
Igniting Passion for Jesus Christ to Change Lives

ST. JAMES' EPISCOPAL CHURCH



207TH ANNUAL MEETING

FEBRUARY 5, 2023

12:30pm

St. James' Episcopal Church Annual Report 2023

TABLE OF CONTENTS

PAGE / REPORT TITLE

3.	Agenda
4.	Proposed By-Laws changes
5.	Rector
6.	Deacon
7.	Vestry: Wardens
8.	Vestry: Nominating Committee
9.	Vestry: Buildings and Grounds
10.	Vestry: Stewardship
11.	Staff: Congregational Life
13.	Staff: Organist/ Choirmaster
14.	Staff: Contemporary Music and Technology
15.	Staff: Children's Ministry
17.	Staff: Pastoral Care & Mission Team
20.	Altar Guild
20.	Creation Care
22.	Jail Ministry
22.	Outreach
23.	Prayer Chain
24.	Racial Justice and Reconciliation Commission
25.	Thrift Shop
26.	Thrift Shop Financial Report
28.	Young Adult Service Corp
28.	Give to Grow
30.	St. James Foundation
31.	2022 Financial Report
34.	2023 Budget Narrative
37.	2023 Budget Overview
38.	Minutes from St. James' 2022 Annual Meeting

AGENDA

Call to Order

The Rev. Dr. Becky Coerper

Prayer for the Parish

*Almighty and everliving God,
source of all wisdom and understanding,
be present with us here
as we take counsel at St. James'
for the renewal and mission of your Church.
Teach us in all things to seek first your honor and glory.
Guide us to perceive what is right,
and grant us both the courage to pursue it
and the grace to accomplish it;
through Jesus Christ our Lord. Amen.*

Opening Remarks

Secretary Election

Secretary

Marie Hughes

Appointment of Head Teller

Michael Larkin (electronic voting)

Susanne Rynkiewicz (paper ballots)

Naming of Tellers

Vestry Members

Megan Glass, Diane Steckel, Anne Sveen

Nominating Committee Report

Susanne Rynkiewicz

Vestry Elections

Votes (two) on Proposed By-laws changes

The Rev. Dr. Becky Coerper

~ The Polls are open for one hour ~

Approval of the 2022 Annual Meeting Minutes

State of the Parish

The Rev. Dr. Becky Coerper

Vision for Children and Youth Ministry

Laura Posecznick

Give to Grow Campaign

John Watt

Stewardship of Finances Report

John Gilly and Nicole Bova

13th Annual "Body Builders" Recognition

The Rev. Dr. Becky Coerper

The Report of the Elections

Susanne Rynkiewicz

Outgoing Vestry Recognition

The Rev. Dr. Becky Coerper

Adjournment

Proposed By-Laws Changes

The Rev. Dr. Becky Coerper

ID of item	Current wording	Proposed wording – in both cases the new wording is an addition to the text.	Purpose of change
Article III Section 2 Paragraph 1	<p>The two Wardens and the Vestry members shall be elected by a majority of the qualified voters present and voting at an Annual Parish Meeting. Wardens shall hold office for a two (2) year term or until their successors have been elected and qualified except as otherwise be reinstated.</p> <p>At the conclusion of the second term of service as Warden, the Warden must stand aside for one (1) year before being eligible for re-election to the Vestry. The election of a Warden by the Vestry to serve an unexpired term shall not prevent election for a full two (2) year term without interruption, however.</p>	<p>The two Wardens and the Vestry members shall be elected by a majority of the qualified voters present and voting at an Annual Parish Meeting. Wardens shall hold office for a two (2) year term or until their successors have been elected and qualified except as otherwise be reinstated. Wardens may serve two consecutive terms of two years each without interruption.</p> <p>At the conclusion of the second term of service as Warden, the Warden must stand aside for one (1) year before being eligible for re-election to the Vestry. The election of a Warden by the Vestry to serve an unexpired term shall not prevent election for a full two (2) year term without interruption, however.</p>	<p>Though the current By-laws state “at the end of the second term of service” – regarding the term of wardens - they do not state explicitly that a warden may serve two consecutive terms. The new wording is explicit.</p>
Article III Section 2 Paragraph 2	<p>Vestry members shall hold office for a three (3) year term or until their successors have been elected and qualified except as otherwise herein provided. A Vestry member shall not be eligible for re-election to a three-year Vestry position, or a portion of a Vestry position which is vacant, until one (1) year shall have elapsed following that three (3) year term of service.</p> <p>This limitation shall not prevent a Vestry member from being elected to the position of Warden, however, should a vacancy occur during the year, in which case the person may serve only until the next Annual Meeting.</p>	<p>Vestry members shall hold office for a three (3) year term or until their successors have been elected and qualified except as otherwise herein provided. A Vestry member shall not be eligible for re-election to a three-year Vestry position, or a portion of a Vestry position which is vacant, until one (1) year shall have elapsed following that three (3) year term of service. The election of a Vestry member to serve an unexpired term of two years or less, shall not prevent election for a full three (3) year term without interruption, once the partial term is completed.</p> <p>This limitation shall not prevent a Vestry member from being elected to the position of Warden, however, should a vacancy occur during the year, in which case the person may serve only until the next Annual Meeting.</p>	<p>To clarify that a member chosen to serve an unexpired term - either by the vestry before an annual meeting, or the congregation at an annual meeting - may run for a full term at the conclusion of that unexpired term, without taking a year off.</p>

The portions highlighted in yellow, are the proposed changes to the By-laws.

RECTOR

The Rev. Dr. Becky Coerper

Six years ago, the Rector's Report began with the following paragraph:

The title of this report could be AWE and GRATITUDE, or, EXTRAORDINARY TRANSFORMATION! I am absolutely awed by what has been accomplished... and feel such a sense of gratitude to God, and to the people of St. James' who are so deeply engaged in the mission and ministry of this place. It has truly been an extraordinary year, during which we have weathered a tremendous amount of transition with tremendous grace.

As I sit in front of my keyboard, pondering how to begin my Report about 2022, I could easily begin with the exact same words. I am awed and humbled by what has been accomplished, by the engagement and passion and grace of this parish family. What my report in 2016 and 2022 and any other year reveals is the heart and character and commitment of this place that is enduring. I am incredibly blessed to witness the mission and ministry of St. James' and to be a part of the work we do together.

It's all about the people. It begins with the staff and Vestry. St. James' is so fortunate to have these leaders in place. The staff continues to care deeply about reaching people with the Gospel of Jesus Christ, about supporting Jesus' followers, about providing the resources for people of all ages to grow in faith and to reach out to the world wherever there is need. This dedicated group of people is full of grace, ingenuity, problem-solving..and HUMOR!

The Vestry matches the staff's dedication, with courage and vision. St. James' Vestry is willing to provide the financial resources to support and GROW the ministry and mission of this parish. The Vestry tackles prickly financial issues and has taken on some BIG projects with perseverance and determination.

And there are so many areas of ministry that flourish because of the engagement and deep faith of so many people.

