

THE EPISCOPAL PARISH OF ST. JOHN THE EVANGELIST



# 2023 Annual Report

The Episcopal Parish of St. John the Evangelist

Hingham, Massachusetts

January 28, 2024

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**Mission Statement of the Episcopal Parish of  
St. John the Evangelist:**

*We seek to share the Good News of the Gospel through engaging worship,  
faithful service, and life-long Christian formation while joyfully  
living out our faith in this community and the world.*

**PARISH STAFF**

The Rev. Meg Ingalls, *Interim Priest*  
The Rev. Sarah D. Máto, *Associate Rector*  
Sister Adele Marie Ryan, SSM, *Priest Associate*  
The Rev. Robert Edson, *Rector Emeritus & Pastoral Associate*  
Elisabeth C. Gray, *Organist/Choirmaster*  
Thomas M. Daley, *Parish Verger*  
Alexis MacElhiney, *Sunday School Director*  
Nancy Holtschlag, *Parish Administrator*  
Jeremiah Cossa, *Sunday Evening Musician*  
Amsale G. Faye, *Accountant*  
Myriah Manley, *Sexton*

**VESTRY OF ST. JOHN'S**

Tom Pyles, *Senior Warden*  
Jody Jones Turner, *Junior Warden*  
Kenzie Blackwell  
William Buckley  
Jennifer Gay Smith  
Mike Holtschlag  
Tom Martel  
Perrie O'Tierney-Ginn  
Kim Röell  
Andy Strehle  
Sara Dickison Taylor  
Jon Campbell, *Treasurer*  
Jennifer Blake, *Clerk*

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## table of contents

4	Annual Meeting Agenda	28	Sunday School
5	Interim Priest's Report	30	St. John's Men's Group
10	Associate Rector's Report	31	Worship & Liturgy
13	Wardens' Report	33	Youth Ministry
15	Becoming Beloved Community		
18	Buildings & Grounds		
19	Finance Committee		
20	Search Committee		
21	Not So Spooky Haunted House		
23	Music Ministry		
24	Outreach		
27	Stewardship		
			<b>Appendix</b>
		35	Annual Meeting Minutes 2022
		39	Nominating Committee Report
		40	Vestry Nominee Bios
		43	Pastoral Services 2022
		44	Financial Reports/2024 Budget

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## annual meeting AGENDA

### **141st Annual Meeting**

The Episcopal Parish of St. John the Evangelist  
Hingham, Massachusetts

- 1. Call to Order**  
Tom Pyles, *Senior Warden*
- 2. Opening Prayer**  
The Rev. Meg Ingalls, *Interim Priest*
- 3. Approval of the Minutes of the 140<sup>th</sup> Annual Meeting**  
Tom Pyles
- 4. Annual Parish Slide Show**
- 5. Presentation of the Vestry-Approved 2024 Budget**  
Brad Galko, *Finance Committee Chair*
- 6. Report of the Nominating Committee**  
Deb Hayes
- 7. Election of Vestry Members and Other Officers**  
Deb Hayes
- 8. Update from Search Committee**
- 9. Other Business**
- 10. Motion to Dissolve the Annual Meeting**

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## **Interim Priest's Report**

As we came into 2023, we had said goodbye to long-term rector Tim Schenck+ and taken our new Associate Sarah Mato+ to serve as our bridge priest. This gave us only one priest at the helm, but our laity stepped up to breach the gap. A Search Committee was formed under the leadership of Rob Hess and Elizabeth Moulds which would spend the course of the year listening to the parish and its needs, working with a consultant and regional canon, and writing a Parish Profile that went out into the world on January 2, 2024, accompanied by a video produced and directed by Dan Fickes that witnesses to the strength, care, and compassion of this parish.

**Meanwhile, in 2023 the church has accomplished many goals:**

**Cornerstone Project  
Labyrinth  
Free. Office and \$500,000 grant  
Vestment Room  
Internet Wiring  
5 New phones and 4 computers  
Choice of new church software  
Creation of Archives room  
Renovation Choices for Youth Room  
Painting of Rector's Suite/Church office/Tower Room**

During the course of the year, we have continued to upgrade our technology systems within the church. We continue to stream our services under the leadership of Tom Daley and Dave Clinton, having worked diligently to get wifi to all destinations within the church. Our phones as well as our computers in the office have been replaced (excepting the new rector's computer, which should happen this coming year), and we are working on software that will more clearly integrate all of our programs. Facebook, the web site, and the weekly newsletter continue to be a source of news for our parish and for those who are tuned into our online presence.

Programming for children and youth under the direction of Alexis Macelhiney and oversight of Sara Mato+ has continued to blossom. Our youth group leaders for both middle and high school continue to create rich experiences for our young people. Our Sunday school teachers work diligently to provide our children with stories, hands on learning, and opportunities for spiritual growth. And our confirmation class, while having undergone a change in programming, has responded well to not only class time but hands on service both within and beyond the church. We have seen the growth in our children through the All-ages worship,

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the youth choir, as well as their fellowship, educational, and outreach projects (such as Not So Spooky Haunted House). We also look forward to the Appalachian Service trip this spring under the leadership of Dave Clinton.

For adults, we have had a study of Michael Curry's book, *Love is the Way*, and a series of discussions on the *7 Signs of Congregational Vitality*. The discussion of JD Harris' *Immigrants Wife* was delayed until the winter. Meanwhile, the Anti-Racism Committee (ARM) has been renamed *Becoming Beloved Community*, taking on Michael Curry's vision for how we need to be with and for one another. Also in the mix is an upcoming Creation Care initiative under the leadership of Michael Pizzarelli. In the fall during our stewardship campaign, we used the Creation Care liturgies developed by the diocese in consultation with other dioceses which reflect the nature of the work of this forming group.

While we hope to bring a Pastoral Care Committee to life in the spring, over the past months the clergy, including Robert Edson+ and Brad Ingalls+, have made sure parishioners who are unable to participate directly in services receive communion. Some of our lay leaders plan to take the Lay Eucharistic Visitor diocesan class which will begin to give us licensed lay ministers to take out communion and do pastoral calls.

Fellowship is one of those places in which St. John's excels. Nearly every Sunday there is a wonderful fellowship hour after each of the services. Parishioners sign up and bring in wonderful and delicious snacks for us to nibble on after church. We also have had a number of wonderful gatherings: Summerfest, Homecoming, the Cocktail Party, Movie Night – to name a few.

The Property Committee meets monthly. Charlie Hays has served as chair but is turning the reigns over to Mike McDonald. Others on the committee are staff members – Myriah, Donnie, and Meg – and Senior Warden Tom Pyles. The committee has worked on HVAC, plumbing, electrical, painting, stage curtains, dish washers, carpets; intersected with the Cornerstone Capital Campaign renovations under the leadership of Mike McDonald of redoing the church flooring, painting the nave and cleaning up the wood in the church; doing all the other myriad projects within the framework of both the Capital Campaign and general maintenance necessary to keep a building such as SJE's working well.

While the Outreach Committee will have its own report, a source of pride should be the grant of \$500,000 to our Free. initiative. Since then, we have identified the bell tower as an office for our outreach ministry. It was cleaned out, repainted, and set up as an office for our wonderful volunteers under the leadership of Kenzie Blackwell.

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We give thanks for the many people who make our worship possible: Altar and Flower Guilds, Acolytes, LEMs, Ushers and Choristers, Choir and Readers, the Stream Team, and those who schedule and encourage these ministries. We have had some outstanding services this year: the All Ages services, Lessons and Carols, Taizé, Christ the King, and our Creation Care services. This church has shown that it is resilient and can embrace various forms of worship while still maintaining its love of tradition.

We are also grateful for the support of our parish staff. Nancy Holtschlag is always at the end of the phone and provides our Sunday bulletins and scores of other materials. She was the main person who worked to get our technology updated in the offices. Myriah Manley, our sexton, keeps our buildings and grounds clean and ready for us. She keeps up with all the property needs and brings them to that committee to get them resolved. She sets up and takes down and makes sure all the programs have what they need to do what they need to do in the various spaces of this church. Amsale our bookkeeper understands how things work for us financially and can answer questions when we need to find out what is true. Buffy Gray is our wonderful and inspiring organist and choir director who makes both our adult and youth choirs bring life into our worship. And Alexis, as I said earlier, makes our Christian Formation program blossom. We have in Sara Mato+ a distinguished associate who brings with her all the gifts and skills of being a rector and all the willingness of being a team player. She exhibits an enthusiasm for and a love of this parish and its needs that is commendable. We also give thanksgiving for Rector Emeritus Robert Edson, retired priest Brad Ingalls, and Sister Adele Marie for being our support clergy at SJE.

We continue to work on transparency, on governance and leadership development at SJE. While it is in the plan to create succession planning, that is still on the draft table. We have had a general leadership meeting, a meeting of those who work on worship, and a Ministry Fair. We are reviewing the Letters of Agreement and Job Descriptions for our paid staff and have made recommendations to the Finance Committee about current and future salary and benefit options. This is crucial in preparing for the call of the next rector. We have such a wonderful staff; we would hope that it continues under the oversight of the next rector.

Our statistics for 2023 show an average Sunday attendance of 201 per week (which is 72% more than the current statistic of 60 per week for most Episcopal churches).

