

ST. JAMES PARISH



**Report of the year 2015
for the Annual Parish Meeting
January 31, 2016**

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THE 2015 ANNUAL PARISH MEETING

Sunday, January 31, 2016

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CANON 1.

Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

St. James Parish
Farmington, Connecticut
THE 2015 ANNUAL PARISH MEETING
JANUARY 26, 2016, 11:30 a.m.

AGENDA

Establishment of a quorum – Clerk Mary Lansing
Call to Order & Opening Prayer –Rector George Roberts
Presentation of 2015 Reports
Approval of Minutes of Annual Meeting of January 25, 2015
Remarks from the Wardens
Rector’s Report
Order of the Fisherman
Report of the Nominating Committee
 Officers for one–year term February 2015–January 2016
 Treasurer: Jay Hostetter
 Assistant Treasurer: Jerry Hess
 Clerk: Jessica Watkin
 Vestry for three–year term February 2016–January 2019
 William Raymond
 Christopher Roach
 John Smith
 Diocesan Delegates: February 2015–January 2018
 Deborah Agrella and David Paye
 Scott Chambers and Linda Reynolds, alternate
 Nominations from the floor, if any
 Recognition of outgoing Vestry members
 Elections
Financial Reports and Presentation of the Budget:
 Treasurer’s Report for 2015 – Jay Hostetter
 Operations Reserve Fund Report for 2015 – Jerry Hess
 Presentation of 2016 Budget – Jay Hostetter
Old Business
New Business
Adjournment & Closing Prayer

2015 Officers of the Parish

Wardens: Mark Dudzik & David McFadden
 Treasurer: Jay Hostetter

Clerk: Mary Lansing
 Assistant Treasurer: Jerry Hess

Vestry – through January 2016: Carol Calladine, Chandler Howard, Jane Johansen

Vestry – through January 2017: Carol Kirkwood, Linda Larkin, E.J. Ososki

Vestry – through January 2018: Elizabeth Alligood, Sheila Church, Donna Paye

Diocesan Convention Delegates (also serve as delegates to the Hartford Deanery)

Delegates: Deborah Agrella & David Paye

Alternates: Scott Chambers & Linda Reynolds

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Services	172	153	168	163
Total Attending	7,192	7,100	7,514	6,440
Celebrations of Eucharist	164	143	151	145
 Received Communion	 5,987	 6,383	 6,461	 5,994
 Weddings	 3	 1	 1	 1
Funerals	5	8	12	7
Baptisms	4	5	2	7
Confirmed	0	5	1	9
Received	0	2	0	11
Transferred In	4	18	3	1
Transferred Out	2	4	4	8
Church School	44	45	50	56
Enrollment	including	including	including	Including
	Youth=57	Youth=60	Youth=61	Youth =73

**St. James Parish
Farmington, Connecticut**

**Minutes of 2014 Annual Meeting
January 25, 2015**

The Parish Clerk, Mary Lansing, certified that there was a quorum present to begin the 2014 Annual Meeting held January 25, 2015.

Father George called the meeting to order at noon with a prayer.

Presentation of 2014 reports:

Father George requested that any unit written up in the annual report can make a presentation if they would like. He welcomed questions on the unit write-ups. The annual report was motioned to approve by Skip Mason, Jay Hostetter 2nd approved unanimously.

2013 Annual Meeting Minutes:

The meeting minutes from the 2013 annual meeting held January 26, 2014 – Skip Mason, Jay Hostetter 2nd approved unanimously.

Co Wardens' Report:

Armen Slusarz thanked various people with whom she has served over the years: the vestry and parish staff, as well as welcoming new vestry members Elizabeth Alligood, Sheila Church and Linda Larkin. She praised the unique gifts each brings to the table and thanked all for a successful year.

Rector's Report:

Father George thanked Armen and David for serving as wardens during his time at St. James and for everyone's presence today. He thanked his staff Emily Perow, Kelly Nauss, Blake Hansen and Susan Deming. The Episcopal Church membership was at its peak in 1968, but we have seen five area churches close in the past two years. There has been a notable decline in the past 50 years, and the church needs to adjust its way of being in the world. We must embrace new ideas living in this exciting time, embracing the challenges of 2015. One way to face these challenges is to be creative musically. On the 5th Sunday of the month (there are four in 2015) there will be a 5 p.m. Liturgy in the parish hall, starting March 29th. The evening will end with a community dinner and is designed to find new things we might like to add to our traditional Sunday service. Bill Church and Ingmar Bjarnason will perform music. Other important challenges include participation in outreach ministry, such as Foodshare and the Friendship Center. George pointed the group to the St. James website, that includes his presentation on the Dominican Republic visit. On February 8th after the 10:15 service there will be a meeting about engaging in ministries outside the doors of the parish, in order to generate growth in the church by outside interaction. We must ask ourselves:

- What does St. James mean to us? and
- How does what I'm doing fulfill me spiritually?

One way to get involved is to serve children. St. James has had no church school director for 6 months, and there are a minimal number of teachers. We need to support either a traditional or a new program. We need visionaries and workers. On February 8th between the 8 a.m. and 10:15 a.m. services there will be a meeting with Emily and George on youth formational ideas.

Tracey Roberts will head up the welcoming ministry for visitors and people who have been away. Please talk to her about this. He encourages people to avoid burnout but to serve in a sustainable way. George cited the huge percentage increase in pledges for outreach in spite of 5 families relocating. Dramatic cuts are still necessary, and we must find new ways to support our parish. Please offer things for conversation and have coffee with him. He looks forward to many accomplishments in 2015.

Order of the Fisherman:

Armen and David presented the award to Roland Therrien for delivering bread to the Salvation Army from the Cromwell Freihofer's baker, for putting in the dance floor in the parish hall, and for his secret skill with a spackle knife that covers amateur carpentry.

Mark Dudzik– He has headed up the Bishop's 5K run, as well as the stewardship committee and is this year's new co-warden.

Emily Perow– for several months as church school director and for such a great job as youth minister.

Nominations:

The nominating committee of EJ Ososki, Armen Slusarz, Carol Kirkwood and Ev Lyons presented the nominations below:

Officers for 1-year term February 2015–January 2016:

Wardens: Mark Dudzik and David McFadden

Treasurer: Jay Hostetter

Assistant Treasurer: Jerry Hess

Clerk: Mary Lansing

Vestry for a 1-year term February 2015–January 2016

Chandler Howard

Vestry for a 2-year term February 2015– January 2017

Linda Larkin

Vestry for a 3-year term February 2015– January 2018

Donna Paye

Sheila Church

Elizabeth Alligood

Diocesan Delegates: February 2015– January 2018

Deborah Agrella, David Paye

Linda Reynolds, Scott Chambers, alternates

There were no nominations from the floor.

Wendy Ives made a motion to accept the slate of candidates as presented, Todd Root seconded the motion. The slate of candidates was approved unanimously.

Recognition of outgoing vestry members: Father George called the following vestry members up to thank them for their service. He gave each of them a St. James medal as a remembrance of their time served on the vestry.

John Newton, Vestry Member

Ev Lyons, Vestry Member

Jon Hinkley, Vestry Member

Chandler Howard, Vestry Member

Father George also thanked Armen Slusarz, Co-Warden, for her years of service on the vestry.

Financial Reports:

2014 Report: Jay Hostetter presented the 2014 financial report noting pledge income came in at \$5,000 over budget. Although last year we had projected a \$100,000 budget deficit, we only have an \$84,000 deficit. We withdrew \$95,000 from our income principal in order to fund the operating reserve fund. Expenses were under budget thanks to a better rate on diocesan insurance premiums and significantly less money needed to fund repairs and maintenance.

Chandler made a motion to accept 2014 financial results, Mark Dudzik seconded motion, the financial report for 2014 accepted unanimously.

Invested Funds:

Jerry Hess presented the invested funds report. He noted that the church investment philosophy was diversification in all three funds, including bonds, U.S. and foreign equities. We received 7.7% return last year. \$16,000 in dividends and \$95,000 from the principal totaling \$111,000 was used to fund 33% of the parish expenses.

Ev Lyons made a motion to accept the Invested funds report, Deb Agrella seconded; motion was approved to accept the invested funds report.

