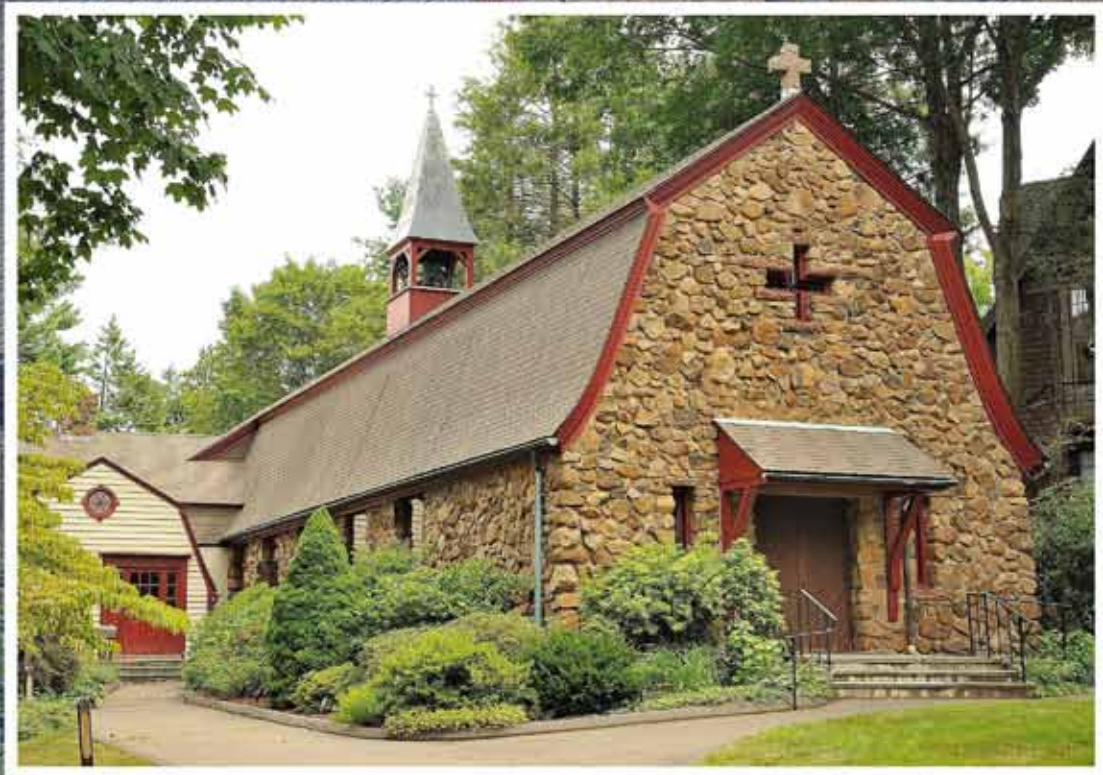


St. James Parish

Farmington, CT



Parish Profile 2011



*"I feel a strong sense of
shared spiritual journey with
many of the parishioners."*

ST. JAMES PARISH PROFILE

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MISSION STATEMENT

We Welcome All To Worship And Nurture Spiritual Growth
Through Faith, Grace And Reason.

We Reach Out To Those In Need As A Caring Community
And Live Christ's Teaching To Love One Another.



SEARCH COMMITTEE PRAYER

Dear Lord,
as humble followers in your Son Jesus Christ's footsteps,
with discerning hearts and minds,
we have prayed for your enduring wisdom
in hearing and reading the words of our fellow parishioners.
In keeping with this same power of the Holy Spirit,
we ask for your continued direction in seeking our next Rector,
one who may not only be an instrument of your Peace in preaching your Gospel,
but who may also teach us your holy purpose,
lead us and our children closer to you,
and guide us along the future paths that you have chosen for us.
Through your divine favor,
we further ask that our next Rector reveal with clear-eyed purpose
the joy of openly sharing together with the wider community
in the spirit of your loving kindness to all people.
Amen.

SEARCH COMMITTEE STATEMENT

The Search Committee seeks to develop a bond of confidence and oneness as a group agreeing on the procedures to be followed in its work. We affirm our desire to promote respect and tolerance for the integrity of each other's beliefs and ideas. This desire arises not only from our common humanity, but also from our being people of faith and prayer. We acknowledge our priority upon prayer. We agree to engage in intercessory prayer one for another and to begin and end each meeting in unhurried group intercessions, seeking the wisdom of God and the Holy Spirit's initiative and guidance in every step of our work.

INTRODUCTION

The following material has been assembled under the direction of the Search Committee with the cooperation and support of the Vestry. Its preparation has included the general membership of the parish in some of the planning sessions. It may be assumed with reasonable confidence that this document accurately reflects how we, the members of St. James Parish, view our community, ourselves, and our future.

Note: The marginal quotations are from the Telling our Story session and the Parish Survey.

GOALS AND EXPECTATIONS



1. Preaching

Goal – to expand our spiritual horizons by challenging and energizing our daily lives through the Word of the Lord.