Our 17 baptisms in 2023 include:

Robert Thurston Hoffman III  
Jacob Evan Pullen  
Madelyn Mae Casey  
Evelyn Elizabeth Casey

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Collin Joseph Coulter-Brown  
Cameron James Smith  
Parker Sheetz Wasson  
Theodore Shihadeh  
Evelyn Jevenala Bender  
Bronson Keith Pfeifer  
Dalton John Pfeifer  
Anson Hinckley Pfeifer  
Lainey Carolyn Pfeifer  
Avery Martha Gordon  
Charlotte Garzarelli  
Madeleine Garzarelli  
Francis Michael Argiro

We had 8 confirmands in 2023:

Brierley Barber  
Ruby Blake  
Olivia Dorn  
Oscar Grimshaw  
Ralph "Nicky" Harris  
Nora Leary  
Ben Raffetto  
Aaron Roberts

We had 3 marriages and 1 renewal of vows:

Robin Arnold Kirk and Lisa Anne Canavan  
Jonathan Cleveland and Michael J. Delia  
Benjamin Timothy Leighton and Abigail Christine Hogan  
And the renewal of Tom and Helen Daley

We had 12 burial offices conducted this year celebrating the lives of:

Dorothy H. Gibbs  
George J. Bucke Jr.  
Erica Schuppert  
Donald Phillips Smith  
Thomas Phillips Hall  
Kathleen Emery  
Ruth Briggs



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Marilyn Brooks Wey  
Donald P. Smith  
Elizabeth Sherril  
Dan O'Sullivan  
Carol Strickland Doyle

As we ended 2022 we had 1,479 active participants in the life of St. John the Evangelist Episcopal Church. While we have not yet done an official audit of the membership for the 2023 parochial report, we can gage that we gained 17 members through baptism and lost 12 to death, which is a net gain of 5. The very fact of so many baptisms speaks to the underlying growth pattern to be expected in this congregation. And that is an exciting prospect. With the continued intent of the Newcomers Program under Hilary Gazarelli and the settling in of a new rector, SJE should begin to experience substantial growth in 2024.

We continue to baptize, marry, bury, and incorporate new members, we continue to advance the ministry of the church in our outreach and pastoral care, and we look forward to the ministry God has given us for the year ahead.

#### **The Interim Priest's Goals for 2024**

- Continue to develop the Greeting Committee under the leadership of Hiliary Garzarelli with emphasis on relating to those who come to us as well as those in our neighborhood;
- Work on adult formation, including a forming Creation Care Project under the leadership of Mike Pizzarelli;
- Finish work on enhancing our security systems;
- Complete updated position descriptions and letters of agreement for staff, and job descriptions for Vestry;
- Complete our transition process and see to the call of the next rector;
- Continue a quarterly meeting of all church leaders to ensure the church continues to work together in a joyful and seamless manner!

*The Rev. Margaret Ingalls*  
Interim Priest

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## Associate Rector's Report

*"If you want to go fast, go alone. If you want to go far, go together." ~African Proverb*

Dear Friends,

Well, I will start by saying that 2023 was quite the whirlwind. The first half of the year I continued being your Bridge Priest until we were blessed to have Meg+ and Brad+ join us in the Summer and what a Summer it was! With the huge makeover of our nave and sanctuary, a brand new choir vesting room, a repurposed archives closet, and the blessing of our new outdoor walking labyrinth, this place has been hopping.



Since the arrival of Meg+, I have once again returned to being your Associate Rector. I have enjoyed engaging in a wonderful partnership of ministry with Meg+. Having Brad+ here has been such a blessing as well.

As we entered the new program year together back in September, we once again came back with gusto! We have continued using our primary curriculum of Godly Play. For those who do not know much about our primary curriculum, Godly Play recognizes that children have an innate sense of the presence of God. Godly Play helps children to explore their faith through story, to gain religious language and to enhance their spiritual experience through wonder and play. Our fantastic teachers continue to engage with our younger members of St. John's in wonder and sacred story. Please continue to invite families in the community to come to our thriving Sunday School program! Of course, we are also always looking for volunteers to teach and help out with Sunday School. That all being said, I would like to give a big shout out to our Sunday School Director & Youth Coordinator, Alexis MacElhiney. In January 2023 Alexis took on this new role with such grace and enthusiasm. Besides working with our Sunday School and SSLT, Alexis is also coordinating with the YMLT. Alexis has been a wonderful addition to our St. John's Staff and I have enjoyed working alongside with her. Welcome back, Alexis!

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*Mission Statement: The St. John's Youth Ministry is a community of adults and young people dedicated to creating a supportive environment for our youth to explore the ways God is revealed in their lives. We strive to develop friendships; learn empathy and leadership; live Christian values; and work together in service of those in need.*



Our Middle School and High Schoolers have also been active within our community of St. John's. Our Middle School Youth continue to engage in the Journey to Adulthood/Rite 13 curriculum that is centered on inclusive, relational ministry and uses Bible study, prayer, rites of passage, and outreach ministries. Creative, developmentally appropriate lessons are arranged within three categories of Self, Society, and Spirituality. Both our Middle School Youth and High School Youth have been actively engaged in the live and ministry of St. John's, whether its serving on the altar, volunteering at our Not-So-Spooky Hunted House and our Holiday Boutique, as well as engaged in the Outreach ministry. Our Middle School and High School Youth continue to impress me each and every Sunday!

This last year Meg+ and I both taught the Confirmation Class as well as changed the format a bit. September-December we met regularly for class and engaged in teaching of all the various aspects of our life and history as Christians and Episcopalians. The second half of the school year, the Confirmation Class is invited to put all that they learned into practice through in-reach, outreach, service, and mission. They will meet with their mentors during this time, and we will then look forward to their Confirmation at the end of the program year. This has been another great group and it has been such a joy to get to know them even better.

Finally, it has been with great joy to continue in engaging in ministry throughout our St. John's Community. Through my engaging in Free., Outreach, and BBC (Becoming Beloved Community), and our All-age worship, I am committed to find ways to connecting our younger members of the parish into our many robust ministries here at St. John's. I am also excited to see the continued commitment of having a youth representative serve on our vestry.

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As we all continue in our shared ministry together, it is both my hope and prayer to be a faithful presence in Hingham and the communities beyond. I am also continuing to pray for the next rector of St. John's and our community as well. I look forward to what the Holy Spirit has planned for St. John's.

Faithfully and Affectionately submitted by:

*The Rev. Sarah D. Máto*  
Associate Rector



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## Wardens' Report

Dear Fellow Parishioners,

Did you know that the first Episcopal services in Hingham took place in the 1820's? Worship was held in Hingham Square. Researching our origin story got us thinking about the history and traditions of St. John's. At the Annual Meeting on Sunday, we will honor the tradition of celebrating the service of outgoing Vestry Members. This year we thank Will Buckley, Tom Martel, Andy Strehle, and Sara Taylor for their faithful leadership.

### 2023 Year in Review: We are Coming Together

2023 was another year of transition for St. John's with many milestones to celebrate and challenges to overcome – both signs of our community's transformation. We asked the Vestry to reflect on Holy Highlights which included:

- The dedicated work of the Rector Search Committee led by Rob Hess and Elizabeth Moulds
- Continued investment in Free. and converting the Tower into a working Outreach office (and noting the suitable location with Outreach being one of our highest purposes)
- Sarah's support as our Bridge Priest during a time of Clergy transition, and Father Robert's and Adele Marie's continued dedication to our community
- The arrival of Meg and Brad and their immediate warmth, leadership, and friendship
- The St. John's team Nancy, Buffy, Alexis, Myriah, Amsale, and Jeremiah keeping our very full Parish life running. Their contributions span such a breadth of activities: worship, communications, facilities, technology, music, formation, financial management, and supporting 50+ Ministries. We are blessed with a talented, committed team of professionals.
- Vibrant Sunday School and Youth Programs, and joy seeing familiar faces and new ones
- The additions of a Choir Vesting Room and Labyrinth
- Ministry Leader formation, the reinvigoration of Men's Group and Building and Grounds
- Positive signs in Stewardship with 21 new pledges and 46% of pledges increasing for 2024
- The Best and Biggest Not-So-Spooky Haunted House and a full return of the Holiday Boutique including a crowd favorite – the Café! In addition, we enjoyed well-attended



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Summerfest and Homecoming events. The Vestry is particularly grateful for the strong leadership of event Chairs who carry and pass the torch of these treasured traditions (and vital fundraisers)

- The conclusion of Cornerstone projects on time and within budget. A special thank you to Mike MacDonald and Tom Daley for their faithful leadership and all who generously contributed

### **Anticipated Headwinds**

While we are proud and grateful for the many blessings that surround us, the Vestry is concerned with challenges ahead. Unfortunately, we ended 2023 with a budget deficit due to unplanned cost increases and giving decreases. The combination of 2023 budget realities and an extended Stewardship season left us in a difficult budgeting position. St. John's is fortunate to be advised by a trusted, experienced Finance Ministry led by Brad Galko. The Wardens and Vestry worked closely with the Finance Committee to arrive at a balanced 2024 budget. This was not an easy task, and we faced very hard choices.

### **The Way Forward: Informed By Our Past, Inspired by a Bright Future**

We are indeed a community in transformation, on a journey to find our new Rector and solid footing following the double whammy of a pandemic and deep organizational change. In our rebuilding, we cannot lose sight of the hopeful path forward. In its 200+ years of experience, St. John's has weathered rough times. Our generation will overcome the challenges of today. The future of St. John's is bright, thanks to a long history of faithful Parishioners *just like you*.



Faithfully,

*Tom Pyles*  
Senior Warden

*Jody Jones Turner*  
Junior Warden

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## **Becoming Beloved Community**

### *The Racial Healing Ministry of St. John the Evangelist*

*“The mission of the Becoming Beloved Community Ministry at St. John’s is to identify and dismantle racism and injustice while building an antiracist community in our church and beyond”*

The Becoming Beloved Community (BBC) ministry (formerly known as “Anti-Racism Ministry (ARM)”) currently has 13 serving members, including our parish clergy and parishioners of all ages, and we meet once a month at 7:00 pm on the first Tuesday of every month. You can always e-mail Andrew Turner ([agturner@gmail.com](mailto:agturner@gmail.com)) if you’d like to join us or offer feedback or suggestions.



*Our High School Youth Group members assembling our Christmas ornament*



*BBC members (and Dan!) attending a performance called “Crossing The Deep” by The Handel and Haydn Society*

### **2023 Updates**

**Name change:** One of the biggest changes in 2023 was that our ministry changed its name, and we did this thoughtfully for a few reasons:

- We find inspiration from the work The Episcopal Church is doing around Becoming Beloved Community

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- We received feedback from parishioners that the acronym "ARM" feels unwelcoming, and we want to bring people together (not make them feel unwelcome!)
  - "Anti-racism" has people look outward rather than inward, and our Ministry seeks to cultivate a safe environment so that people feel free to take that hard look inward
  - Using the term "Racial Healing" in our "subtitle" does not \*exclude\* a focus on anti-racism but it does address what needs to happen inside each and every one of us as a result of living in a racialized society
  - We want all members of our congregation to feel safe as they look inward and also embrace our racial healing work/ministry while exploring the impact of racism and our collective movement to eradicate the impact of racism in ourselves and in our parish.
  - We believe this name more accurately reflects our desire to lead with love and healing to eradicate racism in ourselves, our parish, and society

**Youth Education:** In partnership with our Sunday School Director and Youth Coordinator, Alexis MacElhiney, we coordinated two sessions for our Middle School Youth Group (MSYG) to discuss issues of power and privilege. As with our sessions in 2022, we leveraged the curriculum from *Journey to Adulthood* (an online, downloadable youth ministry program of spiritual formation for 6th-12th graders), and the MSYG learned about and discussed privilege and the systemic advantages afforded to some groups (and not others). We also engaged our High School Youth Group on a discussion about the Racial Wealth Gap, and ways we might shrink that gap.