2015 Budget:

Jay presented the 2015 budget and noted that there was pledge income of just over \$255,000. Our total projected 2015 budget is \$288,000. Rector compensation will increase thanks to the housing equity allowance that George receives after five years as a minister. Medical insurance expense will decrease thanks to Father George changing his insurance plan from the diocese plan to his wife's plan.

Jay noted that this migration effective 9/15/15 will generate savings for 2016 as well as for 2015. St. James made a diocesan contribution of \$27,216 which is 10% of the total 2013 income. Since there was a decision to earmark 10% of the increased giving for outreach, outreach budget is now \$4,500 this year, up from \$1,500 last year. A \$75,000 deficit is projected, on track with last year's target to reduce the deficit to a sustainable \$50,000 in two years.

Ev Lyons made a motion to approve the 2015 budget, Felicia DeDominicis seconded the motion. There was unanimous approval of the 2015 budget.

New Business:

Bylaw revisions: The vestry has proposed reducing the numbers of vestry members from 14 to 12. This should streamline the process of getting new vestry members. Vestry will elect wardens rather than the entire parish. Wardens will not serve longer than three years on the vestry. What you lose in continuity you gain with a fresh perspective.

Ev Lyons made a motion to accept the new vestry roles of St. James with the bylaw revisions presented by Jay Hostetter, Skip Mason seconded the motion. Motion passed.

Conclusion:

Father George thanked Jay Hostetter for presenting the new way wardens are elected. He also noted that Jay does a lot in all his years of service.

He suggested formalizing the 3rd Sunday of January as a date for the annual meeting.

Ev Lyons made motion to adjourn the meeting, Skip Mason seconded the motion and the meeting was adjourned at 1:30 p.m.

Respectfully submitted,
Wendy Ives, Parish Clerk

Report of the Rector

I have now been at St. James for three and one half years, a time filled with challenge and blessing and much learning. My parish address will focus on many things, some in this document and other concerns. I hope you will read the entire Annual Report and begin to formulate questions and comments for the Annual Meeting on January 31st.

Where can I begin if not with our indomitable, professional, and ever-efficient Susan Deming? Sue has, for five years now, lead our parish with grace and kindness and she keeps my feet firmly on the ground, when it comes to meeting deadlines, remembering necessary tasks, etc. Many do not realize that Sue is responsible for putting all of our service programs together, with the graphics, design, and so much more being her creations. Her labors make all of us look good and her work on bulletins, e-flashes, Epistles, and mailings is exemplary, each and every time. We thank so many who assist in the office in any way. Our counters, Nina Hayes, Jane Inrig, and Astrid Johansen, who account for our money each week, and do so much! Thanks to folks who came in and help fold bulletins and volunteer in the office in Sue's absence (which is rare but it happens). Kelly Nauss, our sexton, is a source of hard work and keeping our buildings clean and ready for use. Kelly truly loves St. James and it shows in his willingness to do whatever is asked of him with good cheer and lots of positive energy. Kelly is a blessing to us, as are all our volunteers.

I could not praise our Treasurer, the wondrous Jay Hostetter, enough even if we stayed until next Sunday. Jay is an open, honest, and caring person who just happens to do a wonderful job preparing our monthly financial reports and yearly budgets. Jay has forgotten more about the finances of St. James than most of us will ever know and carries the burden of that knowledge and a special responsibility in its care. Jay is a wonderful caretaker and steward of our work here, month in and month out. As we have conversations about who might rise up to become our next Treasurer, it will be with a keen awareness of all Jay has done. He is a constant and faithful friend to this community and has been incomparably kind, warm, and helpful to me as your Rector. . An equally easy task is singing the praises of our Assistant Treasurer and manager of our Reserved Funds, Jerry Hess. Jerry has worked with finances at St. James, in some capacity, for a quarter century or more! His keen insight and diligent work has grown our investment fund over the years and, when we have a difficult year, like we had this last year in the world of finance/investment, he has mitigated our losses as much as possible. Jerry helps keep the books and has been a faithful steward of St. James' resources out of not only a sense of duty, but of a real love for this place. Thank you Jerry and Jay for all you have done and do for St. James!!

Building and Grounds did not have quite as much to do this year as in 2014 but they tackled our leaking issues, due to the ice dams that formed on our roof (during the difficult winter of 2015), with energy and wisdom. Neil Clark kindly guided us through an energy audit which we will continue to study and work to find ways to implement the recommendations made. So many others have also worked to keep St. James going. Well done to our men on Building and Grounds. Thanks to Roland Therrien, Mike Slusarz, Skip Mason, Neil Clark, EJ Ososki, Eric Johansen, and anyone I have unintentionally missed, for working with our building and grounds. Thanks to John Newton, our resident woodworker, for restoring our old wooden cross for reinstated use in the liturgy.

St. Francis Guild continues to adjust to new realities. We thank Nancy Thompson for her work on the community garden in our parking lot and to Tracey Roberts for her support in

the clearing and planting departments. Thanks to Nancy, Tracey, and our other pickers: Olivia Roberts, Sally and Sydney Mangum, Elle Lansing, Joyce Bettencourt, Jane Johansen, and anyone I may have forgotten.

The church was resplendent during the Easter and Christmas season once again. Thanks to Jane Johansen for leading the charge of Greening of the Church again this Christmas season. Thanks to all who helped, including Sonia Mason for bringing in and caring for our poinsettias. Thanks to Joyce Bettencourt for arranging the Advent wreath and caring for it and then preparing it for Christmas, as well. Many thanks to Joyce, additionally, for the wonderful care she takes with our Memorial Garden and elsewhere out front. The arrangements, often denoting the season, in front of the church, have been particularly wonderful.

Our appreciation goes to Sheila Church, who continued to coordinate some of our Care Ministries, including the flower ministry. For those who still may not realize, we deliver flowers each week to shut-ins, bringing them a much needed spark and some love from St. James. Trish Guglielmo helped arrange meals for those who might have a momentary crisis; thanks Trish and all who prepared and took over meals. Please let us know if you need us in this way.

Thanks to all who helped with the Annual Stewardship Appeal. The amazing, stellar, and hard-working outgoing Warden Mark Dudzik deserves a special note of thanks and gratitude. He has, once again, put in a lot of time leading us down the road toward better fiscal health. We are completing the second year of a three year plan to reduce our deficit by \$75,000. We are on our way and, whatever progress we make at the end of the three year effort, Mark is due much of the credit for instilling a sense of urgency and purpose into our giving. To those who made phone calls, signed letters, made statements about Stewardship and faith in church, and to all who pledged – thank you all! It is never too late to pledge or to give, or to be involved in some specific way in the life of St. James.

Mission and outreach continue to remind us of Christ's love in our midst. Harriet Odum stepped down late this year as Chair of Outreach, after much good service. She will continue to stay involved, much to our benefit, and Sheila Church has taken over leadership of Outreach! Thank you Sheila for your leadership and, Harriet, we could not thank you enough for your willingness to serve, even in the midst of George's illness. God's many blessings to you. Thank you to Armen Slusarz for all the work she did with the Angel Tree for Christmas. For the first time, St. James parishioners purchased presents for the homeless and transitional folk at the Friendship Service Center (FSC) in New Britain; it was a huge success, after some bumps along the way. Armen is to be lauded for the work she has done to build our relationship with the Friendship Service Center which, this year, saw St. James begin to serve lunches at FSC's kitchen one day a month.

Thanks to all who helped with Picnic in the Park service days for the homeless, where we prepared more than a hundred lunches and handed them out with kindness and conversation to those who came to Bushnell Park, looking for signs of God's goodness and bounty. Thank you to Jessica Watkin for taking over this ministry and for saving the day with fruit from Porter's, when we had none. Thank you to Porter's, too! Thanks to Donna Paye for her leadership with the Thanksgiving baskets, with the help of Barbara Hess and others. Many were touched by our kindness.

We have begun to exciting mission projects. One is the Friendship Service Center in New Britain, a full service center for homeless persons that Armen Slusarz has so faithfully shepherded. Please see the outreach report for more specifics but thanks to all who have worked in the kitchen and made this a success thus far. We are also planning our first mission trip to the Dominican Republic in June of 2016, with 17 of St. James' parishioners going. Thanks to all.