- St. James' Thrift Shop Board has navigated a complete restructuring of the organization, and has fully embraced technology, dramatically increasing the financial resources going out into the community for the sake of those in need.
- The Racial Justice and Reconciliation Commission has deeply engaged the charge of the Vestry to provide a wide array of opportunities to learn and grow and take action on behalf of social justice.
- Twice a year, a team of folks provide opportunities for new and expanded outreach through the fall and spring month of Community Service.
- The Altar and Flower Guilds continually imagine new ways of enriching worship.
- The Dive Deeper Lectionary study, Centering Prayer, spiritual directors, and those pursuing holy orders provide a level of support to the deepening of friendship with God that seems to me is far beyond what a church of our size might normally offer.
- A band of lay people consistently provide leadership to Wednesday Evening Prayer that supports that worshipping community every week.
- The generosity and commitment of this parish has born amazing fruit in response to the Give to Grow Campaign.
- St. James' use of technology and consistently high-quality communication extends our reach in surprising ways.
- And it just goes on and on.

We are very blessed. I am deeply grateful for the people of St. James' and for the mission and ministry we engage together for the sake of God's Kingdom. It continues to be our calling as people of faith and followers of Jesus Christ, to share and witness to the Good News of God in Christ in every way that we can.

With my love, gratitude, and prayers, Becky Coerper+

DEACON

The Rev. Dr. Charles N. Stewart

I am in my seventh year of serving at St. James', Skaneateles, as an ordained deacon. When I was ordained in 2016 Bishop Adams assigned me here, and Bishop DeDe Duncan-Probe has allowed me to continue here. Deacons work for their Diocesan Bishop in every diocese. Although they work for the bishop they also work in conjunction with the rector of the parish where they are assigned.

2022 was a busy, and – as we all know – a very different kind of year as we got back to something closer to normal. Even though Covid is not gone, there were a lot of good things that continued.

I enjoy the process of sermon preparation and preaching. I preached eight times, including one funeral in 2022. I'll be continuing in 2023. I hope the congregation appreciates the variety of preaching styles among the several preachers who we hear.

In the sacramental rite of ordination of deacons, one finds the following words addressed to the ordinand by the bishop: "You are to interpret to the Church the needs, concerns, and hopes of the world." I try to fulfill that requirement in several ways.

I'm now in the third year of leading a Tuesday morning discussion on Zoom on the scripture readings for the upcoming Sunday. It is open to all on a regular or irregular basis. The group has grown – including several from other parishes. More than twenty folks from St. James' have participated.

Beyond the parish, I've continued to serve on the Diocesan Commission on Ministry. I have added a deacon's voice to this work. The Commission works to strengthen ministry, both lay and ordained, with emphasis on supporting individuals in an ordination process and on continuing education for clergy and laity (quote from the Diocesan website).

Since about 2004 I've been a key contact with our Companion Diocese of El Salvador. At the end of 2022 I began to step back from this ministry; we are hopeful others will be called to lead this important work. St. James' has been a faithful supporter, especially of scholarships. Since the global pandemic began no one has travelled either way but we and they have been able to connect via Zoom, Facebook Live, email and other means. We, unfortunately, had no Mission of Miracles in 2022 and none planned for 2023.

I've continued to chair the diocesan investment committee that manages about forty million in diocesan and parish funds.

On Mondays and Fridays I am at the downtown campus of SUNY Upstate Hospital working as a volunteer assistant chaplain: I am in my ninth year. I spend most of my time in the Medical ICU on the sixth floor. It is holy and fulfilling work, most especially in accompanying patients and families at the end of life. In our area of New York State about forty percent of people are Catholic. I meet a lot of Catholics, many other Christians, Hindus, Buddhists, Muslims, Longhouse (Haudenosaunee) and many Nones (no faith tradition). It's interesting to me that many or most Nones have a rich prayer life.

WARDEN'S REPORT

Bill Spalding

What is St James?

St James is not this beautiful Building.

St James is not our three Sunday services or our Wednesday service.

St James is not Pastoral Care; Cards, Phone Calls, Christmas Baskets, Community Service Months, Flowers, Martha's, Meal on Wheels, Merriman Circle, Parish Nurses, Prayer on Zoom, Prayer Shawls, Prayer Chain, Newborn Ministry, Receptions, Stephen Ministry, and Grieving Booklets.

St James is not Outreach; Internationally in El Salvador, Guatemala, Democratic Republic of Congo, and Sri Lanka. Refugee and new immigrant communities. Jail and School Ministries. Habitat for Humanity. Rescue Mission.

St James is not Communications; Weekly Newsletter, Spirit Monthly, Getting Involved Guide for volunteers, Pamphlets, Email, Website, YouTube, Facebook, Online Sermons, The Calling, or the friendly greetings in person.

St James is not Music; Our organ, the choir, the band, our gifted musicians, our original arrangements and compositions, guest musicians and soloists, handbell choir.

St James is not Technology; WIFI and Broadband. Service Broadcasts. Email. Data bases. Wedding, Funeral, and other special Broadcasts. Online archive of Sermons, Music, and Services. Our blog "The Calling".

St James is not Children's Ministry. Nursery; Saints in Training online and in person. Pageant. Hybrid Classroom.

St James is not Creation CARE; Email calls to action. Field Trips. Expert presentations. Community Service Month involvement.

St James is not the Thrift Shop; Reorganized Management. New Technology. Growth in all aspects of operation. Serving members and the wider community on many levels.

St James is not the Racial Justice and Reconciliation Commission; Monthly Discussions, Sacred Ground Series. Open and Curious Events.

St James is not our wonderful Staff; Rev. Chuck Stewart, Deacon. Laura Posecznick, Director of Congregational Life/ Children's Ministry Team Leader. Kip Coerper, Organist-Choirmaster. Michael Larkin, Office Manager & Director of Contemporary Music & Technology. Nicole Bova, Parish Accountant. Nancy Graham, Coordinator of Pastoral Care.

St James is not the Vestry; Wardens Bill Spalding and Susanne Rynkiewicz. Vestry Members Amy Allyn, Margie Amberge, Michael Brown, Barbara Burton, Nancy Corl, Megan Glass, Doug Smith, Diane Steckel, Anne Sveen.

St. James is not our Rector, The Rev. Dr. Becky Coerper.

So, what is St James?

St James is God the Father, God the Son, God the Holy Spirit and YOU. Absolutely everything St James was, is, and ever will be, starts and ends here. He works through you, each and every one of you, to do everything St James Church does. God lets us “know in our knower” what the right direction is for each of us. Listen to him and share your call with those around you. Faith is your guiding light.

VESTRY NOMINATING COMMITTEE

Susanne Rynkiewicz, Chair

The Nominating Committee, was created following the St. James’ Bylaws, which states, “The committee shall consist of the Warden whose office is not up for election, as the Chair, the 3 retiring Vestry members, and at least two members in good standing (appointed for a one year term) of whom at least one shall not have served on the Vestry of St. James.”

The 2022 Members include:

Susanne Rynkiewicz - Chair

Anne Sveen - Retiring Vestry Member

Megan Glass - Retiring Vestry Member

Doug Smith - Retiring Vestry Member

Laura Posecznick - Member in good standing

Pete Thomas - Member in good standing that has never served on the St. James’ Vestry

The vacancies to be filled by the 2023 Nominating Committee are 1 – Warden, two-year term and 3 – Vestry, three-year terms. The Nominating Committee met via Zoom in November and December of 2022 and prayerfully considered congregants who are active members in good standing and demonstrate a passion for participating in the mission and ministry of St. James’. Additionally, the candidates would have demonstrated leadership in ways that would both support and enhance the work of the Vestry. This list was submitted for Vestry approval prior to contacting the potential candidates. All potential nominees were approved at the November Vestry meeting.