**Adult Education:** In partnership with the Adult Education ministry, we held two different book readings this year: (1) *Love is the Way* (by Presiding Bishop Michael Curry), and (2) *Preparing for War: The Extremist History of White Christian Nationalism--and What Comes Next* (by Bradley Onishi). Members of BBC also attended a Diocesan-sponsored teach-in on reparations.

**Supporting Black-owned businesses: Summerfest and the Holiday Boutique**

We consistently advocate supporting Black-owned businesses in our annual events, and we were thrilled to support three vendors this year between Summerfest (Morrell's BBQ and A Dawning Xperience) and the Holiday Boutique (Olive Tree Books).





### *BBC Christmas Ornament*

After two years making Advent calendars that showcased famous Black, Indigenous, People of Color (BIPOC) leaders in history, we decided to switch and instead support a Black-owned business to make our first ever commemorative Christmas ornament. We worked with a talented self-taught furniture maker and woodworker named Taiye Doughty who owns Walker Design Studio to design a special ornament just for St. John's. Taiye says that working with wood and crafting it into interior furnishings and home goods gives him an unparalleled sense of fulfillment, and we are grateful for his partnership on this fun project. The facade of St. John's was laser-cut in white oak and came with a red ribbon.



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*BBC Members:* Laura Accettella, Holly Carter, Michael Connelly, Davis Dassori, Tom Colburn, Deanna Fredie, Sarah Máto+, Alexis MacElhiney, Skip Jenkins, Merryn Rutledge, Caitlin Slodden, Katie Sutton, Andrew Turner.

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## Buildings & Grounds

It is our Committee's mission to ensure that not only are the essential systems we rely on each day at St. John's dependable and well maintained but also to ensure that the property is cared for in a thoughtful manner. We are responsible for the church and its grounds, as well as those of the Rectory and the adjacent Water Street property. We strive to provide facilities that accommodate all constituents in a safe, comfortable, and welcoming environment; maintain our stature as a Main Street landmark and be a good neighbor.

Beyond this committee, maintaining these properties is accomplished with 3<sup>rd</sup> party specialized contractors, Donnie Desmond who has served as our part-time facility manager since 2019 and numerous volunteers.

Projects undertaken in 2023:

- Ongoing maintenance of heating system
- Performed routine maintenance and ongoing repairs at Water Street and the Rectory
- Painting and floor refinishing for the main office
- Configured a new Choir Vesting Room
- Refreshed Tower Room for Free. and Outreach Committee use
- Carpet cleaning for the office hallways
- Replacement of UWH stage curtain (for fire code compliance)
- Painting of the interior of the sanctuary and narthex (Cornerstone Campaign)
- Removal the sanctuary carpeting & refinishing of the hardwood floors(Cornerstone Campaign)
- Sanctuary lighting restoration and upgrades (Cornerstone Campaign)

As we look to 2024, this committee will focus on the following:

- Continue routine maintenance and as-needed repairs at the across the 3 campus buildings
- Perform updates and repairs to the Rectory as we prepare it to be a welcoming home to our new rector
- Replace main hallway lights with LED fixtures
- Volunteer driven campus clean-up days in the spring & fall

Committee Members: Charlie Hayes, Tom Pyles, Tom Daley, Michael MacDonald and our parish Sexton, Myriah Manley.

*Michael MacDonald*

Buildings & Grounds

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## Finance Committee

The principal purpose of the Finance Committee is to assist the Rector, Wardens, and Vestry of St. John's to fulfill its responsibility to oversee the integrity of the financial reporting process, the investment policies and activities, insurance coverages, annual budgeting process, regulatory compliance and capital requirements planning.

The committee met monthly during the year, and more frequently towards year end as it continued its work to formulate the Parish's forthcoming Operating and Major Improvement & Repairs budgets for 2024. Similar to past years, significant activities in 2023 included:

1. Performance reviews of the Parish's Endowment investments and evaluation of the Endowment's asset allocation, quarterly, as well as due diligence meetings with the Endowment's investment manager;
2. Monthly reviews the Parish's financial operating statements and financial position, including the preparation of periodic reports to the Vestry on relevant matters;
3. Formulation of a multi-year financial operating forecast for the parish, to support the vestry in formulating strategic direction and priorities for the parish; and this year,
4. Conducting a review of the Parish's property, casualty and liability coverages for adequacy; and
5. Commissioning and receiving an audit of the Parish's financial processes and controls.

2023 Finance Committee members: Chris Accettella, Charles Haley, Josh Gregory, Jon Campbell (Treasurer), myself and ex officio Tom Pyles.

Membership on the Committee is open to any "financially-literate" parishioner.

*Bradley Galko, CFA*  
Finance Committee Chair

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## Search Committee

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."

-- Jeremiah 29:11.

Chosen by the Vestry to represent St. John's demographic diversity and a wide variety of its ministries, the Rector Search Committee was commissioned on November 20, 2022. The Rector Search Committee is co-chaired by Rob Hess and Elizabeth Moulds; its members are Jane Carr, Bill Carter, Barbie Dwyer, Dan Fickes, Matthew Ginn, Molly Powers, Caitlin Slodden, Sara Taylor, and Cathy Torrey. We are guided by a Diocesan search consultant, Elinor Horner, who was assigned to us in January, 2023. As outlined by the Diocese, our process includes prayerfully (a) creating and leading a parish-wide discernment about St. Johns' current status and future hopes, (b) creating a Parish Profile reflecting this feedback, (c) posting a job description and reviewing applicants, (d) and discerning which candidate God is leading to St. John's to recommend the Vestry to hire.

During the past year, the Search Committee completed a wide-reaching discernment process that included a parish-wide survey facilitated by Holy Cow Consultants, 16 small group discussions that were open to all parishioners, and discussions with staff and ministry leads. We had a very strong turnout. The information was compiled into the Parish Profile, available online, and a video showcasing who we are and who we want to be.

We are currently receiving applications. On January 3, 2024, we posted our job description with the diocese and with Episcopal News Service. We will keep the posting open until February 16, 2024. Please feel free to share the Parish Profile with any contacts you have! We will then review the submissions and conduct two rounds of interviews, and—as we are able—observe the final contenders in their home parishes. We appreciate your continued prayers as we enter the final stages of this process.

Respectfully submitted,

*Rob Hess & Elizabeth Moulds*

Search Committee Co-Chairs

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## Not-So-Spooky Haunted House

The 2023 Not-So-Spooky Haunted House was record breaking. Attendance was WAY up over last year, which we attribute to the success of the 4<sup>th</sup> of July Parade float, fantastic marketing and getting article in the October issue of Greet Hingham magazine. Over the four nights of the Haunted House we had over 3,500 guests come to see Freddy and visit his Halloween world in just 8 hours of being open.

We grossed \$20,877.00 and after expenses we netted \$17,500 to support the ministries of the church. Over 80% of the revenue came in through online ticket sales. A big thank you to Teddy Lee for setting up Haunt Pay, the online sales option and all the volunteers checking in our guests. We had two very rainy nights so thank you to John Lanza and Trish Cairns for designing an indoor line which included a tour of our Sanctuary. The rain did not stop the guest from coming.

In addition, we raised \$2,200 from the Outreach Committee's flashing novelty ring sales. This continues to be very well-received by our guests.

We raised the entrance donation from \$5 to \$6.25 per person and \$20 per family to \$25. Our church distributed vouchers through the Quincy Family Resource Center so that families in need were able to attend for free. We also had an early admission night for families with disabilities.

We had an amazing committee of volunteers: Hilary Garzarelli, Teddy Lee, Barbie Dwyer, Sarah Gillis, Rob Hess & Barbara Morris\ . It takes 50 volunteers per night, so a special thank you to our volunteer coordinator, Kaja Fickes who kept everything organized and every actor in their place. A very special thank you to middle & high school students who really stepped up in 2023 to be true leaders and to all the actors and tour guides who helped bring the Haunted House to life for our guests.

A special thank you to the entire Seggev family who came up with the new entrance look and the new Barbie Room which was beautifully executed. And of course John Lanza who once again spent countless hours in the undercroft always tweaking what I thought was done and making it better; Barbie Dwyer for securing our Dunkin Donuts sponsor again; Karl Smizer for creating our eye catching branding and donating all the posters and banners. Thank you to every single volunteer, large and small, who helped us create a safe and magical Halloween for the children of the South Shore. We could not do this without you!

The Not-So-Spooky Haunted House will return this year (Oct. 18, 19, 25 & 26) with a new room (Freddy's Art Studio) as will the 4<sup>th</sup> of July Parade Float. We are always looking for new, creative volunteers.

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*Dan & Kaja Fickes*  
Not-So-Spooky Haunted House Coordinators



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## Music Ministry

Music continues to be an integral part of worship at St. John's, and our choirs supported the liturgy with their gifts of time and talent throughout 2023. In addition to singing for weekly Sunday services, the Adult Choir of 20 members sang Evensong beautifully on the Last Sunday of Epiphany and in mid-October, as well as our annual service of Advent Lessons and Carols. St. John's Choristers, including nine children this year, enthusiastically sang and led services about once a month. They are a delightful group, and they never stop growing musically or physically!

Our Summer Choir adapted to unusual circumstances in 2023. Services were held in Upper Weld Hall while work was being done in the church. The choir gathered on the Water Street side of the hall, near the piano, and kept the music going despite the heat and humidity. We appreciated the new air conditioning in the church all the more when we returned to the chancel at the end of the summer.