Thanks to Tracey Roberts for leading us in a newcomer's ministry that is just getting underway. They have many things planned for the New Year, from Junior Greeters to Friendship Circles. Thank you to Donna Paye, Linda Reynolds, Kathy Bullard, and Rebecca McFarland for being a part of this work and conversation. Welcome is up to all of us!!

Harriet, you have, once again, done a wonderful and effective work with the website, keeping it updated, taking many, many pictures, and being such a willing and open partner in all things. Check out our website and Facebook page. Like us on Facebook and follow us. Check out the Pastor's Blog, pictures of the staff, along with bios. Please go check out the photo rotator on the homepage. We now have a link for the Jesus Doll stuff, too. Harriet, you are a treasure!

We continue to be a community of worship and hope and 2015 proved to be a time for exceptional worship and music. In 2015 we had one marriage, seven baptisms, nine confirmations, seven funerals, and 153 services of Holy Communion or special services. This does not include the monthly service our lay folk do at Amberwoods with music and a special liturgy or at Touchpoints, where Holy Communion is brought to those convalescing or living there every month with music provided by two fine gentleman from St. Mark's, New Britain.

Our acolytes and crucifers are so important to what we do each Sunday. They help uphold the beauty of worship, serve at the altar, and are a delight to the congregation and to the Rector. We give thanks to our young people who serve in this way and to their parents for supporting them in their endeavors. Thanks to our lectors, who give voice to God's Holy Word; and to our chalice bearers, who not only offer the Blood of Christ in Holy Communion to us each Sunday but read and pray the prayers of the people with dignity and grace.

Thanks, again and always, to the indispensable Mimi Hostetter, who so selflessly and effectively makes so much possible from behind the scenes, in addition to being a reader and chalicist herself. She creates the schedule, additionally, for acolytes and crucifers, lectors, and chalicists. Mimi also serves as sacristan at nearly every 8 a.m. service. Barbara Hess is our Directress of the Altar Guild. Barbara takes such wonderful care in preparations for Sunday services and in her guidance of a committed core group of women who serve on the Guild. Barbara serves on the Guild in quiet, never seeking anything for herself and her self-giving work is a blessing to us all. We need more people involved in Altar Guild ministry, so please consider discovering what is involved this year! Altar Guild is open to all parishioners, men and women alike. Thanks to Jane Inrig who has served as sacristan at our Wednesday service, lectors, counts/deposits Sunday collections, and so much more. We have been blessed by you, now, for many a year and wish you blessings.

We can no longer call our Director of Music, Mr. Blake Hansen, *new* this year. Blake came aboard in October of 2014 and he is fast becoming a wonderful part of what we do musically here at St. James. Thank you, Blake, for being a patient guide for our choir and such a

wonderful colleague! Thanks to our hard working and dedicated choir who continue to produce beautiful sounds and raise voices to God in praise. Thanks to our long-serving section leader for sopranos, Carol Calladine, who has come through illness over this past year to continue to be an exceptional leader. Our choir was particularly amazing this past Christmas, singing some of our beloved favorites and some new stuff, too. Thank you, all, for continuing to lift up your voices. We thank Ingimar Bjarnason, Bill Church, and Blake Hansen for leading our new endeavor last year, 5th Sunday Worship. Your musical talents made this new venture an adventure. Thanks to Brian Bullard, Catherine Mackay, and Rebecca de Almeida, who helped with the service on occasion and. Thanks to Bill, Ingimar, and Brian who lent their guitars and voices to other special services we had throughout the year.

We continue to be committed to Ecumenical worship and dialogue. We celebrated a wonderful musical procession with our choir down Mountain Road with First Church, Congregational on Palm Sunday. The Reverend Steven Savides (First Church) and your Rector had a wonderful experience collaborating on a contemplative Good Friday service last spring in our sanctuary, for the second time. Thanks to Bill for providing music. St. James also took part, once again, in the Ecumenical Thanksgiving service at St. Patrick Church in Farmington.

Thank you to our Youth Minister, Emily Perow. Emily's ability to connect with and inspire our youth is one of her many assets. She lead a retreat to St. John the Divine Cathedral in NYC last winter with our Confirmands, and saw nine of them through their Confirmation last May. Emily helped lead our youth in many other experiences, including another very successful St. James' Got Talent, and many other opportunities for fellowship. Our high school youth are now reading Invisible Thread and discussing it, with Emily's guidance.

We are so grateful that, in the fall, Kathy Roach and Linda Reynolds agreed to be co-Directors of our Church School. They have utilized fabulous creativity and inspiration to acquire teachers and build on our curriculum in the Church School. Thank you so much, both of you, for your work. Our teachers have been great sources of help and leadership, too, among our youngest members, working out of sight of most folks in the parish. Thanks to our teacher and parents. Please, consider becoming a teacher for a short or long period of time; our children need you, and the teachers who consistently teach need a break, now and again. You may have talents and patience you did not know you had.

We continue to explore different aspects of faith in the time between the services, including an experiential Advent study this past December. We continue to hope and challenge more parishioners to engage, in community and in their own spiritual journey.

We had 12 new families come among us this year. We are always blessed by the new energy, new dreams and inspiration that new families, children and people bring to us at St. James. Tracey Roberts began a newcomer's ministry this past year and the group needs our help as they plan on ways to reach out to the newest folks among us, and the folks who need us in the parish and may have slipped out onto the margins in the past year or two.

I wish to thank our Vestry during this past year, who has continued to deal with our financial challenges in a responsible, yet spirit-filled way. I would be remiss not to thank Mark Dudzik and David McFadden, who have so capably advised the Rector and served the Vestry as Wardens. We will bid adieu to David and Mark, and to Jane Johansen, Chandler Howard, and Carol Calladine, after much good service to the Vestry and the sharing of their talents with

us. I am pleased with the work that we have done and look forward to what we still have left to accomplish in a new year, with a new sitting Vestry.

Please take the time to look through the pages of this carefully prepared Annual Report. Much work has gone into its preparation and the work that is detailed within, the ministry begun, worked through, accomplished and yet to be fulfilled, is a precious gift to the life of St. James. As you read about the work that folks like you are doing at St. James to build the kingdom of God, I hope you might be stirred to pray about the ways you might share yourself, talents and life with the people of St. James Parish.

Your servant, in Christ,
The Reverend George C. Roberts

Report of the Wardens

We reflect upon 2015 as we both prepare to depart from the Vestry. We both agree that 2015 has been a year worthy of celebration. Many challenges have been addressed and several new opportunities have been started at St. James. Simply read through this Annual Report to see the depth and breadth of the care and feeding by our members, attending to the needs of our own spiritual community, our surrounding community, and our physical plant needs.

Just a few examples of the commitment of time, talent, and treasure by our members include: the leadership of our church school taken on by Kathy Roach and Linda Reynolds; expansion of our outreach efforts at the Friendship Service Center under the guidance of Armen Slusarz; preparations being made for the 2016 Dominican Republic mission trip; bringing meals to members who are in temporarily need; our building and grounds committee completing the parish hall carpet installation, and studying cost-savings options for lighting, fuel use, and insulation; the prudent and careful management of our parish funds; progress being made to close our budget deficit; the diligent efforts of all of our paid staff.

It is also exciting to see the new faces and families that have joined St. James in 2015. We lost several members in 2014 due to relocations and job changes.

While a firm foundation is in place moving into 2016, there will be some on-going challenges as well. One is the continuing effort to manage our budget deficit to a sustainable level. Much has been presented about this during the stewardship appeals. Achieving a sustainable financial position is certainly doable. This challenge is a reality for any small church as it is for a family, a not-for-profit institution, or a for profit organization.

Another challenge is broader volunteerism with our ministries and committee work. We must guard against burnout from those who have been working so hard. There are many opportunities to join in the work we do at St. James. We also need fresh leadership from time to time. St. James is fortunate to have an active and energetic membership to carry out the work of Jesus Christ.