After much thought, prayer, and one-on-one discussions, we are happy to announce our slate for 2023:

Bill Spalding – Warden, 2-year term (Returning)

Judy Holmes – Vestry Member, 3-year term

Marie Hughes – Vestry Member, 3-year term

Bob Lee – Vestry Member, 3-year term

We offer many thanks to the nominees for their dedication and commitment to St. James’ Church.

Thanks also to the Nominating Committee for their thoughtful and organized approach to this important task.

Respectfully Submitted,
Susanne Rynkiewicz

VESTRY: BUILDING & GROUNDS

Anne Sveen, Chair

Committee Members: Jim Iles, Margie Amberge, Becky Coerper, Kip Coerper, Fred Speno

The Buildings and Grounds committee had a very productive and successful year in 2022. Many large and small projects were completed and we continue to be a “small, but mighty group.” We meet on the first Wednesday of the month at 7:45 pm. The following projects were completed over the past year, or are in progress:

- Parish Hall Roof Repair, completed by FW Dennis
- Painting of Parish Hall eaves, completed by Commercial and Residential Painting
- Replacement of rotted windows in Lakeside room and Rectory
- Repairs to Lightning mitigation system on roof, completed by Crowley
- Tower lights replaced, Brian Saxton
- Rectory dishwasher replaced
- New freezer for Kitchen, for storing meals distributed by The Marthas
- New set of chairs for outdoor services, “Table wranglers” group
- Elevator alarm fixed
- Updates to WiFi system
- Cleaning of Parish Hall closet, create new space for live streaming equipment and personnel
- Spring cleaning, graciously donated by Mike Fowler
- Heating in walkway to new entryway repaired, graciously done and donated by Bill Spalding
- Repair of smoke alarm in nave
- Leaking roof in new entryway, repaired free of charge by Hayner Hoyt
- AC project: (Still in progress) After extensive background work by Jim Iles, Doug Smith of the Vestry has assumed lead on this project. The Vestry has decided that IPD engineering will be doing the feasibility study this Spring. After that is complete, bids will be sought for completing the actual project.
- Columbarium project: Doug Smith of the Vestry is leading this project as it continues forward. It is still in the planning stages, and a survey has been sent out to the congregation for input on interest and support.
- Gutters cleaned
- Driveway drain cleaned
- Deep cleaning of Nave prior to Christmas, coordinated by Laura Posceznik and Nancy Graham, with the help of multiple volunteers
- Repair of lighting fixtures in Sacristy, Parish office and Rectory pantry
- Management of Housekeeping services
- Lawn mowing and outdoor maintenance, several volunteers
- Countless other jobs that are done behind the scenes on a regular basis by Jim and Kip.

We continue to work off the Jobs list created by Jim Iles and this list will be updated yearly and as needed. Annual inspections on necessary equipment and processes are being done as per the list. We are happy to report that most of the jobs on the list have been completed over the past 2 years!

Our annual budget was organized by Jim Iles and we operated slightly over budget this past year due to needed maintenance and updates as seen above. We are fortunate to have access to some funds through the Hazel Smith sleeve of the Foundation. Our 2023 budget was reviewed and submitted to the Finance Committee. This year, there will be an increase of ~9%, largely due to an increase in utilities expenses and some increases in basic maintenance requirements.

Projects of a larger nature carrying over into the new year include, but are not limited to:

- AC project
- Columbarium project
- Developing a long term plan for the outdoor picnic area

Many thanks to the team for their hard work and dedication, especially Jim Iles and Kip Coerper. Jim and Kip put in countless hours of time and energy behind the scenes and we owe them a debt of gratitude! We look forward to another productive year in 2023!

Respectfully submitted,
Anne Sveen

VESTRY: STEWARDSHIP

As the stewardship team considered what the people of St. James' most needed in the fall of 2022, the theme of PRAYER, HOPE AND PREPARATION emerged from our discussions and prayers. While the annual stewardship campaign is always aimed at raising the funds necessary for St. James' annual operating budget for the coming year, this year the stewardship team wanted the focus to be more on God's provision as St. James' parish family comes together, giving and receiving support, and sharing widely with those we touch through our ministries.

For this purpose, the stewardship team – with the video editing expertise of Michael Larkin – planned to interview parishioners who would tell their personal stories about prayer, hope and preparation. These videos were to be shown during three successive weeks of the campaign and parishioners were invited to share their own stories on story boards provided in the nave. The team believed that hearing these stories would be a great source of inspiration and comfort.

Through these stories and through the trust we put in God who provides all things, we were reminded of the amazing mission and outreach that St. James' supports throughout the year.

The campaign brought in 105 pledges, 12 of which were new, for a total of 369,150.

St. James' is an incredibly generous community in every way and on behalf of the Vestry and Finance Committee, we thank you for your faithfulness.

Mike Brown, Barb Burton, Megan Glass, & Becky Coerper+

The 2022 St. James' Stewardship Team



Five to Life Gospel Quintet

STAFF: CONGREGATIONAL LIFE

Laura Posecznick, Director



Do I dare say we have leveled off? The year 2022 allowed St. James' and our community the ability to get into a rhythm bringing back programs and practices that were missed along with keeping online avenues allowing our growing audience the ability to stay connected with a faith family that supports spiritual growth and grounding. Though there were lots of changes, the theme I would like to share is that I can see the growth in St. James'. And with growth comes opportunity. Below are the areas I handle as Director of Congregational Life.

When I first began this position at St. James', I heard "only 20% of the people do 80% of the volunteer positions" or "it's always the same people helping". Whether that was true or a perceived notion, I can honestly say that it is definitely not the case anymore. When there is a need, this parish rises to the challenge and what's more, gives love and joy in volunteering.

Many may not know but there are **Volunteers** for all of the below and more:

- Worship participation: readers, chalice bearers, and ushers
- Music: choir and worship band
- Racial Justice & Reconciliation commission organizers
- Outreach leads for Auburn Rescue Mission, Samaritan Center, InterFaith Works, Meachem Elementary and Habitat for Humanity
- Month of Community Service (May & October): filled all volunteer slots requested
- Church Clean Week: the church was looking a little dirty and over 8 people came and worked so hard to make it shine for Christmas
- Table Wranglers-this team helps with set and take down for programs in the Parish Hall
- New Year Brunch: what a lovely fellowship time all done by people pitching in and there will be more brunches to come led by even more volunteers
- Marthas-still making delicious meals for our parishioners in need
- Prayer Shawl makers: these talented knitters provide a tangible feel of God's warmth
- SOS-St. James' Office Squad who assist with larger mailings
- Pastoral team: St. James' is blessed to have so many people trained to listen and show the care and love of God. And in this current world, this group is very active.
- Building and Grounds: in a church this size, lots of things break and need fixing-thank goodness for this group
- Lakeside Set Up Team: this was once a two person headache each week and now there is a full team who work as a family. We did lose our leader Jim O'Neill but his brother and others are ready to carry his torch.
- Thrift Store cashiers and organizers-this shop has become huge generating proceeds that are being donated to local charities all over making a big difference.
- Wedding greeters to assist with the numerous weddings St. James' has each year.
- And there is always someone to lend a hand no matter what is asked from cleaning out the children's resource room to driving a parishioner to a doctor appointment.