Thanks to the vision, planning, and work of Dan Fickes, John Lanza, and Mike MacDonald, a new Choir Vesting Room for both choirs was created as the fall choir season began. Now the choirs have a dedicated space for their vestments and music cubbies without the impediment of stairs or the need to change locations for various parish events. We are very grateful to all who contributed funds and time and effort to accomplish this project.

The organ was partially dismantled and carefully protected from paint and dust during the summer renovation work in the church. After the organ was unwrapped and reassembled and we began to worship in the church again, it was wonderful to hear the acoustical improvement that resulted from refinishing the floors, painting the walls, and removing the old carpet. St. John's not only looks more beautiful, but it sounds more beautiful!

Please join me in thanking all those who give of their time and talent in making music at St. John's, and consider joining us. This work is for the glory of God and lifts the spirits of so many who worship in this place.

*How often, making music, we have found  
A new dimension in the world of sound,  
As worship moved us to a more profound  
Alleluia!*

F. Pratt Green (Hymn 420, verse 2)

Respectfully submitted,

*Elisabeth C. Gray*  
Organist-Choirmaster

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## Outreach Committee

**Our Mission Statement:** *To help our fellow children of God, both near and far, through compassionate service and thoughtful financial support.*

### **2023 Outreach Committee:**

Sandy Baker, Liz Bienfang, Cheryl Bierwirth, Kenzie Blackwell, Barry Blake, Holly Carter, David Clinton, Margaret Curtis, Liz Donohue, Wendy Ellison, Nancy Goldthwait, Katie Greenberg, Sue Hess, Jaye Jacobsen, Alexis Lefort, Jan Lindsey, Allison Marshall, Dawn Martel, Michael Pizziferri, Chrissy Roberts, Jennifer Seggev, Michael Seggev, Amy Staley, Nancy Stimson, Katie Sutton

Each year the Outreach Committee tries to ensure we are maximizing helping others through longstanding partnerships as well as new, meaningful ways:

- **MLK:** We packed a record number of meals at the Outreach Program's annual MLK Jr's Day of Service! This was our fifth year coordinating the HHRLA event now held at End Hunger Relief's Warehouse in Pembroke.
- **Laundry Love:** We did approximately 440 loads of laundry for patrons in 2023 through Laundry Love outreach. We served anywhere between 10 and 22 patrons during any given month. Continued our Valentine's Day fundraiser for Laundry Love, selling ~100 each of Gowell's chocolate hearts, custom Sommer's Bounty berry jams and Cascadia Roasters coffee. The \$2,123 profit was added to Laundry Love's funding enabling us to provide customers with unlimited loads of laundry and offering to-go bags to any customers requesting one-off services.
- **Food Drives:** Our Lenten Drive benefitted Wellspring and we were able to fill 7 banana boxes! Our Holiday Drive supported the Hingham Food Pantry. This drive netted our largest food pantry donation to date! The food donations totaled 705 pounds! In addition, the monetary contributions were equally as generous and allowed the Hingham Food Pantry to supply the needs of their clients throughout the holiday season. We also brought in the 5th grade class from Foster Elementary in Hingham in December to help sort food, check for expiration dates and make cards for residents at the Harbor House and the Allerton House in Hingham.
- **Free.:** Thanks to the support of St. John's and our community, Free. was able to donate almost 395,000 products in 2023! (That brings our grand total to over 816,000 donated.) We received a generous donation from U by Kotex of 91,800 pads and have continued to supply chemical free and organic products as much as possible from Unicorn (formally TOP). Thanks to Unicorn we were able to donate over 50% organic in 2023! Additionally, Free. was granted a \$500,000 allocation from the State of MA to continue our work. Our ministry was mentioned in Greet Hingham, South Shore Life & Style, Karson & Kennedy's Good Vibe Tribe and the Boston Business Journal.



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Our volunteer pool expanded, we began a quarterly newsletter, and we added to our board so we could keep pace with the need in our community (and beyond). Keep up with us at [freeperiodministry.org](http://freeperiodministry.org).

- **B-Safe:** In July 2023, St. John's hosted 100 campers from Boston's St. Stephen's Youth Program's 5-week BSAFE summer program. Campers consisted of 60 LEARN (k-5th), 20 JCIT (9th), 15 CITs(10th-12th), and 5 Staff. The morning was spent on Sandy Beach, Cohasset with all 100 guests and volunteers having fun with water, games and snacks. From there, 80 LEARN/CITS campers visited St. John's for a BBQ lunch and an afternoon of indoor and outdoor games; and 20 JCIT 9th graders visited South Shore Arts Center for a pizza lunch and art program focused on Street Art. For additional gifts/fundraising, St. John's raised just under \$1800 for grocery store gift cards for families of BSAFE. Over 75 volunteers and donors from St. John's helped make this South Shore partnership happen. We co-hosted with St. Stephen's Cohasset who organized the indoor/outdoor games, and with their Cohasset St. Stephen's community, filled 50 grocery bags worth of items totaling \$2500.
- **ASP:** The Appalachia Service Project had one of our best years ever traveling with a group of folks including 10 St. John's members to Harlan County, Kentucky! We are excited to hopefully expand our volunteer numbers for another great year and we are open to including more teens and adults. It is not too late. Our volunteers lived this year's theme of "Love Strong" in a variety of ways but not more poignant than our incredible local friends we met on the basketball courts of Harlan in our off time. Our teens and adults were all touched by the incredible story of repentance and acceptance growing to feel and loved and to love new friends. Our families we served were also a highlight as we grew new relationships with tears of joy shed as we bid them goodbye at the end of the week. Mission trips such as ASP give our volunteers a new view of the country and people that they would rarely see in our insular surrounds of the Northeast with the most financial security we enjoy. It is incredible to see our volunteers step up to help alleviate substandard housing in Central Appalachia. Overall Cohasset ASP helped a total of 10 families this year and we are so proud and appreciative of our St. John's community for its financial support and prayers!! We are blessed to be able to do this important work.
- **Backpack Drive:** We received 125 backpacks FILLED with school supplies and well over \$250 was raised to purchase even more supplies. All efforts benefitted the Quincy Family Resource Center/Bay State Community Services and our efforts allowed them to meet their community needs. There were so many positive stories about a child getting to have a new backpack and creating a happy environment for a year of learning. The mission of Bay State Community Services and Quincy Family Resource is: Helping Families, Saving Lives and Empowering Communities. St John's made a big difference!

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- **Not so Spooky Ring Sales:** Thanks to our amazing table crew, We raised \$1730.88 on Spooky rings! These funds were sent to the Quincy Family Welcome Center to support refugee relief.
  - **South Shore Refugee Relief:** Inspired by Michael Pizziferri, St. John's joined forces with the Hingham Unity Council to support our new refugee neighbors. The Quincy Family Resource Center partnered with Eastern Nazarene College to open a state sponsored shelter for refugees. There is a gap between arrival and official enrollment in services and this shelter serves as the bridge. HUC coordinated drives around town and together we raised around \$7,100 for our new neighbors on the South Shore (cash and in-kind donations).
  - **Boutique Door Proceeds:** We were able to raise \$2,800 to benefit the Appalachia Service Project! Thank you Boutique team!
  - **Angel Trees:** We collected 75 gift cards and over 50+ winter warming items from our giving trees! Additionally, we were able to fulfill toy requests to benefit the Quincy Family Resource Center. Thank you to everyone for your overwhelming generosity!

Our Outreach efforts continue to make a real difference in the lives of those in need both near and far.

*Kenzie Blackwell*

Outreach Committee Chair

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## Stewardship Report

This year, more than any other, we feel compelled to lead with gratitude!

We are so incredibly grateful for the 163 individuals and families that have already made a commitment to financially support St. John the Evangelist in 2024.

Your investment and belief in our faith community will allow us to continue our mission to share the Good News of the Gospel through engaging worship, faithful service and life-long Christian formation while joyfully living out our faith in this community and the world.

Your financial commitment is essential during this year of transition as we prepare to call our next Rector.

We would also like to acknowledge and celebrate the **80** parishioners (49% of pledgers) who answered the call of our finance committee and increased their pledges this year. We also had 22 new pledges from parishioners who did not pledge in the previous year.

Fiscal Year	Total Number of Pledges	Total Dollars Pledged	Average Pledge
2024	163	\$525,261.00	\$3222
2023	173	\$535, 958.00	\$3028
2022	205	\$615,667.00	\$3003

“Pledging” in the fall is essential, because it helps the Finance Committee to create a realistic budget for the fiscal year. Having said that, we know that pledging is not for everyone. Whether or not you “pledge” to support St. John’s, make contributions on Sunday mornings, or invest in the church when the spirit moves you, we hope every member of the St. John’s community will consider making a financial contribution this year. It is not too late and any amount is greatly appreciated.

If you have any questions about making a financial contribution either at church or online, please do not hesitate to contact any of the members of the Vestry or the Stewardship Committee listed below.

Huge thanks to our amazing Stewardship team: Glenn Baker, Kaja Fickes, Jody Jones Turner, Deb Hayes, Alyson Hussey, Nancy MacDonald, and Tom Pyles.

*Alyson Molloy Hussey*  
Stewardship Chair

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## Sunday School

The year 2023 was a year of transition for St. John's as a whole and Sunday School was no exception. We spent the year re-building, returning to treasured traditions, and ensuring our youngest parishioners feel loved and cared for by God and our community.

In December of 2022, I moved back into my role as Sunday School Director and got to work bringing back our traditional pageants and other holiday events that we hadn't been able to enjoy since 2020.

We began the new year revamping our spaces. We re-claimed two rooms that were being used for storage and turned them back into working Sunday School rooms. One of these rooms is a new kindergarten Godly Play classroom, outfitted with all new shelving, curriculum supplies, and art materials.

Our next priority was to re-open the Nursery with the hiring of Eva Dahill, our Nursery Coordinator. Eva brings a wealth of experience, kindness, and sense of calm to the position. She has graciously filled many additional church-related child-care needs as well. We are lucky to have her!

On the curriculum front, we continued to focus on structuring the Godly Play program for Pre-K through 2nd grade to meet the needs of our parish. We sponsored a training for our teachers with a local Godly Play consultant to ensure the continued successful roll out of the program. We also conducted an audit of the curriculum materials and updated a few of the lessons to honor the diversity of God's creation and inspire children in their identity formation as part of a diverse and inclusive community.