Respectfully submitted,
Mark Dudzik & David McFadden

Reports of the Treasurer

In 2015 we had a total deficit of \$57,000 that was under our budgeted deficit of \$75,000. While we came up about \$3,000 short on the income side, on the expense side we were \$20,000 under budget. In 2014 we transferred \$95,000 out of our Operations Reserve Fund to cover the deficit. In 2015 it was only necessary to transfer \$50,000.

In 2014 the Vestry committed to decreasing our deficit over the subsequent two years to no more than \$50,000. We almost got there in 2015 primarily because of the expense savings. As I noted in last year's report, Tracy and George agreed to switch their medical coverage from the plan provided by the diocese to the plan provided by Tracy's employer. George's compensation has been increased to cover the premium, but the net savings are still significant. In addition we had a onetime rebate on our liability insurance premium in 2015.

Pledge income for 2015 came up about \$10,000 short of the projection. In spite of that we had another successful Stewardship Campaign in 2015, and pledges are up \$8,000 from last year. As a result we are projecting 2016 pledge income at \$262,000, down from the 2015 projection of \$265,000. Total income for 2016 is projected at \$285,000, level with the 2015 result.

With continuing savings on insurance premiums and lower oil prices, 2016 expenses are projected to be \$335,000 down about \$8,000 from the 2015 actual. In line with the Vestry's pledge to allocate 10% of incremental pledges to the Outreach budget, that budget has increased to \$5,300 up from the \$4,500 in the 2015 budget. The result is a projected deficit in 2016 of \$50,000, thus satisfying the Vestry commitment.

As I have noted before, a \$50,000 deficit is sustainable through withdrawals from investments without depleting the principal assuming normal market conditions. While it would obviously be nice to get total income up sufficiently to balance the budget, we have made a lot of progress.

Thank you all for your strong and continuing support of St. James.

Jay T. Hostetter, Treasurer

2015 Balance Sheet

Please contact the parish office for a copy of the Financial Reports.

2015 Income Statement & 2016 Budget (pg. 1)

Please contact the parish office for a copy of the Financial Reports.

2015 Income Statement & 2016 Budget (pg. 2)

Please contact the parish office for a copy of the Financial Reports.

2015 Income Statement & 2016 Budget (pg. 3)

Please contact the parish office for a copy of the Financial Reports.

Investment Report

After holding the same three mutual funds for the past 9 years, the Investment Committee decided to replace the Dodge & Cox International Fund with the Vanguard Developed Markets Index Fund. However, the proceeds of \$88,385 from the sale of the Dodge & Cox Fund were not reinvested in Vanguard until January of 2016, so is reported as Cash in our year-end statement. We are continuing to hold the same two balanced funds which invest in a mixture of U.S. stocks and bonds. With the addition of the Vanguard fund, all 3 funds that we will hold at the start of the new year are rated as either 4 or 5-star funds by Morningstar and the combined asset mix will be very close to last year's mix, with 54% in domestic stocks, 15% in foreign stocks, 26% in bonds, 3% in cash, and 2% in other.

As you will note from the following report, we ended the year with a loss of \$19,030 or 2.2%, with the major portion of the loss resulting from the poor performance of the Dodge & Cox International Fund (the reason for our switch to Vanguard). However, even with this international fund loss, our overall results were still very close to the loss of 2.0% incurred by the Moderate Fund Index. Also you will note from the following report that this was only the 2nd loss that we have experienced in the last 6 years and, as we noted in last year's report, we have to be prepared to withstand periodic losses in order to achieve 4% to 6% gains over the long term.

The total market value of our investments at year-end was \$799,339, a decrease of \$84,585 or 9.6%. This net decrease resulted from the above described loss plus transfers to the St. James operating account of \$50,000 of principal and \$15,555 of dividends. The total principal and dividends of \$65,555 used to fund the Parish operating expenses was 7.4% of the opening investment balance. This is the lowest percentage of funds transferred in the last 6 years, a good sign of the progress that we are making to reverse the decline in donations and to reduce expenses. With this year's market loss and these transfers to the operating checking account, the year-end value of the Operations Reserve Fund decreased by \$79,779 (-10.6%) to end the year at \$670,713 and the Legacy Fund decreased by \$4,807 (-3.6%) to end the year at \$128,626.

While we have reduced the cash transferred from investments to the St. James checking account to 7.4%, some of this decrease has been the result of some "one-time" expense reductions such as the insurance rebate and lower than usual repairs & maintenance expenses. Additional work needs to be done to reduce this amount to our 4% to 6% projected long-term earnings expectations. In order to sustain our invested funds in the future, we need to increase pledge income, continue to reduce expenses, and/or obtain additional contributions to our Legacy Fund in order to provide sufficient income to support the operations of St. James Parish.

Respectfully submitted,
Jerry Hess

Please contact the parish office for a copy of the Financial Reports.

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Report of the Altar Guild

The work that our Altar Guild does is often unnoticed by the congregation because most of it is done behind the scenes. However, the work that we do is based on a schedule and set of standard procedures derived from the traditions of the Episcopal Church and adapted to the wishes of our Rector. As a result, all of our members are able to prepare the altar for the celebration of the Eucharist during the different seasons of the Church year, and for special services, including baptisms, confirmations, weddings and funerals.

I would like to take this opportunity to thank the members of the Altar Guild for their dedication during this past year, showing in parentheses their years of service – Elizabeth Alligood (9), Nina Hayes (25), Mimi Hostetter (14), Jane Inrig (countless years), Astrid Johansen (7), Gina Pines (11), and Donna Wilkie (7).

As many of you know, Jane Inrig will be moving to Seabury in Bloomfield early in 2016 and will, therefore, not be on the schedule for the new year. On behalf of all the members of the Altar Guild, we thank her for her dedication and for the many years of service she has given to St. James Parish.

Our membership is now at seven members and a church of our size should have ten members. If you are a confirmed member of the congregation, love the liturgy, and wish to preserve and enhance its beauty, please contact The Rev. George Roberts or me about joining the Altar Guild.

We would also like to thank the following people for donating altar flowers, Easter and Christmas memorials during 2015:

Alligood	Hess	Martin	Robertson
Baldwin	Hostetter	McFadden	Root
Begin/Bettencourt	Hufstader	Moss	Rosenthal
Briggs/Sefcik	Hunt	Nevius	Schenck/Widness
Calladine	Inrig	Odlum	Schramma
Chekas	Johansen	Pare	Slusarz
Church	Lansing	Paye	Smith
N. & P. Clark	Larkin	Pfizenmaier	Therrien
T. Clark	Levin	Pines	Thompson
Doskos	Louttit	Poggio	Vaughan
Esherick	Lyons	Raupach/Agrella	Watkin
Flynn/DeDominicis	Madorin	Raymond	Whilby
Harris	Manton	Roberts	Wilkie
Hayes	Marino		

Respectfully submitted,
Barbara C. Hess (27), Directress

Buildings & Grounds Committee

Some of the activities achieved by the committee and supporting parishioners this year include:

The basement project made progress with the installation of some shelving and organizing the various groups' materials, but more shelves and lighting are needed to finish the job.

This was our second year with no major floods. We did have some roof leakage from the snow, but the changes to the basement are preventing permanent damage from the small amount of water we had. We spent a significant volunteer effort to manually clear the snow off the roof, several times during the season. Owing to the height of the roof, it is not possible or safe to keep it as clear as needed.

Neil Clark led the effort to take advantage of the power company's audit service to assess opportunities to save on utilities. Insulation, lighting, and fuel type were reviewed. An estimate to have the parish hall attic properly insulated was deferred as the budget could not support it this year. Proper insulation will save money from heating, but more importantly would help reduce the ice damming on roof that causes ceiling stains in the parish hall. The lighting audit took a surprising turn when the auditor was fired for incompetence. A second look at the usage indicates the savings would not be enough for us to qualify for the interest free loans and grants. Long term we plan to replace incandescent lighting with lower energy types, however, this will be done by volunteers over an extended period of time. This will avoid a onetime big budget hit, as well as taking advantage of the decreasing cost of the and improved brightness of LED lighting as the technology matures. Switching to natural gas also will not be pursued at this time owing to two factors. First is that with the current price of oil, the payback period is over 20 years, secondly the gas main on Mountain Road is insufficient to support the volume needed for our structure.