Clergy expectation – to enlighten and inform the hearts, souls, and minds of our parish in finding new ways to care for each other along with the larger community, and to guide us on our spiritual journey.

2. Ministry with Youth

Goal – to have our youth involved in the life and ministry of the church, and to have lay leaders trained and motivated to work enthusiastically with our youth.

Clergy expectation – to continue the clergy rapport with our youth, and to work with our lay leadership to develop and administer a robust, Christian-centered youth program that will foster a deepening concern for the needs of our community.

3. Pastoral Care

Goal – to create a strong pastoral ministry that nurtures caring within the community of faith and provides pastoral responses to life issues within the parish.

Clergy expectation – to possess the skills and initiative to respond to pastoral needs within the parish as a matter of course, and to develop that ministry in others, with the understanding that a conscientious effort is required in order to come to know individual families and minister to their needs.

4. Church Growth and Development

Goal – to grow our congregation by seeking new avenues of development which not only feature a joyous sharing of time, treasure and talent, but which also engender an enthusiastic approach to inviting new members while retaining relationships fostered over time with existing parishioners.

Clergy expectation – to help us in three essential ways: initially, in spreading the Word of God, thus leading to the growth of our parish family and deepening our appreciation of God's gifts to us; secondly, in encouraging the proper use of time, talent and resources to support the parish; thirdly, in creating a lasting bond between St. James Parish and the local community.

What the new rector can expect from us:

Our new rector will find a group of dedicated parishioners who unconditionally love and consistently work for St. James Parish. We are a parish that is willing to trust new leadership to guide us in accomplishing our goals, to help us expand and strengthen our spiritual practices in order to reach outward to our community at large. We are a parish that wants to be empowered in our ministries to include hospitality, outreach, fellowship, youth and children's programs, and music ministry.

St. James is a closely-knit parish of community-loving people who enjoy fellowship. Each week after church we come together for coffee hour. Our parish also holds regularly scheduled events throughout the year, including picnics, potlucks, games nights, etc. All of us work, pray and play together. All of us will welcome the new rector who will be chosen for this parish.

While our awareness of finances is ever present, the parish is not encumbered with financial debt. A modest endowment fund continues to grow each year. With attention to our budget and promotion of stewardship, we will assist our new rector in keeping the parish financially solvent.

We honor our history and traditions of worship, but we are ready to let the Holy Spirit guide us in exploring those changes which reflect the needs and desires of our community. We will embrace your experiences and ideas as yet unknown to us, and we will be respectful and nurturing of alternative forms of worship.

FARMINGTON VALLEY



St. James Parish lies in central Connecticut in the Town of Farmington, which includes the village of Farmington and the village of Unionville. The Town Offices and the Farmington High School are both in the Unionville area that comprises the western part of the town. As part of Hartford County, Farmington is approximately 20 minutes west of the city of Hartford, 2 1/4 hours from New York City and Boston, less than an hour from Connecticut's shoreline, and two or three hours from the mountains of Vermont and New Hampshire. In addition to Farmington (population 25,000), the parish draws members from the nearby towns of Avon (population 18,000) and Simsbury (population 23,000). These towns possess the quaint, small-town character that is unique to New England.

The parish itself is located within the Farmington Historic District in the area known as the "Village." The parish property is surrounded by Miss Porter's School and is within walking distance of the Barney Library, the Stanley-Whitman Museum, the Hill-Stead Museum and the Farmington Country Club. In the mid-nineteenth century a number of homes in the area provided "safe houses" for slaves on the Underground Railroad.

Miss Porter's School, which occupies much of the Village center, has long been one of the most selective preparatory schools for girls in the country. Famous alumnae include Jacqueline Kennedy Onassis and members of the Bush, Vanderbilt, and Rockefeller families.

Within a short walk up Mountain Road, the Hill-Stead Museum commands a panoramic view of the surrounding countryside. The estate was designed by Theodate Pope Riddle, one of America's first women architects. As a museum, it holds a nationally-recognized collection of Impressionist paintings by such famous artists as Manet, Monet, Whistler, Degas and Cassatt. The museum grounds contain beautiful gardens that are the setting for the annual Sunken Garden Poetry Festival that takes place each summer.

The scenic Farmington River divides the Village from open farmland to the west and flows northerly through Avon and Simsbury. The river offers excellent opportunities for canoeing, kayaking and fly fishing. The Farmington River Trail, located along an abandoned railroad right-of-way and with numerous views of the Farmington River, provides miles of paved walking and bicycle trails. It is part of the Connecticut Greenway trail system that follows the route of the old Farmington Canal running from Long Island Sound to the state's border with Massachusetts.

To the northwest of the Village lies the Tunxis Plantation Country Club, a public golf course that stretches along the banks of the Farmington River near Winding Trails. Winding Trails is a private recreation area that contains Dunning Lake and acres of athletic fields and woodlands. The grounds of this spacious facility encompass a summer camp with swimming, boating, hiking and tennis in the summer, and cross-country skiing and skating in the winter.