This may not seem like a big deal but I assure you that St. James' is unique. Churches locally are struggling to achieve the level of St. James' engagement. I say this not to tout my abilities but to help you realize St. James' is special. The people who come and worship are special. In 2022, it is clear that new families are joining both in-person and online. You may not see them in the pews every week but their hearts are committed to the vision and mission of St. James'. My continued focus is to make sure people connect with a volunteer or giving opportunity that makes their spirit soar. In 2023, St. James' will be looking to get back to normal trainings to keep our teams in compliance with the diocese. St. James' is committed to providing many diverse opportunities to serve and seek for even more ways to spread the holy spirit.

Communications is the area I spend the largest chunk of my time. This includes organizing and writing up communications and disseminating in a timely manner in as many forms as possible including weekly newsletter, seasonal newsletter, e-blasts, printed materials, print ads, sponsorships, social

[illegible]

Kip Coerper

A Funeral Choir gathers for most funeral services to help support congregational singing.

Dave Peebles – trumpet – blessed us by enhancing the liturgies at Easter with his wonderful playing. And on Christmas Eve, the Candlelight String Quartet enhanced our liturgy with many arrangements, including the Corelli “Christmas Concerto” and accompanying, what is becoming an annual rendition of “Silent Night” by Dan Forrest. Alison Feretti, a member of our congregation, periodically offers her gifts on the violin, including with her 8 yr old daughter, Alex, on Christmas Eve.

St. James' 9am choir is a collaborative ministry of joy and caring for each other and for this congregation. We aim to lead and enhance worship with our voices and our presence.

"Sing to the Lord a joyful song"! All God's people are encouraged to "make a joyful noise" and any who have a desire to sing are welcome to join this ministry. Everyone is encouraged to sing with a full voice, even in the pews!

contact - kipcoerper@gmail.com

STAFF: CONTEMPORARY MUSIC AND TECHNOLOGY

Michael Larkin, Director

With the Pandemic behind us, more or less, St. James has continued to develop and employ a unique hybrid worship model that allows folks to attend services in-person or online. Applying technology and skills acquired in recent years, the Easter and Christmas Pageants were again presented as entertaining

and moving short films. Evening Prayer returned to the Nave and was live streamed just like the 9am and 10:45am services.

The Band and Tech programs remained largely unchanged with the exception that Dr. Nicholas Kilkenny was promoted to Assistant Director of Contemporary Music and Technology. This change was made in an effort to provide Nick, a multi-talented engineer and musician, with the opportunity and expectation that he would partially shoulder the burden of leading music and tech following Michael Larkin's employment transition. As a result of the departure of our previous Office Manager, Michael accepted the additional responsibilities in June. So now, along with choosing music, leading rehearsals, playing in the band, operating live stream broadcasts, capturing and editing audio and video recordings, and managing all aspects of St. James' A/V and wifi

infrastructure, in 2022, Michael also began writing bulletins, creating slideshows, and generally serving as a hub of communication and schedule-keeping between the congregation, the church office, and the greater community. With so much in a constant state of flux, one can only feel blessed to be a part of this family as we change, grow, and share this journey of faith together over the course of the next year and beyond.

If you are interesting in joining our team as a musician or technician, contact Michael at StJamesSkanMusic@gmail.com



STAFF: CHILDREN'S MINISTRY

Laura Posecznick, Team Leader



2022 brought the children back into class both online and in-person! Still hybrid, Saints in Training curriculum focuses on Epic Stories from the Bible where not only do the children learn the Bible story but also themes that build a relationship with God. I do supplement the curriculum with lessons I created from year's past such as learning the liturgical calendar and the meaning behind the seasons, as well as spending extra time on Christmas and Easter concepts. The children have enjoyed the videos, games, experiments, and crafts that support this curriculum. Kristin Baleno works in class two times a month as a teaching assistant vital for safe church practice and to better meet the needs of the diverse ages and personalities. The children range from 4-11 years old and since more children have joined our ranks, we have hired Saints in Training graduates to also assist Kristin and I in class. The younger students respond well to the older youth looking at them as mentors. This year has been very fun as we are getting back into a groove and seeing the smiling faces share the love of Christ is the highlight of my week. St. James' created two pageants in 2022-an Easter pageant and a Christmas one. Both pageants were filmed and created into videos with the expert help of Michael Larkin and shown at family services. This format appears to be the most beneficial for families. All children whether they will be in town for holiday service or not, can participate. Our children who live outside New York can participate. And the video can be shown clearly both during in-person worship and online for later viewing. The unpredictability of illness in children and parents has made teaching and the pageant filming more challenging. The choice of curriculum and pageant is very flexible allowing the lead teacher easier tools for large groups. I truly believe that 2022 solidified our need to expand our children's ministry area. I would like to take a moment to paint a picture of what could be:

Nursery: The nursery has been unstaffed as currently there is no real need however perhaps it's because families are looking for something different. While families may not need for their infant or toddler to use the nursery during worship because St. James' is welcoming of all happy and sometimes unhappy noise that comes with our children providing quiet toys and

rugged area in the back. What I was thinking is story time in the nursery potentially on Sundays but maybe during the week a time in the morning or midday. Libraries, bookstores, and other play centers see great attendance for story time offerings. There is little setup and huge reward as this story time could lead to a fellowship group for young families. St. James' has wonderful rooms that could be utilized not just the "nursery one". Books could be chosen ahead with a schedule provided to families. Volunteers would come and read to the children and parents. There could be a play time component and even an easy game or craft totally 30-45 minutes as that is all toddlers can handle. This is just one idea, the staff and leadership will brainstorm more potential programs.



Saints in Training: The great news of this program is it's growing! In 2022, members of the Vestry visited the classroom to learn about what we are doing. That simple directive made the staff aware that the congregation does not see or participate in the religious faith support of our youth. You may see a baptism or pageant once in a while but many don't see children at all as they come and go while adults worship. Beginning in 2023, this will change. The vision includes bringing the children up to worship once a month at the peace to share a project, song, or just their bright innocent faces with the congregation. We will be looking to incorporate more families as ushers at the 10:45am worship service as they are appreciated and the children

experience being a part of making worship happen. With the influx of children, some families have asked about "first communion". Though the modern Episcopal church looks at this a bit differently, St. James' children's ministry is formulating a program outside of Saints in Training time where children can learn about what it is to be a part of a church, what communion is and means, along with some age-appropriate concepts to help them feel more comfortable in church. This launch type program would have about 3 classes in a session followed by a wonderful celebration and presentation in church shared with the entire parish family. Again the possibilities are limitless but the most important thing is to begin the process.

Middle & High School Youth: Over the years, St. James' has attempted many types of programming for this elusive group. As time has changed, we have learned middle and high school youth have tremendous responsibilities and activities that are priorities. School is harder at this age than elementary levels requiring extra time and volunteering requirements to meet college standards. Sports, choral and music extracurriculars have become more competitive adding Sundays into their schedules. All of this leaves not much time for traditional church youth group. St. James' is not giving up! Our thought is to keep things simple and maybe our church should meet this group and their parents where they are. This age group doesn't need one more "requirement" or classroom.



