The (anonymous at your request) work of some 40 parishioners over the years has been based on liturgical assignments for a particular day or a personal life experience and is welcomed by an appreciative congregation.
- If you would like to contribute to this project, please contact Dilys Smith.

Editor: Dilys Smith

Altar Flower Guild

Mission: To provide flower arrangements for church services at a reasonable cost.

Major Accomplishments/Activities in 2025

- We try to send bouquets made from the week's arrangements along with that day's Eucharistic Visitors to deliver when they make their calls.
- We also have members who love to incorporate flowers from their own gardens when weather permits.

Responsibilities/Challenges: Like most church groups, we would love to have a few more members.

Members: Arlene Barrett, Nikki Carter, Fay Cole, Cris Harter, Roger Lovejoy, Nancy Miller, Cynthia Murray (Chair), Susan Sasso

Altar Guild

Mission: To care for the altar vestments, vessels and linens, as well as prepare the sanctuary for services and clean up afterwards.

Major Activities in 2025

- Services covered: Sunday, Thursday (Healing), funerals, weddings, baptisms, Lent, Advent, evensong and other special evening services
- Communion Kits: Jean Gatzkiewicz prepares and cleans the kits which are delivered by a team of Eucharistic Visitors to parishioners who are unable to attend services.
- Membership: Vicki Hutchens retired; recruited two new members

Goals for 2026

- To continue with our mission as stated above and to support our clergy in any way necessary to make our worship together meaningful and reverent.

Members: Jean Gatzkiewicz and Meredith Perkins, chairs; Donna Bailey, Brenda Husson, Georgia Schneider, Hanna Schneider, Gail Binney Sterne, Barbara Wahlquist

Centering Prayer

Mission: The Centering Prayer group is an ecumenical (and occasionally interfaith) group of people who practice sitting with God and others for 30 minutes of silent prayer twice each week. Like the Center for Action and Contemplation, we wish to "deepen prayer practice and strengthen compassionate engagement in the world."

Major Accomplishments/Activities in 2025

- Until the days became too cool and too short, we met at 4:30 pm on Mondays at the Federated Church Labyrinth and on Thursdays at The Church of the Holy Spirit Memorial Garden. Now we are meeting on Mondays at 4 in the Federated Church Sanctuary, and on Thursdays at 4 in the Holy Spirit reception area until further notice.
- Praying together has brought us into a closer relationship with God and one another and has inspired us to move out into the world with renewed energy and conviction. We welcome you to come and share this with us.

Leaders: Brooke Eaton-Skea, Meg Nemitz

Eucharistic Ministers

Mission: To provide licensed Eucharistic Ministers at all eucharistic services, offering the chalices to all participants.

Major accomplishments/Activities in 2025

- We had enough people to cover all services, Sundays at 10, Thursdays at 11, and all funerals.
- Brenda Ridgeway now does the scheduling using Ministry Scheduler Pro, an online scheduler that allows volunteers to view the schedule at a glance, receive reminders, and to make changes without involving the church office.

Members: Donna Bailey, Earle Bailey, Gail Binney-Sterne, Celia Calhoun, Dianne Fromm, Priscilla Isner, Cynthia Murray, Meg Nemitz, Kate Paradise, Brenda Ridgeway, Brian Ridgeway, Jack Sasso, Sue Sasso.

Lectors

Mission: The Lector's goal is to add to the worship service through clear and meaningful readings from The Old and New Testament, as well as The Prayers of the People. The readings are assigned by our Rector.

Responsibilities/Challenges

- The Lectors is a group of members with varied backgrounds and ages, who have volunteered to offer their time and talent to worship services, both for Sundays and the Thursday healing services. On the fourth or last Sunday of the month, one of the readings is typically conducted by a youth lector.
- Brenda Ridgeway now does the scheduling using Ministry Scheduler Pro, an online scheduler that allows volunteers to view the schedule at a glance, receive reminders, and to make changes without involving the church office. A new schedule becomes available about every three to four months.