Farmington is also home to the University of Connecticut Health Center, which houses the John Dempsey Hospital and the University of Connecticut Schools of Medicine and Dental Medicine.

The Farmington Valley public schools are consistently rated among the best in Connecticut and the United States. A recent study prepared by Connecticut Magazine lists Avon (#3), Farmington (#8), and Simsbury (#9), among the top school systems in the state. Rankings are based on Connecticut Mastery Test and SAT scores, as well as the percentage of high school graduates attending college. In addition to Miss Porter's, other private high schools in the area include the Ethel Walker School and Westminster School in Simsbury, and Avon Old Farms School in Avon.

PARISH HISTORY



The Episcopal Church was slow in coming to Farmington. Ever since the town was settled in 1640, Farmington's residents have been drawn to the Congregational Church. It was not until 1873 that St. James Parish was formed under the leadership of The Reverend Edward Brown, Rector of Christ Church, Unionville, and Charles Whitman, a Farmington innkeeper. The first services were held in a local schoolhouse. A year later, the St. James congregation made a chapel for itself over a grocery store and post office on Main Street near Mill Lane. Services were held at this chapel until 1898, when the present stone church at 3 Mountain Road was completed.

Since its founding, St. James has had more than twenty rectors. Six out of the last seven of these rectors have served at least ten years since 1908. Our most recent rector, the Reverend Jeffrey Dugan, joined St. James in 1990, and was an excellent preacher, a person with community outreach, and the initiator of the Music at St. James Concert Series and two well-received adult education programs: Education for Ministry, and Living the Question. Over the last four years Father Dugan had two major health issues that limited his ability to serve in a full capacity. As a result, in May of 2010 he resigned and took early retirement.

Although parishioners hoped and prayed for Father Dugan's full return, the extended period of uncertainty led to a quiescent period. Since the arrival of our Interim Rector, Hope Eakins, and William Eakins, Associate Interim Rector, the church has become more vibrant. In 2010, average attendance at Sunday services and church school has doubled and 27 new people have transferred in. This prayerful and faithful parish is now poised for the future as it is joined by a new rector.

"Beautiful location within a sheltered community conveys feeling of safety and permanence to values."

BUILDINGS AND GROUNDS



Nestled within Farmington Village, St. James Parish is framed by the stately nineteenth-century residential and classroom buildings belonging to Miss Porter's School. With entrances on either side, the church building proper was designed and largely built by Henry Mason and his father Charles, whose descendants are active parishioners. Henry Mason also made the wooden altar, rood screen, and lectern using apple wood from his own property.

Completed in 1898, the exterior of the church is composed of local field stone, and its interior is distinguished by cedar beams in the style of an inverted ship's hull. Another unique feature of the interior is a towering representation of Jesus calling the fishermen James and John. Known as the Brandegee Fresco and painted in 1910, this extraordinary scene fills the entire front wall behind the altar. Robert Brandegee was a generous and public-spirited man who saw art as belonging to all the people. His landscapes reflect his love of rambling in the Farmington area, and his portraits are many and familiar.

The church seats 250 persons utilizing the main floor and balcony. Dating from the enlargement of the chancel and the addition of an organ loft in 1910, the church was further expanded by an administrative wing in 1939. Significant growth occurred in 1957 when a belfry along with a connecting wing were added, with a large room for parish meetings and activities, a kitchen, library and lounge, six classrooms, including the Children's Chapel, four offices, and a choir room. The church buildings are air-conditioned and have been upgraded to meet building code requirements for safety and for handicapped access to the nave and parish hall. Parking continues to be a problem because of restricted space around the church. In front, there is limited parking on Mountain Road on Sundays and also across the street at the local elementary school during off hours.

St. James Churchyard

Adjacent to the front patio is a tree-shaded area divided into two sections that is designated as St. James Churchyard. Approved in 1971 by the vestry for the committal of the cremated remains of deceased persons, the first section is a garden without permanent containers or markers. The second section is a courtyard that holds permanent containers with fieldstone markers. To commemorate all of these persons, there is a board of brass plates mounted inside the door leading to the patio.

The Rectory

Less than a mile from the parish, the Rectory on Diamond Glen is a two-storey colonial style residence built in 1977, and owned by the parish since then. The residence has 4 bedrooms, a living room, dining room, kitchen, large family room, and 2 ½ baths. There is also an office/study in a finished walk-out basement. There are brick fireplaces in the living and family rooms. The rectory has a total of 2,384 square feet of living area on the first and second floors, and was assessed at a fair market value of \$451,560 in October of 2007. The disposition of the Rectory is dependent upon the candidate's preference. Other housing arrangements are negotiable.

Organ and Pianos

Especially chosen for the size of the church, the organ is an electro-pneumatic instrument that was built in 1975 by Casavant Frères, in Saint Hyacinthe, Québec, Canada. The organ contains 20 stops along with 29 ranks and is maintained in excellent condition.