John Newton fixed the choir room piano music rack, some wood work in the Jane Inrig Chapel, and repaired the olive wood pieces of the Nativity set.

Roland Therrien did work on the front steps to prevent water infiltration and ice damage.

The rectory continues to be attacked by woodpeckers going after the grubs in the trim. Michael Sluzarz and Roland Therrien went up again this year to apply wood putty to the many holes. Since the siding and trim are close to 40 years old, another expensive item to consider is replacing the siding on the rectory. In the meantime, if anyone has successful experience preventing woodpecker damage, please talk to Skip. We also repaired the sliding door lock, and plan to do some needed sheetrock repairs in the family room.

The parish building heating and air conditioning systems are working well. We are doing some fine tuning to take advantage of the advanced controls of the new boilers, as well as address the airflow in the church offices.

The scouts and leaders of Boy Scout Troop 68 cleared out the leaves from the beds, and raked the entire yard to the street for town pick up. They have done this work for several years and the lawn guys greatly appreciated it. I also want to thank Tom Mason for taking care of the lawn on a regular basis at no cost to the church.

Our new sidewalk shoveling vendor worked out well, but we had a lot of snow. The bill for overall snow removal was over budget, so we contacted several other possible vendors. None would even bid the work! We then analyzed the billing last season and found that on

most storms, we were not charged the full amount, we just had many storms. This year will use the same vendors, we are charged on a sliding scale based on the amount of snow and number of times needed for ice treatment. Hopefully the snow pattern so far will continue and we have fewer events than last year.

A victim of the rough winter was the upper parish hall door where the stone step tops came loose. Michael Sluzarz found a contractor who did the repairs at no cost to the church in exchange for placing his sign on the front lawn for several weeks.

I would like to thank EJ Ososki for organizing several meetings, and thank the committee members and parishioners who worked on projects this year: Neil Clark, Mark Dudzik, Bert Geuser, Eric Johansen, John Newton, EJ Ososki, Michael Sluzarz, Roland Therrien, Dave Paye, and Joe Lansing.

Skip Mason, Chairman

Care Ministry

Current Care Ministry areas are as follows:

Altar Flower Delivery: Sheila Church chairs this committee. Joyce Bettencourt, Abby Crawford, Babs Findlay–Doskos, Trish Guglielmo, Andrea Harris, Kaye Robertson, Nancy Thompson, Dona Waugh and Sheila deliver flowers each week to parishioners who are unable to attend services. Sheila coordinates the schedule for delivery and maintains an up-to-date list of regular flower recipients. Parishioners are occasionally asked in the *Epistle* if they would like to join this essential ministry.

Cards: In keeping with our Outreach Mission at St. James, a new tradition began last year as a way to recognize adult birthdays in our parish. The cost of the cards and the mailing will now be donated each month to a different charity supported by St James, in honor of the birthdays that month. Children will still receive cards. If you think you or your children are missing from the birthday list and would like to be included please notify the parish office at st.james.church@sbcglobal.net. We only need adult birth months, but would appreciate day and year of children's birthdays as well.

Meals: Care Ministry can provide a meal several times a week for two or three weeks during illness, bereavement, or other difficult circumstances. It is not clear as to who is actually on this committee, however, Trish Guglielmo will send out an email notice announcing the need and parishioners will step up to assist.

Prayer Shawls: Mimi Hostetter coordinates this effort, providing instructions, encouragement and sometimes group knitting circles for parishioners who knit the prayer shawls; arranging for the shawls to be blessed by the clergy; delivering a shawl to any parishioner who would benefit from the comfort of a shawl or would like to give one to a friend. We currently have seven (7) shawls ready to be delivered. Please speak to Fr. George or Mimi herself if you know of someone who would appreciate a prayer shawl.

Rides: the parish office sends out regular reminders in the bulletins, *Epistles*, and e-flashes letting parishioners know that this service is available.

Respectfully submitted,
Sheila Church

Christian Formation

Church School Superintendents' Report

This school year from September–December 31, 2015 there were a total —children registered for our Church School. The curriculum was *Living The Good News*. Different Bibles are used in each class, but for the older children *Deep Blue Bible* is the one most utilized. There were a total of 13 classes taught during that period and each grade averaged the following number of students attending each week:

Nursery: 5
Pre-K/Kind.: 6
Gr 1–3: 4
Gr 4 & 5: 5
Gr 6 & 7: 6

Teachers and Helpers to the Church School include the following:

Joyce Bettencourt	Brenda Holian	Maina Rice
Alissa Buth	Mimi Hostetter	Kathy Roach
Scott Chambers	Evan LaPointe	Tracey Roberts
Evan Chekas	Cathie Martin	Todd Root
Victoria Costello	Rebecca McFarland	Michael Slusarz
Tina Hillemeir	Linda Reynolds	Amy Beth Wahl

We thank all of the Teachers and Helpers for making our classroom education possible. We thank all the parents and grandparents/family members that entrust us weekly with their children to provide them with an opportunity to be engaged in our church school. In the next year we are hoping to re-look at our curriculum and include computer resources for availability in the classroom. We are hoping to increase both fun and learning in the church school classrooms.

Linda Reynolds & Kathy Roach

Youth Ministry Report

2015 was a great year for the young people at St. James! We had the opportunity to attend a youth retreat at St. John the Divine Cathedral in NYC and visit the National September 11 Memorial.

We have young people serving on the altar as acolytes, volunteering to read a lesson in the service, helping out with various outreach projects, attending church school classes, participating in youth group activities, claiming the balcony as their seats, taking part and being a role model in the Christmas eve pageant, teaching church school and helping out in the nursery. I want to thank all of our youth in grades 6–12 for their commitment to their faith and allowing us at St. James to be companions along the way. All of what we do at St. James with children and youth could not happen without the love, support and commitment of our parents, families and friends. Thank you so much for all you do, it is truly appreciated.

As we move forward in 2016, please ponder a few of my favorite quotes on youth ministry and young people!

The last thing postmodern young people need is something more to do. They have plenty to keep them busy, but precious little to make them holy.

Teenagers know, better than we do, that when we ask them to be Christians, we are asking them to do a very dangerous thing. The only way out is to adopt a “safe” version of Christianity (which might not be Christian at all) that helps them become good, nice people instead of people who love others sacrificially. But as we know, good and nice “Christianity” seldom lasts past high school, since teenagers quickly learn that people can be perfectly good and nice without Jesus anywhere in the picture.

If Christianity is dangerous, then we need to act like it. Teenagers aren’t afraid of risk, but they want to know that Jesus is worth it. Young people are going to demand that we, the church, be who we say we are—people who obviously follow Jesus, which makes us “weird” in a culture based on self-actualization and self-fulfillment—or they’re just not going to bother with us at all. —Kenda Creasy Dean

Faithfully submitted,
Emily Perow

Coffee Hour Ministry

St. James was again blessed in 2015 by the pleasant tradition of Coffee Hour fellowship after the 10:15 services. The success of this ministry goes to our stewards of coffee hour hospitality, whom I like to call our Ministers of Coffee. These parishioners give generously of their time, talent and treasure when they host Coffee Hour, providing each of us a chance to catch up and get to know one another better. My sincerest thanks to these wonderful volunteers for supporting this important means of fellowship in the parish.

We did have to bid farewell to a number of our Ministers of Coffee this year due to relocations and other responsibilities. Thus, in 2016, we especially would like to welcome our newest members of this ministry: Bill Raymond and a team from Middlewoods who will work with Bill, Sheila and Bill Church, Kathy and Brian Bullard and Barb and Ed Preneta. We always enjoy having new folks join us, though. So, if you are interested in becoming a Minister of Coffee, please contact me at 860-678-8233 or gffm@sbcglobal.net. We are happy to pair new volunteers with veteran Coffee Hour hosts, so please don’t be shy!

On behalf of the Parish and the Vestry, I would like recognize and thank our Ministers of Coffee for 2015. You all make it easier for our parish community to connect by offering us the gift of hospitality!