They need to have some control, to feel heard, take a break, socialize in a safe environment and yes, have some fun. We need to turn our cold and ominous, old church building where they come once in a while with their parents into a comfortable place youth can gather. Some ideas on programs could be simply monthly movie time complete with snacks. And there is quite a bit of success with adult book clubs why not have a youth book club that can meet in person or even virtually. The hope and desire is that if we can provide a vessel, resources and space for this age group they can dictate with their families what they are looking for. Of course, St. James' is looking to bring back a confirmation program that is scheduled every other year for those ready to confirm baptismal vows as members of the faith community.

Taking a page from Rev. Euchlide Mogisho, St. James' is at a fork in the road. Everyone "says" that children and youth are a priority however now is the time for everyone in the parish to join in and "walk that talk". Resources both in money and especially in people are required to make this a reality. It is my goal in speaking with Becky to transition my role to a supervisory position in Children's Ministry. Over the years my responsibilities and priorities have grown spreading me too thin to be successful in all. With so many more programs and moving parts my time will be best used to organize, train and prepare volunteers. Additionally with this transition, St. James' will be looking for a fresh volunteer to direct the Christmas pageant. After 22 years, I believe St. James' new pageant leader will breathe more life and ideas into this production. Excitedly, St. James' is embarking on the "year of the child" as Becky has deemed 2023. Children and youth are the future of the church and the world. **We want them to grow up with a strong sense of faith cemented in the foundations of loving your neighbor, patience, acceptance of others, and sharing the love of Christ.** This is a big undertaking and it will take the congregations commitment to engage with time, energy, ideas to support all aspects whether you have children in the program or not. St. James' is a loving parish family and in 2023 we will be looking for this family to work together to invest in our youth. And in return, you just may see hope for the future in the eyes of these pure souls as I do each Sunday. I thank all the families currently participating in the St. James' Children's ministry and all who will join in creating a successful "year of the child".

Children are a blessing and a gift from the Lord. (Psalm 127:3)

STAFF: PASTORAL CARE

Nancy Graham, Coordinator

Pastoral Care is an important part of our ministries at St. James. It helps people feel welcome and cared for, we encourage everyone to look over the list of ways you may become involved. In addition to this list a pastoral care training will be starting in early spring. We would like to include more people reaching out with compassionate care.

Love one another as I have loved you.... John 13:34

Cards (thinking of you or get well) are mailed regularly to people in our parish. This connection helps people feel remembered. Please ask for addresses if you'd like to participate in this ministry. Coordinators: Nancy Graham and Emma Cowley

Calling people is another way to extend love. Checking in, asking if there is a need, and sharing St. James' loving care are always so appreciated. We are hopeful St. James parishioners are checking on

people they have not seen, or know they are going through a difficult time. Often people ask for names of people to call or you can look at the prayer list. Coordinator: Nancy Graham

Christmas Card Baskets have been made by Lois Laxton for years. They are filled with goodies and delivered to people experiencing difficulties at some time throughout the year. About 60 baskets were prepared this Christmas. Coordinator: Lois Laxton

Christmas Giving is also a significant St. James' ministry extending love and care to our community and beyond. Christmas 2022 was exceptional in generous contributions. New this year was the Angel Tree Prison Fellowship program. St. James purchased and delivered gifts to 10 children of parents who are in prison and would like to be able to share in their child's Christmas. Each child received an article of clothing and a toy. It was so well received that next year we will ask for 20 children. Other gifts collected and delivered were: over 25- \$5 gift cards for children in the elementary schools in Auburn, 25 toys were requested for children at Meachem Elementary School in Syracuse, 45 sets of pajamas were collected for children at Merriman Circle, 9 Christmas food baskets were filled for our New American families along with gifts for the children, 35 gas gift cards for Skaneateles Outreach, 60 Christmas Card Baskets were delivered, and many offered donations to help support families from Skaneateles Outreach and Merriman Circle.

Coordinators: Angel Tree Prison Fellowship - Cindy Bright, Auburn Elementary Schools - Michele Keller, Christmas Baskets - Lois Laxton, Meachem Elementary School - Connie Tuttle, Merriman Circle - Carol Stott, New American Food Baskets and children's gifts - Laura Bigness and Carolyn Legg, Skaneateles Outreach - Nancy Graham

Community Service continues to be the Months of October and May. We collected many items for Interfaith Works, Samaritan Center, Meachem Elementary School, Ronald McDonald House (Syracuse), Chapel House and Rescue Mission (Auburn), along with gardening at Matthew House, shampooing the rugs at Skaneateles Food Pantry..... the list goes on. Many other tasks were undertaken in Skaneateles and nearby communities by St. James' volunteers extending care and love during a time when people are continuing to feel isolated and experiencing a specific need. Coordinators: Chris Davis and Beth Quattrociocchi

Eucharistic Visitor Coordinator trains people to take communion to anyone in our church family and keeps trainings current for those who are already sharing the Eucharist with those not able to come to church. The training happens each year and can also be done at another time if needed. Coordinator: Marie Hughes

Flowers are delivered from the Altar to people in our congregation and are a beautiful way to share our care for others. Let us know if you may be willing to deliver the flowers. Coordinator of arranging flowers and deliveries: Margie Amberge

Knitting Hats for newborns and including a baby book. They are sent to parents of a newborn child, grandchild, etc and newborns at Merriman Circle. Let the parish office know of an expecting family to add to our prayer list. Coordinator: Barbara Baker

Martha's have started preparing monthly entrees again. The meals are made and frozen at church and then delivered to people. Coordinator: Chris Delmonico

Meals on Wheels are a supplement to the Martha Meals. If you are going through a difficult time, we have a team of people from St. James' preparing home cooked meals and delivering them to you. Coordinator: Dot Pitman

Merriman Circle Is one of St. James' Mission Ministries, it is part of the Rescue Mission in Auburn. We offer a variety of ways to become involved with the 28 families from story time for preschool children to preparing a monthly craft, and helping with Christmas and summer parties. This is constantly changing but a team of volunteers continue to offer support when needed.. Coordinator: Nancy Lee

Parish Nurses are willing to support you if you are struggling with health issues. They will listen and guide you as you consider options. Coordinators: Nancy Corl and Jean Gannon

Prayer Chain requests are sent out by email to our list of pray-ers. This ministry is confidential and may be anonymous. A prayer list is also included in St. James' Weekly for all to include in prayer. These ministries provide comfort and hope. Coordinator: Corinne Buterbaugh

Prayer Shawls are knitted or crocheted by our parishioners. The shawls are placed on the altar, blessed and given to those in need. You are welcome to have a prayer shawl to give someone. Just call the church office and we will make arrangements for you to pick one up or we will deliver it to you. Coordinator: Mary Bradly

Receptions are offered to families after a funeral of their loved one. Receptions have been offered to people in their home or the parish hall when conditions are safe. Coordinator: Connie Tuttle

Stephen Ministers are one-on-one pastoral caregiving. We work with Becky, Chuck and Nancy to reach more people with care than they can reach by themselves. We have active Stephen Ministers and look forward to offering you this caring ministry. We also will be offering a **pastoral care training** spring of 2023 for anyone interested in learning pastoral skills.