The church owns two pianos, an upright Hamilton in the Children's Chapel and an 1885 Steinway baby grand in the Sanctuary. The Steinway was completely rebuilt in 2004, just prior to being acquired by St. James Parish in 2005, so that it now meets the very highest concert standards. It is often played at 10 o'clock services to accompany the choir and is frequently used for special concerts and student recitals. The church also has a music library of choral works, including most of the familiar pieces, besides other less familiar selections from a wide range of times and places. The music library is being constantly updated with the addition of new choral selections.

TELLING OUR STORY



On the Sunday afternoon of October 3, 2010, our Search Committee met with approximately 80 St. James members in the parish hall from 4 to 8 p.m. to share and learn about the history of our parish. We were joined by Ian Douglas (Connecticut Presiding Bishop), Erik Larsen (Canon for Transition Ministry), Hope and Bill Eakins (our Interim Rectors), and Bob Osborne (Search Committee Consultant). After brief remarks from Bishop Douglas and Canon Larsen, Bob Osborne explained the process we would use to "tell our stories." Members were then assigned to tables according to the decades in which they arrived at St. James, where they discussed and recorded on newsprint what was happening in the life of the parish during the decade they represented. After breaking for a light supper, each group shared its findings with the entire assembly. During the next few weeks, our committee reviewed the reports from each of the decade groups and prepared a summary of the common themes, some of which are highlighted throughout this Profile.

WORSHIP



"The church...seems to wrap its arms around you in love and warmth."

Our common worship of Almighty God is what knits St. James's parishioners together into a community. Through our worship we are shaped as the people of God, nurtured to serve God in the world, and called to spread the Good News of God in Jesus Christ.

Worship at St. James is corporate, liturgical, and sacramental: corporate because the community comes together to worship God publicly; liturgical because our rituals are not wholly spontaneous but ordered and derived from early Christian practice; sacramental because we believe God acts in history and touches our lives through the gifts of God's creation.

The primary worship books of St. James are the 1979 Book of Common Prayer (BCP) and The Hymnal 1982. Our Scripture readings are appointed in the Revised Common Lectionary. In praising God we employ all our senses by using bread and wine, gestures, flowers, music, the liturgical colors of vestments and hangings, and incense on festival days.

At St. James, liturgical practice includes a variety of customs. Worshipers are free to do what feels comfortable and appropriate for them. Some people make the sign of the cross and kneel at various times in the services and others do not. The congregation is encouraged to be silent during the musical preludes in order to prepare for worship.

Those who would like to have special petitions and thanksgivings read aloud during the intercessions may call the parish office with their requests; all are encouraged to add their voice during the Prayers of the People.

The Holy Eucharist is the focus of our worship at St. James. It is "the Sacrament commanded by Christ for the continual remembrance of His life, death, and resurrection. The benefits we receive in the Lord's Supper are the forgiveness of our sins, the strengthening of our union with Christ and one another, and the foretaste of the heavenly banquet" (BCP).

Rite I is observed on Sunday Mornings at 8 a.m., and Rite II is followed on Sundays at 10 a.m. The parish choir and music are an integral part of worship at the 10 a.m. service. During the summer months, there is one combined service at 9 a.m. Our clergy are assisted during our worship services by a dedicated group of laity including acolytes and crucifer, together with chalice ministers, lectors and ushers.

In addition to Sunday morning services, healing services are held each Wednesday at the 12:00 noon Eucharist. During Holy Week, a Maundy Thursday Service is held, followed the next day by a Good Friday Ecumenical Service with participation of several local clergy. During the Christmas season, St. James holds its popular Lessons and Carols Service, a Christmas Eve Pageant at 4 p.m., and a Christmas Eve Music and Eucharist Service at 10 p.m.

MUSIC

"The music program is an ongoing source of satisfaction and fulfillment."



St. James Parish embraces music as a major complement to our worship, both during regular services and during special services. The choir, led by Rodrigo Queiroz, a doctoral candidate at the University of Connecticut, has a steady membership of 15-18 voices, with paid section leaders for the alto and tenor sections. Under Rodrigo's leadership, the number of choristers and the quality of the musicianship has greatly increased.

Our service music is enhanced by an excellent organ and baby grand piano, allowing us to enjoy a great variety of works. Professional instrumentalists are hired for major holidays and other special services. We also welcome parishioners with musical skills to perform before and during services.

Each year our Concert Committee has been able to draw upon talent from both the Hartt School of Music and other local sources to present a concert series called Music at St. James, featuring internationally renowned musicians. The Music at St. James series is now celebrating its tenth year, with 4 concerts a year, usually on Sunday afternoons, with a reception following the concert. This concert series is one of the ways we share our beautiful building and its excellent acoustics with the public.

The 2010-2011 season included the following artists and programs:

Rodrigo Queiroz	Piano Recital featuring works by Chopin, Debussy and Schumann
Patricia Guadagnoli	Piano Recital featuring works by Beethoven, Chopin and Scarlatti
Luiz deMoura Castro and Bridget deMoura Castro	Both renowned concert pianists, featuring works by Schubert, Beethoven and Schumann, and Nathaniel Baker narrating "The Sad Monk," a melodrama by Franz Liszt.
Susan and Craig Hart	Susan, a pianist, vocal coach, and assistant conductor for many opera companies, and Craig, a singer on both operatic and concert stages, performing operatic, spiritual and contemporary music.