Ev and Kathy Lyons, Jim and Nancy Thompson, Scott and Sonya Chambers, the Guglielmo family, Gina and Michael Pines, Wendy and Tim Allerton, the Alligood family, the Roberts family, Armen and Michael Slusarz, Alissa and Jay Buth, Babs

Findlay–Doskos and Gerry Doskos, Pat and Neil Clark, the Root family, the Lansing/Nevious family, Andrea Harris, Astrid Johansen, Jane Inrig, Fatima and Jon Palais, the Flynn/DeDominicis family, and the Youth Group.

Respectfully submitted,
Felicia DeDominicis

Convalescent Home Ministry

For over 30 years, the St. James Convalescent Home Ministry has conducted a worship service for the residents of Amberwoods Convalescent Home on the second Sunday of each month. This service is especially adapted for just such a group and includes hymns, scripture readings, and a homily given by a leader. St. James volunteers greet and help the residents participate in the service, mostly by as small a task as turning pages. This simple service is meaningful to both the residents and to the volunteers, a giving ministry in the truest sense of the word.

This year there is a noticeable increase not only in attendance, but, more importantly, in the enthusiastic response of the residents. Bill and Sheila Church's guitar accompaniments to favorite hymns happily engage the residents who respond with clapping, if not always with words. Joyce Bettencourt's knitted/crocheted, creative little gifts for each resident always illicit a warm response. She has also introduced the St. James birthday prayer to the monthly service for which she has crocheted cupcakes to keep as a special remembrance. The recipient is sometimes surprised, but always pleased. Sara, a long time attendee, has commented that this service is her favorite activity of the month.

Ann Monroe–Baillargeon was welcomed as a new volunteer. There are currently 22 participants in this St. James ministry: leaders Armen and Michael Slusarz, Judy Reardon, Jim Thompson, and Bill Church; greeters Joyce Bettencourt, Kathy Bullard, Abby Crawford, Babs and Gerry Doskos, Nina Hayes, Andrea Harris, Astrid Johansen, Linda Larkin, Ann Monroe–Baillargeon, Donna Paye, Kathy Perry, Helga Schramma, Nancy Thompson, Anna Whilby, and Karen Young; and musicians Bill and Sheila Church. All are blessed.

Nina Hayes, coordinator

Liturgical Assistants

Lectors, Chalice bearers, Acolytes and Crucifers are lay people who assist and participate in the worship service. Currently, St. James has twelve Chalice bearers, sixteen Lectors, seventeen Acolytes and Crucifers. The number of Lectors, Acolytes and Crucifers is a matter of volunteers, those who are willing to serve in these roles. The position of Chalice bearer is slightly different from the other liturgical assistants in that they are licensed by the diocese and are chosen by the Rector. The people who serve in this position and the other liturgical positions are those who attend church services regularly, are active in the St James' community, have a specific interest in liturgy, and are knowledgeable of the Anglican tradition.

The lectors are often self-selected or are invited to read the lessons usually at the service they regularly attend. This year one new lector was added to this ministry; however there is always a need for more. There is no diocesan limit on the number of lectors nor do they have to be licensed. A very short training session is required for both Chalice bearers and Lectors.

Acolytes come from the youth of the Parish. Any youngster in fourth grade or above is welcome to attend the training sessions, which are usually held in the fall, or whenever one is needed throughout the year. After the training session he or she can begin to serve on the altar, usually paired with a more experienced acolyte. Crucifers are young people who continue to acolyte and also have the privilege of carrying the cross. At times some young people who have shown both the interest and the dedication have become Chalice Bearers and Lectors. Currently Mia Flynn is both Crucifer and a Lector.

St James is blessed with a dedicated group of people who participate in the liturgical life of the church, and who, by their presence make a significant contribution to the worship of every parishioner. Although they are visible to everyone on the Sundays they serve, their names are listed below so that their individual gift of service can be recognized.

Chalice Bearers

Wendy Allerton
 Sheila Church
 Tanny Clark
 Andrea Harris
 Jerry Hess
 Mimi Hostetter
 Jane Inrig
 Carol Kirkwood
 Gina Pines
 Judy Reardon
 Armen Slusarz
 Jim Thompson

Lectors

Deb Agrella
 Elizabeth Alligood
 Jay Buth
 Carol Calladine
 Tanny Clark
 Patricia Clark
 Felicia DeDominicis
 Mia Flynn
 Jay Hostetter
 Edgar King
 May Nevius
 John Newton
 Harriet Odium
 Michael Slusarz
 Grier Torrence
 Jessica Watkin

Acolytes & Crucifers

Drew Alligood
 Bruce Baldwin
 Nick Baldwin
 Charlotte Buth
 Emma Buth
 Wyatt Chambers
 Mia Flynn
 Mitchell Guglielmo
 Lindsay Hillemeir
 Carolyn Ives
 Emma Kate Johansen
 Elle Lansing
 Vanessa Reynolds
 Chloe Roberts
 Olivia Roberts
 Henry Root
 Nicholas Tuttle

Faithfully submitted,
Mimi Hostetter

Music Ministry

This year the choir experienced some changes in personnel and provided music for new services, all the while glorifying God with their wonderful music!

Rebecca de Almeida, who was the alto section leader for two years, has taken the position of Music Director at Church of the Good Shepherd, Hartford. We wish her well as she

continues to give her talents to the Church. We welcome Rachel Abrams as the new alto section leader.

Highlights from the past couple months include the choir's wonderful contributions during Advent Lessons and Carols and the late Christmas Eve service. This year was also the first in a great many where the choir provided music for an Evensong service. These services are extremely demanding and the choir performed superbly. Each choir member contributes a great amount of effort, musicality, and enthusiasm to every performance, which makes the choir program a very rewarding part of participating in St. James ministry. It's a blessing to work with such a fantastic group of people: Elizabeth Alligood, Betsy Bailey, Carol Calladine, Jim Clifford, Andrea Harris, Chandler Howard, Priscilla Jackson, Sally Levin, John Lubszewicz, Skip Mason, Dona Waugh, and section leader, Rachel Abrams

Blake Hansen, Director of Music

Nominating Committee

Following are brief bios for the three nominated candidates to Vestry for 3-year terms ending January 2019.

Chris Roach: Chris is a Senior Director in Aetna's Finance & Treasury Department. Prior to joining Aetna eight years ago, he worked at a number of financial service companies including Moody's, Townsend & Schupp, Phoenix Life, and Travelers. Chris currently lives in West Hartford with his wife, Kathy, and their two sons, Ben (13) and Matt (11). Chris and Kathy first started attending St. James in 1995 and returned back to the Church in 2008 after living in New York for several years. In his free time, Chris enjoys running and cross country skiing with his family.

William (Bill) Raymond: William "Bill" Raymond was born in Washington, DC to parents who were vaudeville performers in the years before and after WWI. Bill's father, an outstanding tenor, continued to sing around DC at churches and other venues and was a "limited" member of the Gridiron Club, famous for their skits skewering the politicians and personalities of the day. Bill's mother, Mildred, assisted Eleanor Roosevelt (yes, that one!) prepare for White House dinners for the Gridiron Club.

Bill, after graduating from the University of Maryland, was commissioned in the USAF and proudly served his country. He married his life partner, Frances, and they raised a son and six daughters. One of Bill's daughters works for NASA and several are doctors. Bill himself worked in public relations and marketing for a number of different companies, eventually coming to Farmington in 1981 to continue his work with the U.S. Chamber of Commerce. Bill has served on the Farmington Town Council and the Republican Town Committee. Bill is a life-long Episcopalian who came to us at St. James several years ago, following the passing of his beloved wife, Frances.

John Smith: When Father George approached me regarding if I had an interest in serving on the St. James Vestry I had several misgivings but indicated that I would give the idea serious thought and prayer. However, folks my age do have the advantage of having an idea of what may be the correct course to pursue. However, one does have to be cognizant of current trends and futuristic ideas. The fact that I rely on my several grandchildren, ages 3-13, to

thirteen, to tutor me on the workings of my cell phone, tablet and laptop does not necessarily mean that I have nothing to offer. Therefore, I have indicated that I would like to serve in some capacity if the opportunity becomes available.

I am a life-long resident of Bristol, CT I was raised in the Episcopal faith. As a youth, I attended an Episcopal Church Camp in New Hampshire and completed the final three years of my secondary school education at the Lenox School in MA, an Episcopal college preparatory school. Additionally, as I reflect I am certain my approach to Christianity was instilled early on as my parents were active in their service to God and the Church—such was driven more by my mother as her father, The Reverend John Francis George, served as an Episcopal priest for 45 years retiring in 1925.