Coordinator: Nancy Graham is the Stephen Leader

Grieving booklets from Stephen Ministry are sent to people who have experienced a death in their family. Emma Cowley schedules the mailings.

Sunday bulletins and sermons are sent out weekly to those who are not able to connect to a computer and/or listen to the service. We are willing to send sermons to anyone, just leave a message on the office answering machine.

If you are interested in helping in any of the listed pastoral ministries, contact the coordinator. You may also have other suggestions of ways we could reach out with care, contact Nancy Graham. These examples of pastoral care do not include all the people who have baked, called, sent cards, stopped for a visit and kept in touch in some way on their own. Thank you for all the ways of showing love and care to our St. James' family and beyond.

ALTAR GUILD

Corinne & Bill Buterbaugh

St. James offers three distinct, in-person services every Sunday, plus Wednesday evening prayer, weddings, funerals, and special services at Christmas and during Holy Week. They simply wouldn't happen without Altar Guild members who wash and iron linens, fill the candles, and set-up for Holy Communion.

Team members generally serve on Saturday mornings once a month and the following Sunday after the service they normally attend. Total time commitment is just 60 to 90 minutes each month.

Our scheduling accommodates busy schedules and snow birds. Training is provided, and working in teams means backup is always available. Plus, serving on Altar Guild is a great way to get to know your fellow parishioners.

We are always looking for new members, including men! Interesting in learning more? Contact Becky Coerper or Corinne Buterbaugh (corinnebuterbaugh@gmail.com).

And then there are the flowers...

Our services also wouldn't be as beautiful without the creativity and dedication of our Flower Guild.

We are so grateful for all Altar and Flower Guild members who give of their time and talent to make worship at St. James special. Last but not least, thank you to the parishioners who generously donate money for flowers at Christmas, Easter, and throughout the year.

If you would like to remember a loved one or celebrate a special occasion (examples: a milestone birthday or anniversary or the birth of a child or grandchild), please consider contributing for flowers on a particular Sunday during the year. Your name and the occasion will be noted in the Weekly.

Suggested donation is \$55. (You will also have the satisfaction of knowing that, after church, the flowers are taken to multiple parishioners who are sick, facing a challenge, or recently experienced a loss.) To donate flowers, contact Dot Pitman or the church office.

CREATIONCARE

Kip Coerper

The CreationCARE ministry is led by a team of 10 people, who met periodically this past year and planned several events, primarily focused on how we can be more environmentally responsible in our landscapes. Lou Lego took 20 of us on a tour of his Elderberry Pond Farm to show us the various ways regenerative and organic farming is not only good for our bodies health but also for the health of the soil and hence of the planet. Dan Fisher provided 20 of us the opportunity to see a lawn to meadow conversion at his home on the lake, where he has native wild flowers in place of lawn he has removed, so that wildlife is enhanced, and erosion of soil into the lake is diminished, and pollution from mowing is eliminated. 4 of us attended a Green Fair at the Rosamund Zoo and learned about more local organizations caring for the environment. Dave Laxton provided 80 wildflower pots to members of the congregation and Joan Johnson proved us sunflower seeds to plant in solidarity with the people of Ukraine. Kip offered a talk - "Caring for the Climate - the Harmony Way" at the Federated Church of Aurora to a group of 25 people. And last year he helped produce and facilitate a 3 night series of zoom talks offered by the Diocese on Creation Care and environmental justice. Kip also writes a monthly

“Green Corner” article in the Auburn Citizen, Diocesan newsletter, and Skaneateles Press sharing ways we can care more for God’s creation.

CreationCARE members pray that paying attention to our environmental footprint will become second nature to individuals and institutions. We feel a responsibility to teach environmental awareness and stewardship of the earth’s resources. CreationCARE members receive calls to action via email to be involved in local and National global warming issues. We also put together the annual Earth Day Worship liturgies in April, by including readings, prayers, and music on environmental stewardship. Contact kipcoerper@gmail.com, to join this active ministry.

“Almighty God, in giving us dominion over things on earth, you made us fellow workers in your creation: Give us wisdom and reverence so to use the resources of nature, that no one may suffer from our abuse of them, and that generations to come may continue to praise you for your glory.” BCP p. 827



JAIL MINISTRY

Cindy Bright and Ellen Kulik

The CCJ Jail Ministry is a group of people from Skaneateles and Auburn who visits inmates at the Cayuga County Jail in Auburn, NY. Though we are affiliated with several different churches (St. James Episcopal Church, St. Mary’s of the Lake, and Christian Life Assembly in Auburn), we share a common purpose, which is to offer prayer, support, and study of the Bible to incarcerated men and women. We give each person that comes to our meetings a Recovery Bible, a 12-step Recovery Workbook and a Jesus Calling daily devotional. We assure them that no matter what difficulties brought them to the jail, that they are beloved children of God, and in that there is comfort and hope. Each of the CCJ ministers have witnessed how faith can provide purpose and transformation to the lives of our brothers and sisters at the jail.

Our ministry relies heavily on the financial support of our home churches to provide Bibles and devotional materials to inmates at CCJ. St. James Church underwrites the cost of the Jesus Calling books. In 2022, 96 books were purchased for just under \$1,000.

MISSION TEAM

Nancy Graham

In a year long discernment process in 2015, St. James' identified three areas of vulnerability in which they were called by God to serve. These areas are: affordable housing, mental health and supporting youth locally. In the parishes action plan, St James began by partnering with the Auburn Rescue Mission in finding ways to support Merriman Circle. Twenty eight previously homeless families, mostly women with young children were and still are the people to be served. This ministry has grown with volunteers and activities. During the pandemic, we supplied monthly meals and crafts and found other ways to keep both our volunteers and the Circle safe. Our ministry continues to evolve, and a team of volunteers continue to offer support when needed, including preschool story hour, monthly crafts, volunteering for parties, helping plan and jointly funding the Christmas party, filling eggs for the Easter egg hunt and a number of other activities. We focused on the Rescue Mission at an October Month of Community service with Gary Mann, the director, speaking in church to the parish about the Mission. He gave us insights on how we can continue to collaborate with the Rescue Mission and with the leadership at Merriman to share God's love.

Recently they hired a new activities person, Rosemary Radley. One of the things she is doing is engaging the children in after-school activities a number of days each week. This has increased participation from a few children to 18 at the last monthly craft.

Along with our very dedicated and devoted team of volunteers, each member of St. James deserves our sincere thanks for the continued show of support of this ministry. We are always looking for new volunteers to help each month, Nancy Lee is coordinating the communication and finding people willing to help. Mo Allyn attended our last meeting and is offering a music component to our activities. Possibilities are endless as we brainstorm new opportunities to spark interest in children and their parents.

As Christians, we are asked to be followers of Jesus. We do this not only at Sunday worship, but in everyday life in our community as well. It is good to be continually asking ourselves and our church how we all can serve Christ in the community around us. Join us in reaching out to people at Merriman who are so thankful and truly know that we care about them and their needs.

OUTREACH

Laura Bigness

Struggling through another difficult year with limited personal contact, we continue our goals of assisting in our neighbor's needs.