"...classes that stimulate my thinking and my faith."

CHRISTIAN EDUCATION



Sunday School: Christian Education for pre-kindergarten through grade 6 is held each Sunday at 9:45 a.m. The children join their parents in church for the Holy Communion. On the second Sunday of the month, children worship in their own chapel which has a beautifully crafted small scale version of the church altar. In addition, children serve as crucifers, acolytes, lectors, and intercessors in this service. Children's worship on these Sundays is led by one of the clergy; the sermon is a flannel board teaching of a Bible story.

Our Church School uses a Bible-based Curriculum to teach our children about the Christian faith. Team teachers split class coverage to fit their schedules.

Adult Discussion Group: St. James Parish has an adult education series held between the 8 and 10 a.m. services to challenge and educate our adult members.

Education for Ministry: A number of members of our parish have completed this four-year course in theology between 1998 and 2002. Some parishioners are interested in restarting this program.

LAY MINISTRY



In addition to our laity who participate in our Sunday worship services (acolytes, chalice ministers, lectors and ushers), St. James Parish also has a dedicated core of laity that serves in two other ministries, Care Ministry and the Convalescent Home Ministry.

The Care Ministry, as the need or occasion arises, sends birthday and occasion (get well, sympathy, baptism, confirmation, marriage) cards to members; provides meals for parishioners who have a temporary need for assistance, such as while recovering from surgery; calls and/or visits shut-ins; knits and distributes prayer shawls; and coordinates rides to church for parishioners who do not drive. The various levels of caring demonstrated by these volunteers engender a sense of connectedness among St. James parishioners.

The Convalescent Home ministry conducts a worship service for the residents of Amberwoods Convalescent Home on the second Sunday of each month from September through June. This well-established service is adapted from the BCP Morning Prayer and includes hymns, scripture readings, and a homily given by a leader. From time to time a special poem or picture storybook is read; sometimes music, art, or a special talent is shared; and on occasions the Sunday school children visit. Volunteers help the residents keep their places in the service booklets and encourage participation in the service. This simple service is meaningful to both the residents and to the St. James volunteers and is a ministry in the truest sense of the word.

The St. Andrew's Guild consists of a group of parish men who provide a monthly breakfast between our two Sunday services. In addition, on Shrove Tuesday they serve a pancake supper that has been held at the parish for more than fifty years. These are times for fellowship and fun as the men work together to feed the hungry folk who attend.

OUTREACH



*"...people helping others
without being asked
to do anything."*

St. James mission and outreach activities currently emphasize evangelism through service. We support a number of activities with budgeted and unbudgeted financial resources, in-kind donations, and many hours of volunteer time. Our primary outreach activities benefit the following organizations:

Farmington Food Pantry

Non-perishable food items were collected throughout the year, with St. James Parish having primary responsibility for supplying food during the months of January and June. Cash donations totaling \$675 were also collected to buy perishable items. In addition, fresh produce was gathered from our own church garden and delivered to the Food Pantry during the growing season.

Gifts of Love

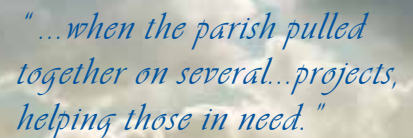
Gifts of Love provides basic needs such as food, clothing, furniture, household items, and energy assistance to people who have fallen on hard times in the Greater Hartford area. Our parish collected and donated warm clothing for children and adults in February, personal items such as soaps, razors and shampoo in May. Warm clothing that remained at the end of the rummage sale was delivered in October, and 24 backpacks filled with school supplies were given to the Gifts of Love in November.

South Park Inn

South Park Inn was formed in order to assist homeless people and advocate for solutions to homelessness in the Greater Hartford area. Its Emergency Shelter houses up to 150 men, women and children that find themselves homeless for a number of reasons. Our parish collected and donated new twin sheets and towels and personal toiletries for the South Park Inn residents. Along with the help of the Church School Children, members of the Outreach Committee assembled Easter baskets containing games, books, candy, stuffed animals and personal items and donated 12 of these baskets to the children of the clients of the South Park Inn.

Salvation Army Shelter

On a weekly basis, a St. James parishioner picks up and delivers to the Salvation Army Shelter in New Britain approximately 250 loaves of bread donated by a local bakery. In addition, 6 of the Easter baskets assembled by the Church School children were donated to the Salvation Army Shelter.



"...when the parish pulled together on several...projects, helping those in need."

Saturday in the Park, sponsored by the Cathedral

On the last Saturday in August, St. James Parish participated in a program sponsored by the Episcopal Cathedral to feed the homeless in Bushnell Park in Hartford. More than 38 people/couples supplied sandwich makings, fruit, chips, cookies, water, and paper supplies. An additional 15 people came to St. James to make more than 200 sandwiches and pack them in brown lunch bags. Four fully-loaded cars took the bagged lunches, together with the water and fruit for distribution among many people of all ages. Along with food and supplies, \$150 was donated to help defray expenses. In addition, St. James Parish donated sweatshirts and pants that were unsold after the fall rummage sale to the Cathedral Homeless Shelter.