My previous parish experiences were at Trinity Church and St. John's Parish in Bristol having served as a vestry person and warden in both. However, my wife, Mary, and I began searching for a new parish. Eventually we found our way to St. James where we both feel quite comfortable practicing our Christian Faith.

I began my career as a teacher of English and was eventually the Assistant Superintendent of Schools in Bristol Public Schools for twenty years. I later became Senior Vice President, Bristol Hospital and Care Group, then ending my career as a consultant.

In addition, **Jessica Watkin** is nominated as our new Clerk: A Connecticut native, Jessica grew up at Bethany Lutheran Church in West Hartford, where she served on the Board of Stewardship. She left her first career as an actuary to become a math and statistics teacher at Kent School in Kent, CT, and there became familiar with the Episcopal Church during the three-times-weekly chapel services the students and faculty attended. In 2010, a move to Farmington brought her and her family – husband Chris, Joseph (9) and Katherine (6) – to St. James. Jessica is the Academic Dean at Miss Porter's School and enjoys quilting, cooking, and reading in her free time.

Office Volunteers

In addition to all those already mentioned in the Annual Report, thanks to Betsy Bailey, Ingimar Bjarnason, Christine Bogino, Alissa Buth, Andrea Harris, Nina Hayes, Mimi Hostetter, Jane Inrig, Astrid Johansen, Cathie Martin, Kaye Robertson, Joan Sussler, Rebecca Tuttle, and Karen Young for their on-call assistance in the parish office during the year. These volunteers covered phones, folded bulletins, assembled the monthly *Epistle* for mailing, and accomplished any other assorted office tasks that were handed to them. Thank you all!

Outreach Ministry

Current Active Outreach Committee Members are:

Deb Agrella	Neil Clark	Harriet Odlum	Tracey Roberts
Kathy Bullard	Nancy Clifford	Donna Paye	Armen Michalak Slusarz
Carol Calladine	Mark Dudzik	Barbara Preneta	Michael Slusarz
Sheila Church	Andrea Harris	Ed Preneta	Jessica Watkin
Pat Clark	Barbara Hess	Bob Raupach	

Major Changes in 2015:

In February the Outreach Committee selected the Friendship Service Center in New Britain as our major local Outreach focus and the upcoming Mission Trip to the Dominican Republic as our International focus. Armen Slusarz agreed to be the lead person for the FSC and Father George will head up the Mission Trip to the DR Harriet Odlum stepped down as the Outreach Committee Chairperson in October and Sheila Church stepped up to take over this position. Harriet provided the Committee with an Outreach History along with her notebook and documents. If you would like to see this Outreach History document, please contact Sheila Church. Harriet is commended and we are forever thankful for her dedication and tireless efforts for Outreach at St. James.

Friendship Service Center – Armen Michalak–Slusarz

Jesus has called us to look beyond ourselves. On February 8, 2015, parish members convened for the Discernment Meeting and voted to select the Friendship Service Center, located in New Britain, as its focus for sustained mission, wherein the entire parish may become involved. *Below is a synopsis of the organization so it may be included in our records along with the record of our activities.*

- The Friendship Service Center (FSC) is a nonprofit organization that provides food for the hungry and shelter for the homeless. The FSC uses a three pronged approach: food and shelter are provided to all in need, there is a community outreach and support ministry, and they also provide permanent supportive housing. Their mission statement is, "to provide friendship and direct service to the poor and needy of Central Connecticut, including ownership and operation of housing for the poor."
- The Community Kitchen provides free hot lunches 5 days a week to those in need and also provides 3 meals a day seven days a week to shelter residents and former residents. There is an Emergency Shelter with 37 beds that offers laundry services. Each resident is assigned a service coordinator to develop an action plan. Services include counseling, crisis intervention, goal setting, housing assistance and referral service, e.g., substance abuse treatment, education, job training, child care, etc. There is a Transitional Living Program that ranges 6–24 months for 15 single, homeless adults. Five of the 15 rooms are designated for veterans.
- The Emergency Needs Homeless Prevention Ministry is a program that provides financial assistance and referrals. The PATH Homeless Outreach Program reaches out to the chronically homeless to bring them "inside" so the issues which prevent them from seeking help can be addressed.

●Permanent supportive housing is provided under a program called PEAK Housing. These apartments are scattered throughout the New Britain area and PEAK pays the rent while the participants pay a fee based on family income. Staff facilitates client/tenant relations so their needs are met and the client is afforded the opportunity for successful independent living in the community. Arch Street Housing consists of 21 one, two, and three bedroom apartments for once-homeless individuals and families who have overcome their challenges toward the goal of living independently in apartments of their own. This program provides case management services as well. Home at Last housing provides the chronically homeless, disabled adults to live in 10 apartments located in the New Britain area. These individuals have substance abuse and/or physical or mental issues, the most vulnerable population for chronic homelessness. Again case management services are provided to ensure they remain in stable housing as they work toward successful independent living in the community.

●**With all that said, what has been St. James' part in this?** Since February, we have participated in six events to support the FSC. A team of nine enthusiastic walkers created a team, The St. James' Heelers, to participate in the May 3rd Food Share Walk Against Hunger event. The team raised \$2,368.75 and \$1,895 of this went directly to the FSC. Well done team!! Thank you, Team leader Harriet Odlum, for your organization and leadership efforts for this worthwhile cause.

●We began to volunteer in the Community Kitchen. May 21st was our first day. We are committed to staff the kitchen with 5 volunteers every 3rd Thursday of the month. There have been approximately 24–28 volunteers throughout the year, 7 full-time and 20 part-time/substitute volunteers. Ed and Barb Preneta also led a group to volunteer on Christmas Eve. Altogether, approximately 1,100 lunches have been served by our volunteers for 2015.

●A FSC family was adopted by our church school children for Thanksgiving. The children and families provided a beautiful Thanksgiving Basket, replete with tablecloth and kitchen towels that contained over 25 items. Approximately 20 individuals participated in this service project. The basket was brought to the altar at the 10:15 service and blessed by Fr. George. Thank you to Linda Reynolds and Kathy Roach for helping our Youth in this meaningful endeavor.

●St. James invited members of the FSC to join us at our Annual Thanksgiving Potluck Dinner with Carol Calladine serving again as our most gracious Hostess, held on November 21st, as an opportunity for us to get to know each other better. Posters and a slide show of the FSC buildings and Community Kitchen, pamphlets and the Longest Night Luminaries, used to raise funds and awareness, were on hand for anyone interested in learning more about our new Mission.

●Sheila Church and I worked together on the Christmas Angel Tree which benefited the FSC Adopt a Family Wish List this year. We adopted 60 individuals, which included families. Parishioners were asked to select one or more ornaments, purchase an appropriate Christmas gift and return it to the Parish Hall with the ornament attached serving as a gift tag. Michael Slusarz, Roland Therrien and I gathered all of the gifts and delivered them to the FSC by December 17th! St. James provided approximately 90–100 items and/or gift cards to these individuals. Our parish was most generous once again and the Executive Director, Ellen Perkins and Community Relations Director, Barbara Lazarski with teary eyes and loving hugs, thanked us profusely. Approximately 45–50 individuals/families

participated in this event. Thank you, Sheila, for sharing your great organizational and computer talents! They brought us to new heights!

- Approximately \$140 was raised through the sale of Longest Night Luminarias provided by the FSC and used as a fundraiser for them. Fr. George invited the larger community to attend our first *Longest Night Service* on December 22nd. Our walkway was lined with 20 luminarias purchased for the event and shone as a symbol of hope on this unusually warm December night. The prayer service included a vigil and Holy Communion for not only homelessness but for anyone who struggles during the holiday season for any number of reasons.

- The Outreach Committee voted to give the FSC \$1,250 toward the purchase of a crib, its mattress and bedding. Any residual monies were designated for the purchase of mattresses and bedding needed for the shelter.

- I estimate that 76 individuals/families, across all age groups from St. James, have participated in support of the Friendship Service Center. I expect we will find new ways to become involved in their mission as we continue to develop and sustain our own ministry and mission, listening all the while for God voice and the Holy Spirit to lead us.