The Esther Project is an educational program, in Democratic Republic of Congo that provides women with life skills that can equip them to escape poverty, as well as oppressive situations. At the conclusion of the program we were able to supply 10 graduates with sewing machines. This presents an alternative way to earn money for their families.

There is an expectation of numerous **Afghanistan families** settling in our local areas. We contributed to the Episcopal Diocese, who in turn matched those funds. Winter clothing was collected and household items, donated by the Thrift Shop, continue our efforts in support of our new neighbors.

With a historic relationship in **El Salvador** we have continued our financial assistance with high school scholarships, food and human rights support.

We have a long standing partnership in providing student scholarships at **Grupo Cajola**, a Guatemalan pre-school.

Natural disasters have plagued our country this year as we have witnessed daily on TV and added to our daily prayers. Outreach has forwarded aid to victims in Kentucky for **tornado relief**.

We continue to cultivate our relationships with our **refugee families** thru visits, donations and friendships. This Christmas we created food baskets suppling 49 people with turkeys, hams, fruit, vegetables, rice, cookies, and gifts.

We will continue our Outreach projects and pray for guidance in our mission of helping one another. Please consider joining us.

Laura Bigness

ST. JAMES' PRAYER CHAIN

Corinne Buterbaugh



In 2022, more than 240 distinct prayer requests were received and sent to members of the St. James' Prayer Chain, an increase of 20% over 2021.

The prayer chain prays for parishioners and their loved ones and members of the community experiencing illness, loss, or other challenges and in thanksgiving for births, new jobs, and other happy occasions.

Prayer requests and updates are emailed to members as we learn of prayer needs from clergy, staff, or parishioners. Members pray on their own after receiving an email, making the prayer chain perfect for parishioners who work or travel.

We welcome new members! All it takes is an email address and the willingness to pray.

How it works: To request prayer for an individual, get his or her permission, and then ask me (corinnebuterbaugh@gmail.com) to add that person to the email prayer chain. If the situation is a sensitive one, ask for prayers without mentioning names (ask for prayers "for a friend," for example) or using only the individual's first name or initials. God knows the details!

RACIAL JUSTICE AND RECONCILIATION COMMISSION

The Rev. Dr. Becky Coerper

In October 2020, St. James' Vestry called for the formation of a Racial Justice and Reconciliation Commission, with the stated purpose of "providing ongoing opportunities for the people of St. James' to learn, grow, and pursue actions for the purpose of promoting racial justice and reconciliation." Twelve volunteers formed the initial Commission, and dedicated the first year to educating ourselves and exploring resources.

In the fall of 2021, the Commission chose the theme "Open and Curious: An invitation to learn about racism and social justice" for fall programming to be offered to the wider congregation. In late fall 2021, we re-committed to the theme of "Open and Curious" for 2022 programming, but, added an arts-based focus, and development of relationships with other people and organizations to guide us in finding ways to actively engage in the community on behalf of racial justice.

- 1) The foundation of programming is *Sacred Ground*, offered in the spring and fall.
- 2) The *Discussion Series* continued in 2022 including:
 - *In my grandmother's house* by Yolanda Pierce
 - The recording of the 1965 Cambridge debate, "Buckley vs. Baldwin"
 - The documentary "13th"
 - A presentation by college senior and Skaneateles native, Zoe Osborne
- 3) The new Arts series included:
 - Formation of a quilting group to sew a St. James' Community quilt, inspired by the quilt "Spirit of Beloved Community", borrowed from SU in 2021.
 - *Singing Notes and Slinging Jokes* with Kenneth McLaurin and SingTrece
 - Janet McKenzie's stations of the cross made available in the nave for meditation during Lent, accompanied by copies of Joan Chittister's book of reflections on each painting.
 - "What Color is God" a discussion on the depiction of race in sacred art.
 - "Five to Life" Gospel Quintet singing for outdoor worship in July and giving a concert in the park immediately following
 - "Five to Life" also provided the program for the Skaneateles Ecumenical Clergy Community Thanksgiving Service
- 4) 2022 Guest preachers were:
 - The Rev. Terrance King from St. James A.M.E. Zion Church in Ithaca
 - The Rev. Alicia Dixon-Garrard from Community of Grace in the Southern Tier

The Commission met monthly with the exception of July, and kicked off fall meetings with a mini-retreat. A main focus of these meetings was continuing to explore resources, and relationships with others in the community who are already engaged in the work of racial justice. At the conclusion of the spring Sacred Ground, several participants joined the Commission and are very active members.

Dr. Eli Hernandez and Rhoda Overstreet-Wilson, President and Vice-President of the Auburn/Cayuga NAACP, joined us for the first portion of one meeting.

Diane Shenandoah, sculptor and a Faithkeeper of Oneida Nation, Wolf Clan of the Six Nations Haudenosaunee Confederacy joined us for another.

Several members are in regular attendance with the Auburn chapter of NAACP.

Members took part in a service of healing and lament for gun violence, at Westminster Presbyterian in Auburn on June 5, and in the Juneteenth celebration in Auburn.

Commission members participated with the Pastor of Harriet Tubman AME Zion church in a sneaker collection for kids in the Auburn public school system.

We participated in "Trunk or Treat" with Harriet Tubman AME Zion church on Halloween, providing several decorated trunks, and costumed volunteers to assist with distribution of free food, winter coats, and gloves and hats.

In November many of the Commission attended – and were deeply inspired by – the NAACP Gala which provided membership to all in attendance.

ST. JAMES' THRIFT SHOP

Linda Lavery

In 2022 we continued to meld the St. James Thrift Shop and the Women of St. James. As can be seen from the accompanying figures, we were able to contribute to St. James' operating budget over and above our 2021 estimate. In addition we donated money turned over to us by the Women of St. James to the Give to Grow campaign. Over this year we have thankfully increased the number of our volunteers to thirty-three. Because of the efforts of these volunteers and plentiful donations, we have been able to donate generously to local, national and international needs. The additions of a larger credit card machine and cash register (easier to use), a laptop computer and a copy machine have made work easier for us volunteers and our bookkeeper. Thanks to one of our younger Board members we are on FaceBook and Instagram, thus bringing in younger customers.

If you have been in the Shop you have probably noticed that we have updated the lighting, enhanced our entrances, and added new, lighter shelving. We continue to rearrange the Shop for the benefit of shoppers and our volunteers. Throughout the year we have worked with other organizations which have made specific requests for goods needed by them either for a one-time event, or, more often, as an ongoing need. They include the Harriet Tubman AME Zion Church, Auburn, Interfaith Works, Syracuse (for refugees), the Dr. Weeks Elementary School, Syracuse, the Rescue Mission, the Samaritan Center and the SPCA. In June we participated with the Skaneateles Schools to distribute free prom dresses to anyone who needed one. I think we gave away 19!

We continue to need volunteers for this rewarding venture. Come with us and Help Us Grow!