The Hartford Interval House

The Hartford Interval House is an organization dedicated to providing services to prevent and break the cycle of family and intimate partner abuse by providing shelter and support services for battered women and children. In October, 8 bags of good children's clothing and a box of shoes that were unsold after the fall rummage sale were delivered to the Interval House. In December, we donated Christmas gifts to 42 children and 31 mothers through the generosity of the congregation who participated in the "Angel Tree" project for this organization.

Grace Academy

Grace Academy is an independent school dedicated to providing a quality, tuition-free education to girls of all faiths from low-income families residing in Hartford's inner city neighborhoods. At the December St. Andrew's Guild breakfast, we collected \$175 and 2 large bags of breakfast foods that were delivered to this girls' school in Hartford. We are continuing to support this newly-established school one week per month with the donation of breakfast foods donated by those who attend the monthly St. Andrew's Guild breakfast.

Farmington Social Services

Each Thanksgiving season our parish provides ten families with turkeys and all the trimmings so that needy families in the Farmington area can enjoy a Thanksgiving dinner. Several of our youth and Outreach committee members helped assemble the baskets.

Statewide Outreach

Each year the Connecticut Bishop's Fund for Children holds a Run/Walk fundraising event. A small team from St. James participated in this event.

International Outreach

As she has done many times over the last 10 years, Judy Reardon, a trained nurse and St. James parishioner, goes on organized medical mission trips to troubled areas throughout the world. In 2010, she went to Haiti. Our Outreach Committee makes special appeals for funds to help her defray the costs of these trips. The sum of \$1,079 was donated for her trip to Haiti.

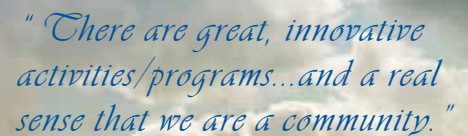
Lillydale

The Lillydale Literacy Project, Inc., is a non-profit organization committed to improving English literacy by providing training for primary school teachers in a rural area of Limpopo Province, South Africa. This organization was started 10 years ago by St. James parishioners, Charlie and Toby Milner. They continue to travel to South Africa 2 to 3 times each year to support the growth of this organization which has now trained over 200 teachers. St. James supports Lillydale through direct contributions from parishioners as well as through the sale of ornamental animals made by the women of the Lillydale area and winter centerpieces made by the St. James Church School. Approximately \$2,300 was raised and donated to this organization in 2010.

FINANCIAL STEWARDSHIP

Like many churches, St. James Parish's financial results have been impacted over the last few years by the economic climate of the country. The drop in the financial markets in the last quarter of 2008 and the first quarter of 2009 had a relatively minor impact on 2009 pledges; however, this crisis had a major effect on the St. James Operations Reserve Funds. As the economy started its turnaround in the latter half of 2009, the parish's investments improved, and parishioners responded with increased giving in 2010 and a significant increase in pledges in 2011.

In addition to the economy, our financial picture has also been keenly marked by the parish's response to its rector's accident in April 2009 that eventually resulted in his retirement and our current search for a new rector. Although expenses increased slightly in 2009 as the parish paid for supply clergy, they were offset somewhat by disability insurance proceeds. Expenses decreased significantly after the rector retired in 2010 and our interim rector and associate came on board at lower levels of compensation. These lower expenses have also been reflected in the 2011 budget for the first three quarters of the year.



"There are great, innovative activities/programs...and a real sense that we are a community."

St. James Parish Statement of Income & Expenses	Actual	Actual	Actual	Budget
	2008	2009	2010	2011
INCOME				
Pledges	\$212,149	\$210,114	\$221,463	\$240,000
- % of annual expenses	75%	71%	82%	86%
Offerings & Gifts	\$2,935	\$3,508	\$6,051	\$3,500
Fund Raisers	\$10,179	\$8,327	\$6,383	\$8,000
Invested Funds Income	\$24,785	\$15,221	\$13,562	\$13,000
Other Income	\$1,609	\$1,284	\$2,049	\$1,775
Total Income	\$251,657	\$238,454	\$249,508	\$266,275
Annual % Changes	-0.3%	-5.2%	4.6%	6.7%
Expenses				
Salaries & Benefits	\$174,487	\$185,558	\$150,632	\$149,280
Church Property Exp.	\$44,180	\$46,450	\$44,829	\$48,144
Rectory Expenses	\$8,395	\$8,655	\$8,428	\$7,450
Supplies	\$13,053	\$13,126	\$17,766	\$15,550
Music Expenses	\$7,629	\$7,637	\$10,119	\$10,700
Mission & Outreach	\$33,161	\$32,936	\$31,921	\$34,508
Other Expenses (Incl. Search Comm. Exp.)	\$1,999	\$1,692	\$5,743	\$13,425
Total Expenses	\$282,904	\$296,054	\$269,438	\$279,057
Annual % Changes	-4%	5%	-9%	4%
Deficit (covered by Operations Reserve Fund principal)	\$(31,247)	\$(57,600)	\$(19,930)	\$(12,782)
- as a % of Income	-12%	-24%	-8%	-5%
- as a % of Average Fund Balances	-4%	-9%	-3%	-1%