The Episcopal Church Curriculum continues to work well for grades 3-5. This program offers both important insights into Bible stories and an introduction to the history and practices of the Episcopal Church. Our upper elementary students and their teachers love this program's maps, timelines, and historical information, as well as the opportunities it offers to apply Biblical lessons to their daily lives and current events.

At the end of 2023, we are in a much better position in terms of enrollment, attendance, and space. Enrollment has grown from 59 children in December 2022 to 83 children in December 2023. The increase can be attributed to the fact that we welcomed 9 new families this year and are seeing the return of several families from the pre-pandemic era. Average attendance is ticking upwards over time. We had a strong opening day in September with 48 children. Attendance since then has averaged at around 20-25 kids per week. We had much better participation in the pageants and other Christmas events this year as well. A focus for the remainder of this year and next is to build attendance.

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Last but not least, I focused on building our teaching roster and re-establishing the Sunday School Leadership Team by adding five new teachers and two new volunteers. A strong program starts with loving and dedicated teachers and I am very grateful for our group:

Rebecca Baker, Mariclaire Buckley, Rachel Collins, Margaret Curtis, Barbie Dwyer, Erin Farrell, Hilary Garzarelli, Katie Greenberg, Tate Isgrig, Sarah Murphy, Elena Olin, Tracy O'Sullivan, Perrie O'Tierney-Ginn, and Karen Slodden.

All in all, 2023 was a great year for our Sunday School program and I'm looking forward to continuing to build it this year!

Warm regards,

*Alexis MacElhiney*  
Sunday School Director

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## St. John's Men's Group

The Men's Group, having re-formed in 2022, had a very productive and enjoyable year. We rolled up our sleeves and supported a number of projects. A few highlights include:

- cooking the Pancake Supper on Shrove Tuesday
- staffing spring clean-up
- clearing space for the labyrinth
- Summerfest
- and many more!

We also formed new bonds and strengthened existing ones during social gatherings on the Third Thursday of the month. This is an amazing community with so many wonderful and talented men and we look forward to expanding our fellowship and impact on St. John's in 2024.

All men are welcome and strongly encouraged to join us in 2024!

*Mike Holtschlag*  
Men's Group

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## Worship & Liturgy

Worship and Liturgy is the core business of St. John's, and in 2023 we worshiped everywhere in the building! The year of services in Upper Weld Hall was full of changes. The nave was completely repainted. The pews were removed and the floors refinished and the carpeting removed. All of the lighting fixtures were removed and restored. New lighting was installed in the Sanctuary. And finally, as summer ended we moved back into the church from Upper Weld Hall. Because of a lot of volunteers, acolytes, readers, lay Eucharistic ministers, altar guild, flower guild, and stream team, not a beat was missed during the multiple transitions.

In addition to the clean fresh look of the nave, the lighting fixtures were raised two feet to provide a better spread of light. In addition, each fixture is controllable allowing for "scenes" to be set as needed, and were first used Christmas Eve.

As we gather mostly in person, there are still those, near and far, who watch online. This may be a few folks on Sundays, but the number still climbs to a couple of hundred by weeks end! Our regular streaming is possible because of the Stream Team and Digital Ushers who graciously give of their time for this important ministry. Our team has grown and includes adults and teens. Several of our lay ministers and acolytes do double duty. These are two great areas of opportunity to serve!

Our dedicated readers of all generations and Eucharistic ministers and acolytes eagerly fill in the schedules week after week all year long. As many as 16 volunteers each Sunday make all of this happen. In addition to these folks, the altar guild members work tirelessly to ensure that everything is set just right for each service, the Shining Lights ensure the metalwork looks its best, and the Flower Guild adds their touch to the beauty of our worship experience.

The wide range of services in various settings is all made possible because of a lot of hard work and selfless generosity by our incredible group of individuals who tithe their time and talents! Each of them, Acolytes, Readers, Eucharistic Ministers, Flower Guild, Altar Guild, Shining Lights, and Stream Team, lovingly serve and give in many wonderfully generous ways. We have been able to do what we do because of each one of them. We are never without someone who is trained and ready to jump in when needed.

On a Sunday take a minute to look at the back of the bulletin for a listing of the folks that are responsible for the day's service, and whenever you see any of our volunteers, please take the time to thank them for their continued dedication and sharing of their time and talents! **Better yet, become a volunteer with them!** As I mentioned earlier, we are looking for folks to create teams to stream our services each week, and we are always looking for folks to read and serve in our many traditional roles to read and serve. Find out how fulfilling it is to work for a simple "thank you!"

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“You know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving” (Colossians 3:23-24)

*Tom Daley*  
Parish Verger



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## Youth Ministry

Youth Ministry at St. John's serves our parishioners from 6th through 12th grade and encompasses the Middle School Youth Group (MSYG), High School Youth Group (HSYG) and Confirmation program.

We kicked off 2023 with a rousing family night that brought the middle and high school youth together in Lower Weld Hall for corn hole and pizza and their parents together in Upper Weld for wine and cheese. Over 25 youth attended that event, evenly split between middle and high school. It was such a great event that we decided to do it again to kick off the new school year in September and saw an even higher turnout then.

We are blessed to have so many middle and high school youth who are forging their own personal faith journeys as they grow into adulthood. Here at St. John's, they have a safe and supportive space where they make good friends, find spiritual mentors in our adult volunteers, and enjoy opportunities to serve the church and our community, The MSYG meets twice a month for spiritual formation, using Rite 13, a Youth to Adult Episcopal curriculum. High school students are eligible for Confirmation, most pursuing it in 10<sup>th</sup> grade. And both groups participate in social and service activities organized by our Youth Ministry Leadership team throughout the school year.

In 2023, our youth groups ran a clothing and school supply drive in partnership with Outreach and volunteered their time at Cradles to Crayons. They worked with Free. and prepared Bags of Hope for Jasmine's Promise. They wrapped presents for Christmas in the City. They also were enthusiastic and valued volunteers at our Not So Spooky Haunted House and the Holiday Boutique. You'll see middle and high schoolers participating in many parts of church ministry, including the Sunday School, "Stream Team," the altar guild, and ushering and serving as acolytes. And, as has been our church's tradition for a number of years, several of our youth participated in the Appalachian Service Project over the summer, led by parishioner Dave Clinton.

The youth groups also had a lot of fun! Some highlights of 2023 included a visit to the Bodaborg escape room, candlepin bowling with Meg and Brad, a movie night in the haunted house, and a middle school "sleepunder" with compline in the cemetery and a sanctuary scavenger hunt.

Huge thanks to the Youth Ministry Leadership Team--Sara Dickinson Taylor, Ally Donnelly, Greg Cunningham, John Hussey, Elsie Olin and Izzie Donnelly -- and our youth coordinator, Alexis MacElhiney. Thanks also to everyone in the congregation who has stepped up to lead a youth group meeting, serve as a Confirmation mentor or chaperone an outing. Our youth gain so much by connecting with the adults in our church. Special thanks to Andy Strehle, Dave Clinton and Jennifer Seggev, who carried us through our clergy transition and served with me as the primary youth group leaders for the first half of the

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calendar year.

*Kaja K Fickes*

Chair, Youth Ministry Leadership Team



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# 2022 Annual Meeting Minutes

ATTENDANCE Bridge Priest: Sarah Máto Wardens: Tom Pyles and Jody Jones Turner Vestry Members: Mike Holtschlag, Perrie O'Tierney-Ginn, Skip Jenkins, Sara Dickison Taylor, Tom Martel, Andrew Strehle, Clerk: Jennifer Blake

## **Parish of St. John the Evangelist Hingham, Massachusetts**

### Minutes from the 140th Annual Meeting

#### **Call to Order**

The 140th Annual Meeting of the Parish of St. John the Evangelist was called to order by Senior Warden, Tom Pyles on January 29, 2023, at 11:22am.

#### **Opening Prayer**

The Assoc Rev. Sarah Mato, Assoc Rector, opened the meeting with a prayer

#### **Approval of the Minutes of the 139th Annual Meeting**

Tom Pyles asked for a motion to accept the Minutes of the 2022 Annual Meeting as written. Tom Pyles made a motion, which was seconded and accepted by all.

#### **Rector's Annual Year-in-Review Slide Show**

Tom Pyles introduced a slideshow detailing the highlights and accomplishments of 2022. Tom concluded with thanks and praise.

#### **Presentation of the Vestry-Approved 2023 Budget**

Brad Galko, Finance Committee Chair, called the audience's attention to the Vestry-Approved 2023 Budget. Brad explained that after his remarks, he would invite questions and after the meeting as well explaining that he is always willing and able to discuss financial matters with parishioners.

Brad began his presentation by offering key observations:

- To allow us to maintain all current ministries in their current form, actions taken by your vestry to rent out the rectory.
- Plate collections were up 60% higher than a year ago.
- Seasonal fundraisers were immensely successful.
- Christmas collection was the largest ever recorded.
- Re-engaging the entire parish, financially speaking, more work to be done with a reminder: to make a 2023 pledge.