Farmington Food Pantry – Barbara Hess

The Farmington Food Pantry is a division of the Farmington Department of Social Services. All food recipients follow an application process and food is distributed only once a month to each client. St. James parishioners provide for the months of January and June as an ongoing project of the Outreach Committee. Food and monetary contributions may, of course, be made any time of the year and dropped off in the basket located in the Narthex as you enter the church. Our January and June food drives provided more than 408 pounds of non-perishable food. By the end of summer, we also donated \$385 as part of our support to our Farmington neighbors. Each month the food pantry distributes an average of 7,000 pounds of food to the nearly 200 families currently qualified to use the pantry.

Gifts of Love – PB&J Collection – Deb Agrella & Bob Raupach

Gifts of Love provides a backpack of food for their clients' families for the weekend, when school lunches are not available. Our Outreach ministry continues to supply them with peanut butter and jelly which can be brought to church on any given Sunday. Peanut butter and jelly must be in *plastic* jars as they will not send glass jars home in the children's backpacks. Please, bring in PB & J, leaving the jars in the labeled basket at the top of the stairs to the Parish Hall. Every few weeks, volunteers from our parish bring heavy bags containing peanut butter, jelly and individual fruit packets that, when combined with other food and drinks, help feed these children hearty meals.

Bishop's 5K for Kids & Kids' Field Day – Chris Roach

On Saturday, May 9th this event was held in West Hartford in support of the Bishops' Fund for Children. The Bishops' Fund for Children has made annual grants totally over \$150,000 to over 30 groups and projects targeting critical needs of high risk children and families. Grants have been directed to: small homes to shelter homeless mothers and children; summer school programs for severely deprived children; mentoring programs for teen moms with no stable adult in the family; Summer camperships providing role-modeling for low income youth; faith-based youth service projects; long-term peer support for children in

foster care; Christian Counseling Centers to strengthen family units; and much more. In July we sent the Bishop's Fund for Children a check for \$831. This came from our parish involvement in the Bishops' 5K, and included fees, sponsor donations, and our Outreach Missions 25% matching grant.

Picnic in the Park – Harriet Odlum

On Saturday, June 6th, St. James provided lunch in Bushnell Park for homeless or needy men, women and children. This program is run year-round by the diocese in order to provide a healthy meal on a day when no soup kitchens are open. A loyal group of St. James parishioners arrived at the church kitchen to make lunch bags to give out at Picnic in the Park, one of our ongoing outreach missions. They made and bagged 150 ham and turkey sandwiches, but when it was time to pack cookies and fruit, to our surprise we were short 75 cookies and 50 pieces of fruit (sign-up confusion?). A quick trip to the market could solve the cookie problem, but what about the fruit? One of our volunteers, a member of the administrative staff at Miss Porter's, suggested that the school might have extra fruit after holding graduation the day before. To our delight, the kitchen chef was willing, and boxes of apples, oranges and bananas quickly appeared. We had enough to give our 75 guests two or more pieces of fruit (they love fruit) and to send the remainder back to the cathedral for Sunday brunch. We felt doubly blessed – the joy of our community serving a picnic to grateful people on a glorious summer afternoon and the gratitude for the generosity of our neighbor, Miss Porter's School!

Thanksgiving baskets – Donna Paye & Deb Agrella

Each year, St. James Parish is incredibly generous, providing a full Thanksgiving dinner to 10 Farmington families who need a helping hand, especially at this time of year. The baskets, containing a turkey and all the fixings, were delivered to Farmington Community Services, and the staff there was extremely appreciative of what you all did.

Budget disbursement

The Outreach Committee met in November to decide on Budget disbursement. Those present and those that sent pre-meeting emails unanimously decided to keep \$1,898.35 in the budget which is available to carry over to next year and disburse the available \$3,615 which cannot be carried over to next year. The \$3,615 was disbursed as follows:

► Dominican Republic Project – \$1,250

To be used for next summer's St. James mission trip to the Dominican Republic

► American Friends of the Episcopal Diocese of Jerusalem – \$300

The American Friends of the Episcopal Diocese of Jerusalem (AFEDJ) is dedicated to building peace from the ground up by financially supporting education and healthcare available to all in the Holy Land and raising awareness in the United States. AFEDJ was founded in 1988 as an independent, nonpolitical 501(c)(3) organization. As a partner to the Episcopal Diocese of Jerusalem, AFEDJ is devoted to respect, human dignity, and the inherent value of each person. This year our funds are earmarked for schools and the St. James youth will be collecting money for the same organization which will be due in on St Nicholas Day (December 6th).

▶Traveler's Aid Fund – \$300

This fund is for Farmington area clergy used to help indigent folk who are passing through, homeless, stuck in Farmington and need a small amount of support (gas, food) which is given in the form of a gift card. This fund is getting very low, because its sole funding source is the Ecumenical Community Thanksgiving service held once a year. Attendance has been dropping and donations are small. These funds are used right here in Farmington.

▶Mothers United Against Violence – \$300

The Rev. Henry Brown, a passionate advocate for social justice and an end to violence, co-founded Mother's United Against Violence nearly 15 years ago to support communities and help combat violence in Hartford by organizing and praying fervently. Reverend Brown was our guest on October 4th and provided a very powerful service. Mothers United Against Violence is a grass roots organization dedicated to saving lives in our communities. This donation matches what we have already donated for Mothers United Against Violence for a total of \$600.

▶Friendship Service Center – \$1,250

The St. James Outreach Committee has embraced FSC this past year as our Outreach partner and strive to focus our time and talent towards helping FSC with their mission. This donation is to be earmarked for FSC's specific need for a crib & mattress.

▶Operation Fuel – \$215

Operation Fuel partners with communities, businesses, government and individuals to ensure people in need have access to year-round energy assistance.

Respectfully Submitted,
Sheila Church & Armen Michalak-Slusarz

St. Andrew's Guild

Our special thanks to the men who prepare and serve *First Sunday Breakfast* to us all during the church program year. They are also our go-to chefs for Celebration Sunday (September), Pentecost Picnic and Shrove Tuesday Pancake Supper: Jim Bolt, Mark Dudzik, Jerry Hess, Eric Johansen, Bill Lathrop, Ev Lyons, Skip Mason, John Newton, EJ Ososki and Ed Preneta.

Ushers

Please, thank the following ushers for their dependability in performing the many duties associated with this very important job over this past year:

Neil & Pat Clark, Mark & Donna Dudzik, Jerry & Barbara Hess, Eric & Jane Johansen, Edgar King, Everett & Kathy Lyons, David McFadden, Bob Raupach & Deb Agrella, Michael & Armen Slusarz, Roland Therrien, and Donna & James Wilkie.

While the primary tasks are to welcome parishioners and guests and to collect the offering, usher also have other responsibilities in support of our worship services.

Women of St James

The Women of St James is open to all women who attend St. James Parish and was formed to give women of the parish the opportunity to socialize and know each other better. A women's book group meets every other month to share light refreshments and discuss highlights of the chosen book. A very successful retreat took place in May at the Lodge at Camp Washington and another retreat is planned for May, 2016.

All women are welcome at the retreat and upcoming activities!

Coordinator, *Kathy Bullard*

Canonical Criteria for Legal Voting Membership in Parishes & Missions

1. Must be at least 16 years old.
2. Must be registered as a communicant in our parish, either by having been confirmed or received in St. James, or by having transferred as a communicant to St. James.
3. Must be a faithful attendant at the services of the church and must be a faithful contributor to its support for at least six months prior to the date of the parish meeting.
 - a. These facts are determined by the Vestry
 - b. National Canons State:

CANON 1.17

Members Sec 1 (1). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c) It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and received the laying on of hands by the Bishop at Baptism is to be considered for the purpose of this and all other Canons, as both baptized and confirmed; also, any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows, is to be considered for the purpose of this and all other Canons, as both baptized and confirmed; also,

any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered for the purpose of this and all other Canons, as both baptized and confirmed; and also, any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Communicants Sec. 2(a) All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purpose of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Communicants in good standing Sec 3. All communicants of this Church, who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.