As shown in the above Statement of Income and Expenses, parishioner pledges are the major source of income, covering over 70% of annual expenses in 2009, improving to 82% in 2010, and with a continuing improvement to 85% in the 2011 budget. The next largest source is Invested Funds Income, consisting of mutual fund dividends received from the Operations Reserve Fund investments. Principal from these mutual fund investments have been used since 2004 to cover the annual deficits incurred when expenses exceeded total income. In 2010, the combined investment income and principal transferred to the operating account totaled 20% of annual expenses and represented 8% of the average Funds balances. St. James Parish's Finance Committee has set a goal to reduce the payout from these investments to no more than 5%, the projected long-term earnings rate of the Reserve Fund investments.

Prior to preparing the budget for 2011, the parish initiated an Every Member Canvas in order to reverse the last 3-year declining trend in the number of pledging units and the increasing use of investment funds to offset annual deficits. The theme of the Canvas was "Laying a Strong Foundation" based on the need to build a firm financial foundation prior to the calling of a new rector. This canvas was very successful, resulting in a 19% increase in both the number of pledging units and the annual pledged amount.

The importance of making an annual pledge was also supported by the results of our parish survey in which over 85% indicated it was either “very” or “quite” important.

Similar percentages of importance were also indicated for “Giving my time and talent” and “Understanding how my financial contributions are used.” We believe that these survey responses and our Every Member Canvas results are all strong indications that St. James Parish is well on its way to “Laying a Strong Foundation” for the future.

St. James Parish				
Pledges for the Year 2011	No. of Pledging Units	Annual Amount	Average Per Unit	Median Pledge
1st Quartile	28	\$141,770	\$5,063	\$4,500
2nd Quartile	28	\$46,374	\$1,656	\$1,700
3rd Quartile	28	\$29,640	\$1,059	\$1,040
4th Quartile	27	\$12,188	\$451	\$500
Total Pledges	111	\$229,972	\$2,072	\$1,300
Total Pledged in 2010	93	\$193,938	\$2,085	
2011 Pledged vs. 2010	19%	19%	-1%	

The distribution of pledge amounts for 2011 (not too dissimilar from 2010) is shown in the above chart. As indicated in this chart, there is a relatively large gap between the median pledges within each quartile. With current plans under-way to provide more education on how financial contributions are used and to get our newer members more involved in the parish ministries, programs, and activities, we believe that our parishioners will move their annual giving up to the higher quartiles, and help the parish support its ministry without depleting its endowment funds.

St. James Parish				
Operations Reserve & Legacy Funds	2008	2009	2010	2011 (YTD)
Principal transferred (from) Funds	(\$30,000)	(\$60,000)	(\$41,487)	
Dividends (from) funds - included in Income Stmt	(\$24,785)	(\$15,221)	(\$13,562)	
Total transferred to Operating Account	(\$54,785)	(\$75,221)	(\$55,049)	
- % of annual expenses	-19%	-25%	-20%	
- % of Beg. Fund Balance	-6%	-12%	-8%	
Principal Contributed to Funds	\$100,000	\$0	\$6,487	\$257,144
Gains (Losses) plus Dividends incl. in Income	(\$282,829)	\$158,123	\$83,145	\$25,511
% of Beg. Fund Balance	-33%	26%	12%	4%
Ending Balance of Funds	\$610,708	\$693,610	\$728,193	\$1,010,683
Annual % Changes	-28%	14%	5%	39%

In late 2008, a committee was formed to establish a Legacy Society, with the objective of providing a formal process for parishioners to make endowment gifts to St. James Parish. Working with the Episcopal Foundation, this committee prepared an Enabling Resolution for Establishing a General Endowment Fund; this resolution was subsequently approved by the vestry. However, after the rector's accident in April 2009, the vestry made the decision not to launch the Legacy Society formally until we had a full-time rector. Since the Enabling Resolution had been approved, the vestry made the decision that any new major gifts received by the parish would be allocated to the Legacy Fund and be administered in accordance with the following provision:

BE IT FURTHER RESOLVED that the purpose of the Legacy Fund is to enable the PARISH to more completely fulfill its mission by developing its ministries beyond what is possible through its annual operating funds, and therefore distributions from the fund shall be limited to (i) maintenance and support of the physical plant of the PARISH, (ii) Christian education, (iii) outreach and other ministries and grants, (iv) seed money for new ministries and special one-time projects, and (v) such other purposes as are specifically designated by donors to the PARISH whose gifts are included in the FUND.