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- Statement of Financial Position: Total assets stood at \$2.279 million at the end of 2022. This is down nearly 20% vs. last year, roughly in line with pre-pandemic levels. The decline is principally attributable to a decline in the Endowment, but also an operating deficit in 2022.
  - Endowment and Other Restricted Funds Performance in 2022: Our endowment balance at the end of 2022 was just under \$1.8 million, down 18% vs the prior year inclusive of the annual 4% draw to support operations. The Endowment's investment performance exceeded its benchmarks; the decline is the result of the broader financial markets. The parish intends to take its normal 4% draw from the Endowment in 2023. The parish has less Unrestricted cash on hand than in prior years (\$154 thousand), but also has cash reserves in excess of \$100,000. Therefore, access to cash to support parish operations, in total, is not dissimilar to past years.
  - Statement of Activities: My discussion of the 2022 Statement of Activities will focus on Unrestricted Activity, i.e., the daily operations of St. Johns, vs. the 2022 budget. Expenses, overall, were roughly in line with expectations. Plant expenses were meaningfully above budget, however, due to utilities and other inflation. Personnel expenses, by contrast, were under budget, due principally to Tim's departure.
  - Unrestricted Activities: Financial Support for the parish was unfortunately less than expected, by around \$80,000. Pledge collections were meaningfully below budget, as pledge prepayments in 2021 were not matched by similar pre-payment activity in 2022. Other Support was also below budget, as the parish used Water St. for clergy housing in 2022, which was not anticipated when the budget was set. The shortfall in Support resulted in an uncharacteristic operating deficit in 2022, of just under \$76,000 (which equates to 8% of the budget). Additionally, \$44,000 was transferred from general funds to fund Major Projects, resulting in a 6-figure total decline in Unrestricted Cash.
  - Unrestricted Expense Budget Analysis: Support is budgeted to be up significantly, owing to the rental of the Rectory. Other Support categories are largely flattish, including pledge collections. Expenses are expected to be flat, net, but including \$30,000 in the 2023 budget for Major Projects. (There was no corresponding expense in 2022.) Lower Personnel costs (timing of hiring an interim priest), Plant costs (some utilities expected to be transferred to a Rectory tenant), and lower Diocesan Assessment are offset. On a cash flow basis, the 2023 budget is balanced. A comparison of the 2023 budget to the 2022 budget shows Total Core expenses to be down slightly in percentage terms
  - Major Improvements & Repairs Budget: Total Discretionary spending is expected to be up markedly due to the addition of the \$30,000 funding of Major Projects to 2023. In overall dollar-terms, budgeted expenses for 2023 are substantially equal
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to 2022. The Major Improvements and Repairs budget of \$30,000 for 2023 is up 17% versus the prior year.

**Q 1: What % of the cornerstone campaign how much was collected?**

Tom answered we have not determined that as three year pledging collections are still outstanding. We are ahead of where we thought we would be from a cash standpoint. Tom states it looks like we will have cash in projects for the cornerstone campaign.

**Q 2: With regards to the decision to rent out the rectory, how is that going to impact our ability to hire/attract a new rector? Mike Gardner**

Tom shared that initial thought after Tim's departure to not leave it sitting empty, it does not look that we will have that interim priest. We are renting it out at no more than a one year basis anticipating the time it will take for us to search for a new rector. Tom asked if this was clear no questions.

Tom thanked Brad and his financial committee for the work gone in and Brad is in it again Tom thanked all members of the financial committee

**Q 3: What do we see going forward is the budget gap still there?**

Brad shared that we budget one year at a time and budget informed to the parish. Pledging is down ~ 11 %, this is typical when a church is without a rector. inclusive of the \$30k provision for Major Improvements and Repairs

With no further questions, Tom thanked Brad and the whole Finance Committee, saying how blessed St. John's is to have such an amazing group that tends to this.

**Report of the Nominating Committee & Election**

Tom Pyles invited Skip Jenkins to present the candidates on behalf of Deb Hayes who was unable to attend the meeting due to illness, Nominating Committee Chair and the Committee. Skip Jenkins proudly presented the following slate on behalf of the Nominating Committee:

Candidates for election to a one-year term:

Tom Pyles - Senior Warden  
Jody Jones Turner - Junior Warden  
Will Buckley-Vestry  
Jennifer Blake - Clerk  
Holly Carter - Delegate to Convention

Candidates for election to a three-year term:

Jen Gay Smith- Vestry  
Kim Roell- Vestry

Candidates for Treasurer:

Jon Campbell-Treasurer  
Christine Campbell-Assistant Treasurer

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*Committee members:* Sarah Máto, Tom Pyles, Jody Jones Turner, Skip Jenkins, Dawn Murray, Holly Carter, Michael Connolly, Erin Whitmore, Deb Hayes

Skip Jenkins asked for a motion, all accepted.

Tom Pyles recognized vestry members Dawn Murray and Skip Hayes for their impressive contributions particularly over the past two and a half years where most communications were held over zoom. Tom thanked them both along with applause by the parish.

Tom Pyles asked for all to join him in a moment of silence and prayer following recognition and gratitude shared in memory of Darren Baker and parishioners joined.

Tom Pyles recognized Alexis MacElhiney for her contributions as Treasurer and applauded her for her new role as Sunday School Director. The parish joined in applause and recognition.

**Q 4: Request asking for more information on the interim priest What can we expect before we get out new rectors call and where do we stand from an interim perspective with a request asking for more information?**

Tom answered: A couple of candidates did not work out. Tom thanked Father Robert who shared ½ of the parishes are without a rector. Tom shared Thanks to Jody for her energy and commitment. Rob Hess highlighted the importance of the survey specific to the rector search.

**Other Business:**

Jody thanked Tom and highlighted the importance of structure of lay leadership at this time during the rector search to support Sarah and to be in a good leadership place for the future rector. Jody shared thanks to the 44 leaders showing up each weekend.

**Announcements:**

- Shrove Pancake Dinner led by the newly formed men’s group will take place on the Tuesday before lent.
- Thanks to all for the church cleaning with a request to please look downstairs for personal items in the undercroft.
- Currently testing “Vanco” as this was broken during stewardship.

**Closing Prayer**

The Assoc Rev. Sarah Máto, Assoc Rector, closed the meeting with a prayer.

With that, Tom Pyles made a motion to dissolve the 140th Annual Parish Meeting, which was seconded. The motion was accepted by all and the meeting adjourned at 12:05 pm.

Respectfully submitted,

*Jennifer Blake*

Clerk

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## Nominating Committee Report

The Nominating Committee met several times during the early fall of 2023. Once again, we committed ourselves to be intentional in how we filled our open lay leadership roles-diversity and inclusivity were at the forefront of our deliberations. We believe that the slate of nominees for Senior Warden, Junior Warden, Clerk, Treasurer, Delegate to the Convention and slate of candidates to fill vestry positions will make wonderful additions to the lay leadership of St. John's.

We respectfully submit the following slate of nominees for election on January 28, 2024.

Candidates for election to a one-year term:

- Jody Jones Turner - Senior Warden
- Perrie O'Tierney-Ginn - Junior Warden

Candidates for re-election to a one-year term:

- Jenn Blake - Clerk
- Jon Campbell - Treasurer
- Christina Campbell - Assistant Treasurer
- Holly Carter - Delegate to Convention

Candidates for election to a one-year term:

- Judie Shapiro - Vestry (to serve the remainder of Perrie O'Tierney-Ginn's Vestry term)
- Elise Fickes - Vestry Youth
- Tom Pyles - Nominating Committee Chair
- Sara Taylor - Transition Officer

Candidates for election to a three-year term:

- Sean Burns - Vestry
- Erach Desai - Vestry
- Robin Kirk - Vestry

*Committee Members:* Meg Ingalls, Tom Pyles, Jody Jones Turner, Tom Martel, William Buckley, Andy Strehle, Sara Taylor, Barry Blake, Jean Lubrano.

*Deb Hayes*

Nominating Committee Chair

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## 2024 Vestry Nominees

### **Sean Burns – Vestry Member (3-year term)**

Sean Burns was born and raised in Hingham, and had his first exposure to the warm and welcoming environment at St. John's as a toddler in the preschool program in the early 1980s. He moved back to Hingham in 2010 with his wife Megan and their children, Laura (6<sup>th</sup> grader) and Patrick (4<sup>th</sup> grader). They joined as parishioners in 2017, having made the transition from the Roman Catholic church after being introduced to St. John's by the Leforts, and loving the vitality and strong sense of community. Since then, Sean has helped out in various capacities, including on the Stream Team, with the Not-So-Spooky Haunted House, Summerfest, and other church events, and has made great friends through each. At work, Sean is a practicing endocrinologist who also leads a research group at a biotech in Cambridge focused on therapeutic gene editing. In his spare time, he enjoys pickleball, mountain biking, skiing, running, cooking, and travel. Sean is incredibly grateful to the community of St. John's for helping him to renew his spirituality, and he is honored to have the opportunity to help lead the church into its next chapter of enlightenment, service, and growth.

### **Erach Desai – Vestry Member (3-year term)**

Erach has been a parishioner at St. Paul's since 2000, when his family joined St. John's from St. Paul's, with his ex-wife Marybeth, and their children Jacqueline (1993-2011), Jonathan (24), and Grace (19). While he has not previously served in any formal capacity at St. John's, he enjoys the comradery of the coffee hour, and has volunteered to help with the Holiday Boutique and more recently with the Not-So-Spooky Haunted House. Erach currently resides in Weymouth, after raising their children through Hingham schools. Erach was raised in Karachi, Pakistan, born into a Zoroastrian family that was spiritual and active in their community. Curiously, he attended St. Patrick's High School (a Catholic school) for 12-13 years under the British O-Level and A-Level system, including garnering an A in Bible Knowledge for his O-Level exams. He studied electrical engineering at MIT ('84), worked as a semiconductor design engineer for four years, and for some reason returned to get his MBA-equivalent at MIT's Sloan School of Management ('90). Prior to becoming a senior consultant at Forrester Research, Erach worked as an independent consultant focused on market analysis and business strategy for technology companies. He has more than twenty years of market analysis, investment research, and high-tech industry experience – having worked as an investment analyst at various investment banks, in product marketing for enterprise software companies, and a design engineer for semiconductor companies. Other than biking, yoga, and desiring to learn ballroom dancing and picking up golf, Erach is at heart (and by training) an engineer and a geek!



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### **Robin Kirk – Vestry Member (3-year term)**

Robin Kirk has been a member of St John’s since 2021. Robin enjoys being a lector and is looking forward to helping in other ways. Raised an Anglican in England, he rediscovered his faith and was confirmed as an Episcopalian in Washington DC in 1999. After having travelled the world for a few decades, Robin has made Hingham his home, with his wife, Lisa, one dog and two cats, and occasionally one (or more) of their five grown children and stepchildren. Robin finds St John’s to be a place of peace and reflection, and hopes the community can help him grow as a human being.

### **Judie Shapiro – Vestry Member (1-year term)**

I grew up in Needham, with my parents and two younger brothers and two sisters, I was raised in the Presbyterian Church. After graduating from Needham High, I completed nurse’s training at New England Baptist Hospital, I worked in the area as a nurse, and then entered the US Air Force and was stationed in Sault Saint Marie, Michigan. While there I met a tall handsome physician, Bill and we married while in the service and then moved to Rutherfordton, NC (in the foothills of the Blue Mountains). We raised 3 children, Liz (now living in Maine), Sara (living in Berea KY) and Bill (in Davis, CA). Total of 4 grandchildren. After my husband passed away, I decided it was time to come “home” to Boston (Hingham).