Members: Earle Bailey, Carol Baffi-Dugan, Nancy Boccia, Celia Calhoun, Ike Cole, Jean Collins, Chris Crighton, Diana Crighton, Tom Dewing, Doug Fromm, Rich Gregory, Sarah Gregory, John Harter, Dick Koeppen, Diana Landau, Katharine Mockett, Kate Paradise, Brenda Ridgeway, Brian Ridgeway, Sue Sasso, Lizzie Thompson.

Ushers

Mission: Our mission is to facilitate a smooth service by passing out bulletins at the services, directing parishioners to the communion rail, collecting the offering, lighting candles, ringing the bell to start the service, welcoming people, and assisting anyone who needs help.

Major Accomplishments/ Activities in 2025

- Added one new usher: Raven Thompson
- However, we lost Don Bragdon as he has asked to step down as an usher.

Responsibilities / Challenges

- We serve at the 10:00 AM Sunday Service as well as funerals and any special services such as Christmas and Easter
- We work closely with Patrick and the Altar Guild.
- We can use a few new ushers going into 2026 as it gets very busy during the holidays. If you can help, please contact Patrick or one of our ushers.

Members: Mary Anne Bragdon, Sally Dewing, Mary Hammatt, John Harter, Michael Isner, Dick Koeppen, Sue and Jack Sasso, Brian Skea, Raven Thompson, Phil Suraci – Head Usher

Worship Services

We offered several types of services during the year:

- Weekly
  - Sundays: Eucharist – in church and on YouTube at 10:00 am
  - Tuesdays: Lectio Divina – on Zoom at 10:00 am
  - Thursdays: Healing Service – in church at 11:00 am
- Monthly
  - 3rd Monday: Eucharist – at Maplewood at 1:00 pm (started in June)

- Holy Week
  - Wednesday Stations of the Cross – in church at 10:00 am and 5:00 pm
  - Maundy Thursday – in church and on YouTube at 7:00 pm
  - Good Friday – in church and on YouTube at 12:00 pm
- Special
  - Evensong: 10/26 – in church and on YouTube at 5:00 pm
  - Lessons & Carols: 12/17 – in church and on YouTube at 5:30 pm
  - Blessing of the Animals: 10/5 – in the courtyard at 4:30

Worship Statistics

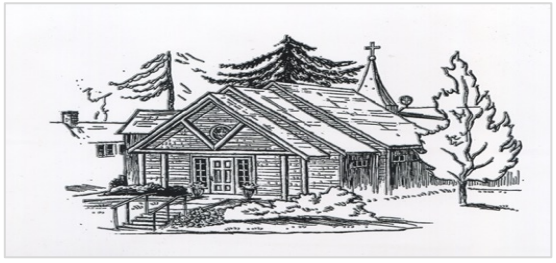
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CHS Worship Statistics 2013-2025

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
									(Methodology evolving)				
AVERAGE ATTENDANCE													
Sat/Sun Services	227	215	202	192	180	173	141		125	119	136	147	159
In-person								128 [1]	(Jun-Dec) 78	85	117	124	134
Zoom								56 [2] / 88 [3]	(Jan-Dec) 55	25			
YouTube									(Jan-Dec) 24	39	19	23	25
Christmas Services	481	393	456	375	385	352	321	115	365	321	393	287	329
In-person										251	328	241	277
Zoom								115	365				
YouTube										70	65	46	52
Easter Sat/Sun Services	477	424	434	358	331	417	306	0	312	230	327	328	368
In-person										205	302	300	336
Zoom									312				
YouTube										25	25	28	32
NUMBER OF SERVICES													
Eucharistic Visits	168	165	149	95	119	185	76	21	4	1	24	86	83
Weekday Services	148	164	155	148	115	122	116	44	56	59	91	104	105
NUMBER OF INDIVIDUALS													
Baptisms	4	6	5	2	2	4	7	1	1	0	2	4	1
Confirmations	0	9	0	7	0	6	0	0	0	0	0	13	0
Marriages	0	5	3	3	1	0	4	0	0	1	1	1	0
Burials/Committals	18	19	26	17	11	9	14	7	11	32	15	10	15

NOTE: By Episcopal Church norms the Saturday evening "anticipated" Eucharist counts as a Sunday Service.

For 2020 during Covid: [1] Pre-pandemic [2] Morning Prayer [3] Eucharist



The Church of the Holy Spirit (Episcopal)

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