In the first quarter of 2011, an unrestricted endowment gift of \$257,144 was received from the estate of a former parishioner and was invested in accordance with the terms of the Legacy Fund resolution. With this initial major contribution, we believe that St. James Parish is in a good position to launch the Legacy Society within the next 12 months and thereby improve its ability to meet unforeseen financial contingencies in the future.

APPENDIX A

PARISH MEMBERSHIP FACTS & FIGURES

From the 2011 Parish Survey

A survey of the congregation was performed in 2011 to gather information about the composition of our parish. The response rate was approximately 43% of the parish membership. The following statistical data are the results from those responding members. The occupations of our parishioners are primarily professional, managerial and academic.

"...right now we have a new energy in the Church, new direction, new thoughts."

Age		Marital Status		Gender	
16-29	3%	Single	7%	Male	29%
30-39	4%	Married	73%	Female	71%
40-49	15%	Partnered	0%		
50-69	44%	Divorced	8%		
70+	34%	Widowed	12%		

Education		Children at Home		Attendance Frequency	
High School	10%	Pre-K	8%	Weekly	60%
Technical	4%	Kindergarten	8%	2-3 Times/Mth	26%
College	36%	Elementary	30%	Once/Mth	8%
Graduate	48%	Middle	18%	Occasionally	5%
Other	2%	High	16%	Easter/Christmas	1%
		College	20%		

Travel Time to St. James		Service Preference			Raised Episcopalian
15 Minutes or less	71%	8 o'clock	36%	Yes	45%
16 Minutes or more	29%	10 o'clock	64%	No	55%
Average Years Attending St. James Church: 22.8 Years					

From the 2010 Parish Annual and Parochial Reports			
	2009	2010	± Change
Number of Services	154	186	+21%
Total Attending	5,515	8,207	+49%
Baptized Members *	409	299	-27%
Communicants	142	199	+40%
Members Transferred In	3	25	+733%
Members Transferred Out	7	4	-43%
Church School Enrollment	24	36	+50%

* Membership list was updated in 2010 based on a more thorough review than had been conducted in recent years

APPENDIX B

PARISH ADMINISTRATION

Episcopal Diocese of Connecticut

The Rt. Rev. Ian T. Douglas, Bishop

The Rt. Rev. Laura J. Ahrens, Suffragan Bishop

The Rt. Rev. James E. Curry, Suffragan Bishop

The Rev. Cn. Erik W. Larsen, Canon for Transition Ministry

St James Staff

The Rev. Hope Eakins, Interim Rector

The Rev. William Eakins, Interim Associate Rector

Mrs. Susan Deming, Parish Administrator

Mr. Rodrigo Queiroz, Music Director

Mr. Kelly A. Nauss, Sexton

2011 Officers

Patricia Lathrop, Sr. Warden

Gina Pines, Jr. Warden

Wendy Ives, Clerk

Jay Hostetter, Treasurer

Jerry Hess, Assistant Treasurer

Vestry

2011

Pat Clark

Everett Lyons

Dona Waugh

2012

Polly Bauer

Jay Buth

Michael Slusarz

2013

Andrea Harris

Harriet Odum

Robert Perry

Search Committee

Jerry Hess, Chair
 Patricia Lathrop, Sr. Warden
 Gina Pines, Jr. Warden
 Carol Calladine
 Bert Geuser
 Nina Hayes

Astrid Johansen
 May Nevius
 Philip Schenck
 Ben Seessel
 Joan Sussler
 Robert Osborne, Diocesan Consultant

APPENDIX C

Rectors of St. James Parish

*The Rev. Edward R. Brown	1873-1878
*The Rev. William Lusk	1878-1879
*The Rev. Allan E. Beeman	1880-1885
*The Rt. Rev. Edward H. Coley, Retired Bishop of Central New York	1885-1886
*The Rev. Charles L. Pardee, Retired Secretary, House of Bishops	1886-1888
*The Rev. Richard C. Searing	1888-1890
*The Rev. J. Lanier, Deacon	1888-1890
*The Rev. Derby, Deacon	1888-1890
*The Rev. Mr. Shepherd (in interim), Retired Professor General Theological Seminary, New York City, and Sub Dean	1888-1890
The Rev. F. B. Whitcome	1890-1891
*The Rev. G. W. Griffith	1891-1893
*The Ven. Dr. J. S. Horton	1893-1895
The Rev. W. W. Ellsworth	1895-1900
The Rev. Herman Lilienthal	1900-1901
The Rev. Frederick S. Penfold	1900-1901
The Rev. E. B. Dean	1901- 1905
The Rev. H. G. Munro	1905-1907
The Rev. C. E. Roberts	1908- 1931
The Rev. L. M. Brewster	1932- 1942
The Rev. Roman L. Harding	1943-1953
The Rev. Harry B. Whitley	1954-1960
The Rev. Roger Wm. Smith	1961-1975
The Rev. James R. Crowder	1976-1989
*The Rev. Marshall Esty Denkinger	1989-1990
The Rev. Jeffery S. Dugan	1990-2010
*The Rev. David Owen	2009
*The Rev. Hope Eakins	2010-2011

*Interim



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