### **Elise Fickes – Vestry Member Youth (1-year term)**

Elise is 15 years old and has lived in Hingham for 11 years and has been attending St.Johns for about the same amount of time. She is the daughter of Kaja and Dan Fickes and sister to Kristi Fickes. She has attended Sunday school and now participates in the current high school youth group. She works on the stream team, volunteers in the Sunday school, and works on the haunted house. She plays volleyball and softball with the added experience of playing for Dirt Dawgs Softball Club in Canton. She loves all of the opportunities and friendships that the St. John community has provided her with and is so grateful.

### **Perrie O’Tierney-Ginn – Junior Warden (1-year term)**

Perrie, along with her husband Matthew and daughter Daphne (9), joined St. John’s in March 2018, after moving to Braintree from Ohio. Right from her first Sunday, Perrie felt warmly welcomed and knew St. John’s was “home.” Perrie has served in many roles at St. John’s, most notably as a Sunday School teacher (2018–present) and a member of the Sunday School Leadership Team (since 2021). She also serves on the Altar Guild, and ushers when time allows. She has served on vestry since 2022. Perrie is the Executive Director of the Mother Infant Research Institute at Tufts Medical Center, and an Associate Professor in the Department of Obstetrics and Gynecology at Tufts University School of Medicine. A Perinatal Biologist, Perrie’s lab studies how maternal exposures in pregnancy such as stress, diet, and metabolism impact the growth and long-term health of offspring. Ask her anything about the

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placenta! When not in her lab or at St. John's Perrie enjoys reading, drinking coffee, nature walks, and watching Fantasy/Sci-Fi flicks.

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## 2023 pastoral services

### BAPTISMS

Robert Thurston Hoffman III  
Jacob Evan Pullen  
Madelyn Mae Casey  
Evelyn Elizabeth Casey  
Collin Joseph Coulter-Brown  
Cameron James Smith  
Parker Sheetz Wasson  
Theodore Shihadeh  
Evelyn Jevenala Bender

Bronson Keith Pfeifer  
Dalton John Pfeifer  
Anson Hinckley Pfeifer  
Lainey Carolyn Pfeifer  
Avery Martha Gordon  
Charlotte Garzarelli  
Madeleine Garzarelli  
Francis Michael Argiro

### CONFIRMATIONS

Brierley Barber  
Ruby Blake  
Olivia Dorn  
Oscar Grimshaw

Ralph "Nicky" Harris  
Nora Leary  
Ben Raffetto  
Aaron Roberts

### FUNERALS

Dorothy H. Gibbs  
George J. Bucke Jr.  
Erica Schuppert  
Donald Phillips Smith  
Thomas Phillips Hall  
Kathleen Emery

Ruth Briggs  
Marilyn Brooks Wey  
Donald P. Smith  
Elizabeth Sherril  
Dan O'Sullivan  
Carol Strickland Doyle

### MARRIAGES

Robin Arnold Kirk and Lisa Anne Canavan  
Jonathan Cleveland and Michael J. Delia  
Benjamin Timothy Leighton and Abigail Christine Hogan

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## **Presentation of the Parish's Financial Statements**

The Church Office monitors and reports on Saint John's performance of our fiscal objectives. These fiscal objectives are evidenced in the Program Services provided by Church; and in the servicing of Saint John's core Management Operations and General Infrastructure. We offer a grateful thank you to the many members of our community who manage the collection, counting, and depositing of monetary offering to the Church on a weekly basis.

The following pages present the annual reports on Saint John's finances for 2023, specifically:

- the Statement of SJE Financial Position at December 31st;
- the Status of Endowment and Other Restricted Funds in 2023; and
- the Statement of SJE Financial Activities during 2023

*Bradley Galko, CFA*  
Finance Committee Chair

**Saint John the Evangelist**  
**Statement of Financial Position**

	2021	As of December 31st 2022	2023
<b>Cash and Investments</b>			
Cash account balances			
Checking	\$ 31,434	\$ 21,621	\$ 76,377
Savings	403,865	340,289	153,115
Rent Escrow	7,051	4,302	4,302
Flower Guild	13,811	12,306	9,075
Needlepoint Guild	15,597	17,104	18,890
Cornerstone Capital Campaign	178,789	106,704	1,267
Rector & Discretionary	26,640	20,719	21,771
<b>Total</b>	<u>\$ 677,187</u>	<u>\$ 523,045</u>	<u>\$ 284,797</u>
Permanently Restricted Investments			
Endowment Funds: DIT	\$ 2,151,009	\$ 1,756,864	\$ 1,947,973
<b>Total Cash and Investments</b>	<u>\$ 2,830,883</u>	<u>\$ 2,279,909</u>	<u>\$ 2,232,770</u>
<b>Liabilities</b>			
Checks Voided	\$ -	\$ -	\$ 5,954
<b>Restrictions on Cash and Investments</b>			
Temporarily restricted by donor:			
Rent Escrow	\$ 7,051	\$ 4,302	\$ 4,302
Flower Guild	13,811	12,306	8,823
Needlepoint Guild	15,597	17,104	18,890
Transportation (Linden Ponds Bus)	10,163	8,513	1,613
South Africa Mission	401	401	401
Rector Sabbatical Grant Fund	2,286	-	-
Rector & Curate Discretionary	26,640	23,234	21,771
Special Gifts	4,960	4,960	4,070
Outreach Reserve (Free.)	16,696	10,139	684
Food Pantry Balance		1,371	1,397
Other / Reserve	429	822	660
<b>Total</b>	<u>98,035</u>	<u>83,153</u>	<u>62,611</u>
Temporarily restricted by Vestry:			
Playground Reserve	1,407	219	219
Plant Reserve	106,704	106,704	106,704
Major Projects Reserve	1,865	(4,070)	3,059
Vestry Strategic Reserve	3,853	-	-
Outreach Reserve	5,000	-	-
Youth Education Reserve	9,844	6,708	4,143
Search Committee Fund Balance			13,865
Cornerstone Capital Campaign	178,789	176,247	(325)
<b>Total</b>	<u>307,462</u>	<u>285,808</u>	<u>127,664</u>
Permanently Restricted Funds	<u>\$ 2,151,009</u>	<u>\$ 1,756,864</u>	<u>\$ 1,947,973</u>
<b>Total Restrictions on Cash and Investments</b>	<u>\$ 2,556,505</u>	<u>\$ 2,125,825</u>	<u>\$ 2,144,202</u>
<b>Total Unrestricted Cash and Investments</b>	<u>\$ 274,378</u>	<u>\$ 154,084</u>	<u>\$ 88,568</u>

## Saint John the Evangelist Endowment and Other Restricted Funds Performance In 2023

Named Fund	Status	Purpose	% of Total	2024 Planned Distribution			
				2021	2022	2023	Distribution
Mary A. Benton	Unrestricted		16.47%	\$ 354,240	\$ 289,330	\$ 320,803	\$ 15,852
Frank J. Donaldson	Unrestricted		0.57%	12,337	10,077	11,173	552
Gallopp Fund	Unrestricted		10.05%	216,107	176,508	195,709	9,671
General Endowment	Unrestricted		12.25%	265,585	215,286	238,705	11,795
Gregerson Fund	Unrestricted		34.31%	738,114	602,864	668,443	33,031
Barrett Fund	Restricted	Curate Discretionary	0.85%	18,237	14,895	16,516	816
Hammond V. Hayes	Restricted	Rector Discretionary	2.49%	53,470	43,672	48,423	2,393
Ethyl R. Thayer	Restricted	Church Infrastructure	18.65%	401,269	327,742	363,393	17,957
Dana Budde	Restricted	Educational Programs	0.53%	11,339	9,261	10,269	507
Adelaide Lincoln	Restricted	Flowers	0.14%	2,920	2,385	2,644	131
Mabel Putnam Sowle	Restricted	Flowers	0.14%	2,920	2,385	2,644	131
Virginia Wightman	Restricted	Flowers	0.14%	2,917	2,382	2,642	131
Archibald H. Spalding	Restricted	Memorial Garden	0.73%	15,720	12,839	14,236	703
Mary A. Lincoln	Restricted	Music	0.05%	971	793	879	43
Diane Edson	Restricted	Music	0.34%	7,299	5,962	6,610	327
Mead Memorial	Restricted	Rector Salary	2.30%	49,564	40,482	44,886	2,218
<b>Total Year-End Fund Balances</b>			<b>100.000%</b>	<b>\$ 2,151,009</b>	<b>\$ 1,756,864</b>	<b>\$ 1,947,973</b>	<b>\$ 96,258</b>
<b>Balance by Fund Designation</b>							
	Unrestricted	Other		\$ 1,584,383	\$ 1,294,065	\$ 1,434,832	\$ 70,902
	Restricted			494,918	404,231	448,203	22,148
							\$ 93,049
<b>Total Endowment Fund</b>		Clergy		71,707	58,567	64,938	3,209
				\$ 2,151,009	\$ 1,756,864	\$ 1,947,973	\$ 96,258
<b>Annual Endowment Distribution</b>							
				\$ 69,828	\$ 75,300	\$ 93,379	
				0	0	0	
<b>Less: Amount to be Reinvested in the Endowment</b>							
<b>Net Amount of Withdrawal for Next Year's Distribution</b>				\$ 69,828	\$ 75,300	\$ 93,379	
<b>% of Total Fund Balance *</b>				4.00%	3.95%	4.84%	

\* Distribution percentages based on a trailing 3 year average of the total quarterly endowment fund balances.

## Saint John the Evangelist 2023 Statement of Activities

	2023		2023 Activity			Combined 2023 Activity	Combined 2022 Activity
	Unrestricted Activities Budget	Unrestricted Activity	Temporarily Restricted Activity	Permanently Restricted Activity	2023 Activity		
<b>Support</b>							
Giving	\$ 580,500	\$ 497,639				\$ 497,639	\$ 578,645
Worship	6,750	5,735				5,735	6,089
Fundraisers, Net	47,000	54,881				54,881	40,634
Trust and Foundation	36,620	26,213				26,213	39,550
Other Support	82,525	95,939				95,939	37,131
Endowed Funds	98,041	(90,266)			(93,379)	-	-
Restricted Funds	18,550	19,548			106,425	125,972	361,477
Investments					293,059	293,059	(309,732)
<b>Total Support</b>	<b>\$ 869,986</b>	<b>\$ 790,221</b>	<b>\$ 109,538</b>	<b>\$ 199,680</b>	<b>\$ 1,099,439</b>	<b>\$ 753,793</b>	
<b>Expenses</b>							
<b>Program Services</b>							
Worship and Music	36,100	34,845	6,092			40,937	39,374
Outreach	25,500	31,640	44,817			76,458	88,464
Education and Youth	10,100	10,391	2,516			12,906	12,198
Parish Family	3,950	4,728	6,900			11,628	5,323
Other restricted			10,998			10,998	13,655
<b>Total</b>	<b>\$ 75,650</b>	<b>\$ 81,604</b>	<b>\$ 71,323</b>	<b>\$ -</b>	<b>\$ 152,927</b>	<b>\$ 159,015</b>	
<b>Management and General</b>							
Plant	138,139	146,027	266,852			412,879	493,823
Administration	54,550	58,713		8,571		67,283	59,696
Reserves and Projects	30,000	-				-	-
Diocesan Assessment	94,300	94,438				94,438	101,308
Personnel	477,347	424,955				424,955	490,926
<b>Total</b>	<b>\$ 794,336</b>	<b>\$ 724,133</b>	<b>\$ 266,852</b>	<b>\$ 8,571</b>	<b>\$ 999,556</b>	<b>\$ 1,145,753</b>	
<b>Total Expenses</b>	<b>\$ 869,986</b>	<b>\$ 805,737</b>	<b>\$ 338,175</b>	<b>\$ 8,571</b>	<b>\$ 1,152,483</b>	<b>\$ 1,304,768</b>	
<b>Surplus (Deficit) before Major Imp &amp; Repairs, Other</b>	<b>\$ -</b>	<b>\$(15,516)</b>	<b>\$(228,637)</b>	<b>\$ 191,109</b>	<b>\$(53,044)</b>	<b>\$(50,974)</b>	
<b>Designation of Funds and Non-Cash Activities*</b>		<b>\$(50,000)</b>	<b>49,951</b>	<b>-</b>	<b>(49)</b>	<b>\$ -</b>	
<b>Cash Flow</b>	<b>\$ -</b>	<b>\$(65,516)</b>	<b>\$(178,686)</b>	<b>191,109</b>	<b>\$(53,093)</b>	<b>\$ (50,974)</b>	
<b>Net Cash &amp; Investments Beginning Balance</b>	<b>\$ -</b>	<b>\$ 154,084</b>	<b>\$ 368,961</b>	<b>\$ 1,756,864</b>	<b>\$ 2,279,909</b>	<b>\$ 2,830,883</b>	
<b>Net Cash &amp; Investments Ending Balance</b>	<b>\$ -</b>	<b>\$ 88,568</b>	<b>\$ 190,274</b>	<b>\$ 1,947,973</b>	<b>\$ 2,226,816</b>	<b>\$ 2,279,908</b>	

\* Includes transfers to Major Project reserves to fund "capital projects" as well as transfers to Search Committee reserves.

**Saint John the Evangelist  
2024 Unrestricted Activities Budget**

	2021 Actual	2022 Actual	2023 Actual	2024 Budget
<b>Support</b>				
Giving	\$ 611,308	\$ 578,645	\$ 497,639	\$ 578,250
Worship	9,055	6,089	5,735	5,700
Fundraisers, net	26,710	40,634	54,881	56,000
Trust and Foundation	35,226	39,550	26,213	27,295
Other Support	64,756	37,131	95,939	73,000
Endowed Funds	67,500	72,785	90,266	93,049
Restricted Funds (C&E; PPP)	95,469	18,310	19,548	15,480
<b>Total Support</b>	<b>\$ 910,023</b>	<b>\$ 793,143</b>	<b>\$ 790,221</b>	<b>\$ 848,774</b>
Year over Year %	10.8%	-12.8%	-0.4%	7.4%
<b>Expense</b>				
<b>Program services</b>				
Worship & music	\$ 21,092	\$ 32,252	\$ 34,845	\$ 35,927
Outreach	23,838	24,874	31,640	12,265
Education & youth*	13,643	9,062	10,391	10,800
Parish family	1,539	3,673	4,728	10,580
<b>Total</b>	<b>\$ 60,112</b>	<b>\$ 69,862</b>	<b>\$ 81,604</b>	<b>\$ 69,572</b>
<b>Management &amp; general</b>				
Plant	\$ 116,023	\$ 156,408	\$ 146,027	\$ 135,138
Administration	53,744	50,584	58,713	61,873
Reserves and Projects	-	-	-	15,000
Diocesan Assessment	87,201	101,308	94,438	83,226
Personnel	456,436	490,926	424,955	483,965
<b>Total</b>	<b>713,404</b>	<b>799,226</b>	<b>724,133</b>	<b>779,202</b>
<b>Total Expenses</b>	<b>\$ 773,516</b>	<b>\$ 869,087</b>	<b>\$ 805,737</b>	<b>\$ 848,774</b>
Year over Year %	1.0%	12.4%	-7.3%	5.3%
<b>Surplus/(Deficit)</b>	<b>\$ 136,507</b>	<b>\$ (75,944)</b>	<b>\$ (15,516)</b>	<b>\$ -</b>
Memo: excluding PPP forgiveness	\$ 51,507			

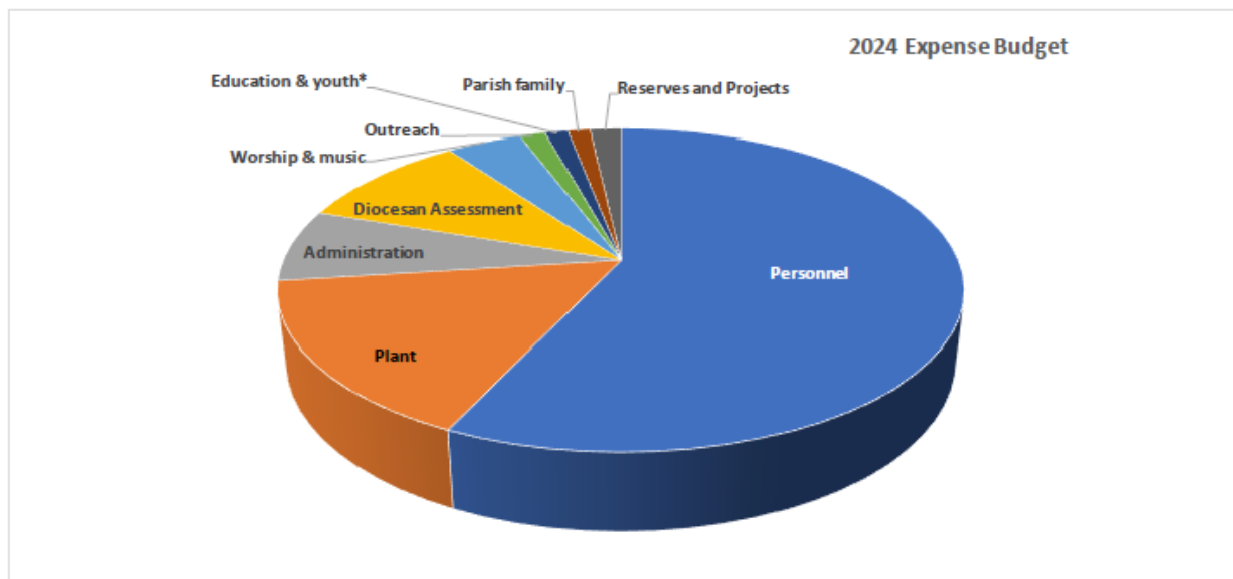
\*As in 2023, budget allocation has been supplemented with a vestry reserve (not included here)



### Saint John the Evangelist 2024 Unrestricted Expense Budget Analysis

	2023 Budget	2024 Budget	Diff	% Diff	
Personnel	\$ 477,347	\$ 483,965	\$ 6,618	1.4%	
Plant	138,140	135,138	(3,002)	-2.2%	Less property mgmt required vs. '23
Administration	54,550	61,873	7,323	13.4%	Insurance premiums still inflating
Diocesan Assessment	<u>94,300</u>	<u>83,226</u>	<u>(11,074)</u>	<u>-11.7%</u>	Successfully appealed Assessment
<b>Total Core</b>	<b>\$ 764,337</b>	<b>\$ 764,202</b>	<b>\$ (135)</b>	<b>0.0%</b>	
Worship & music	36,100	35,927	(173)	-0.5%	
Outreach	25,500	12,265	(13,235)	-51.9%	Grants are a contingency item in '24
Education & youth*	10,100	10,800	700	6.9%	
Parish family	3,950	10,580	6,630	167.8%	Linden Ponds bus comes back on budget
Reserves and Projects	<u>30,000</u>	<u>15,000</u>	<u>(15,000)</u>		Deferring discretionary spend, where poss.
<b>Total Discretionary</b>	<b>\$ 105,650</b>	<b>\$ 84,572</b>	<b>\$ (21,078)</b>	<b>-20.0%</b>	
<b>Grand Total</b>	<b>\$ 869,986</b>	<b>\$ 848,774</b>	<b>\$ (21,212)</b>	<b>-2.4%</b>	

\*2023 budget allocation has been supplemented with a vestry reserve of \$6,708 (not included here)



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**Saint John the Evangelist  
2024 Major Improvements and Repairs Budget**

	2023 Budget	2024 Budget
<b>Total Budget</b>	<u>\$ 30,000</u>	<u>\$ 15,000</u>
Year over Year %	16.6%	-50.0%
 <b>Sources of Funding:</b>		
Budgeted Funds	\$ 30,000	\$ 15,000
YE Balances/Transfers from Plant Reserves	-	-
Transfers from General Fund	-	-
<b>Total</b>	<u><u>\$ 30,000</u></u>	<u><u>\$ 15,000</u></u>

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**NOTES**