ST. JAMES' THRIFT SHOP FINANCIAL REPORT

Laura Bigness

St. James' Thrift Shop

Statement of Activity

January - December 2022

	TOTAL
Revenue	
Interest Earned	5.89
Sales	84,221.66
Service/Fee Revenue	1,473.04
Total Revenue	\$85,700.59
GROSS PROFIT	\$85,700.59
Expenditures	
Advertising/Promotional	160.00
Contract & professional fees	0.00
Accounting fees	1,071.00
Total Contract & professional fees	1,071.00
Miscellaneous Costs	957.03
Occupancy	0.00
Cleaning	1,245.63
Rug Cleaning	1,516.27
Total Cleaning	2,761.90
Rent	9,696.00
Total Occupancy	12,457.90
Office expenses	0.00
Equipment	1,438.14
Internet & Phone Service Fees	1,474.77
Memberships & subscriptions	150.00
Merchant account fees	1,978.15
Office supplies	628.77
Over/Short	5.10
Shipping & postage	708.29
Small tools & equipment	206.56
Software & apps	8.10
Total Office expenses	6,597.88
Repairs & maintenance	2,393.27
Supplies	736.05
Supplies & materials	130.45
Total Supplies	866.50
Trash Pick-Up	869.15
Uncategorized Expense	67.00
Total Expenditures	\$25,439.73
NET OPERATING REVENUE	\$60,260.86
Other Revenue	
Other Income	63,480.24

St. James' Thrift Shop

Statement of Activity
January - December 2022

	TOTAL
Sales Tax Discount	189.70
Total Other Revenue	\$63,669.94
Other Expenditures	
Charitable Contributions	73,794.00
Total Other Expenditures	\$73,794.00
NET OTHER REVENUE	\$ -10,124.06
NET REVENUE	\$50,136.80



YOUNG ADULT SERVICE CORPS

John Buterbaugh

Before I report on my time in Sri Lanka, I want to thank everyone from St. James, the Diocese of Central New York, and the Skaneateles community who has supported my mission through monetary donations, encouraging words, and prayer.

It's hard to believe that just a year ago, I was wondering if I would go to Sri Lanka at all in light of the Omicron flare-up. Now, it's difficult to imagine what life was like before Sri Lanka. Thanks to Bishop Dushantha "Dushy" Rodrigo's efforts, I have served in enlightening placements and made lifelong friends. In the first six months, I worked in a child protection organization near Colombo, Sri Lanka, called LEADS. I designed their brochure, created social media content, and helped coordinate medical supplies for children with cancer. In addition, I taught English to select staff members at LEADS as well as to students at the Cathedral Institute. In the second half of my time here, I have taught English to students at the Theological College of Lanka near Kandy, Sri Lanka.

In my free time, I have visited a wide variety of places with others and by myself. Bishop Dushy was gracious enough to invite me along when officiating confirmations around the island. As a result, I have been to the beach towns of Batticaloa and Galle as well as the quaint tea plantation towns of Hatton and Nuwara Eliya. Then, with the bus being an incredibly low-cost option, I have been fortunate to witness UNESCO World Heritage sites such as Sigiriya, Anuradhapura, and Polonnaruwa. Many visitors don't explore much beyond tourist sites. However, I have found myself walking through the villages, feeling great love from a swarm of local school children, so curious to know more about this stranger from another land.

While some Sri Lankans take advantage of foreigners from developed countries, most Sri Lankans will look out for them. Even with a desperate shortage of food and fuel, they will make a spot of tea and even a meal for the foreigner. The desire to serve others is clearly written on their hearts. There is such a strong sense of community, and it shows in their language. Even if you're not related, the men and boys are either your brother or your uncle, and the women and girls are your sister or your aunty. They don't expect a foreigner to speak Sinhala, but when I do, it makes their day. I've heard it said, "If you talk to a man in a language he understands, that goes to his head. If you talk to him in his own language, that goes to his heart." My skill level in making small talk in Sinhala is to the point where I can say, "*Ingreesi epā*," which roughly translates to "No English!" That way, I can practice my Sinhala.

What happens next? For me, it is a time of transition. With my experience in teaching, I not only ask myself, "What do I do?" but "What is God's purpose for me?" Making sure that no person is excluded, either actively or passively, is my mission in life. What I do is always secondary to that. Perhaps it is a holistic approach of providing not only English-language instruction to new Americans but also daily living skills instruction. Perhaps it is helping promote and coordinate future missions to Sri Lanka. Perhaps it is a mix of the two. Or perhaps something else entirely. Whatever it is, I want to hold my head up high knowing that someone feels like a vital member of the community because of something I did.

Follow my remaining adventures through my blog: <https://yascinsrilanka.wordpress.com>

GIVE TO GROW

John Watt

On behalf of the Give to Grow Committee including Amy Allyn, Gail Cowley, Marcia Watt, and Becky Coerper the recommended report for the Annual Meeting is presented as follows:

The Give to Grow Capital Campaign launched in August of 2022. Its purpose is to raise funds that will be used to supplement the annual operating budget of the Church in connection with paying the salary and benefits associated with an Assistant Rector who will be hired in 2023. The fundraising goal is

\$500,000. In addition, the Give to Grow Committee was charged with defining and developing the planned giving tools for Church members to use as they plan future giving through estate plans or otherwise. A web page under the “Giving” tab on the St James website (stjameskan.org) was developed and went live in the Fall of 2022. It provides a simple roadmap for church members to consult in developing their giving plans.

As of yearend 2022 the Give to Grow Campaign has received commitments or actual gifts totaling approximately 60% (\$300,000) of its goal. The Committee plans to continue its messaging around the fund raising in the first half of 2023. The Committee is grateful for those who have made commitments in 2022.

Respectively submitted by John Watt



St. James's Foundation

The St. James' Episcopal Church Foundation holds endowed and restricted funds gifted to St. James' Church. There are seven separate accounts managed within the portfolio from charitable gifts given to the Church.

- The Vera Howard Fund, established in 1992, supports Christian education.
- The Hazel Smith Fund, established in 1992, supports capital expenditures.
- The St. James' Fund, established in 1993, is used for general support of the church.
- The Outreach Fund, established in 1998, supports outreach activities.
- The Bishop Kellogg Fund, established in 2000, supports general operations.
- The Leadership Support Fund, established in 2020, supports leadership – specifically clergy and staff – such as, but not limited to salary, sabbatical funding, postulant support and funding a search process.
- In January 2021, a seventh sleeve – The Mission Reserve Fund - was established with the remainder of the funds that had been donated for mission as part of the *"Standing Tall Campaign"* with an initial deposit of \$116,133.45.

As of December 31, 2022, the seven funds comprising the St. James' Foundation totaled \$1,855,015.45.

In 2022, the St. James' Episcopal Church Foundation provided \$5,700.48 for Outreach activities, \$8,372.71 from Mission Reserve supporting St. James' jail ministry and partnership with the Auburn Rescue Mission at Merriman Circle, and \$29,080.37 for general operating support of the Church. No funds were distributed in 2022 from the Hazel Smith Fund although a total of \$78,592.94 was expended on capital projects paid from retained earnings. These projects included replacement of the Parish Hall roof and repair of the lightening rod system.

The assets of the St. James' Foundation are managed by Alesco Advisors as part of the Unified Investment Fund of the Episcopal Diocese of Central New York. Alesco Advisors are index-based managers and as such are actively managing passive investments. St. James' members Hamilton Fish, Dan Fisher, and John Watt serve on the Investment Committee for the Episcopal Diocese of Central New York that is chaired by The Rev. Dr. Chuck Stewart.

St. James' Finance Committee Foundation Funds Status Through Year End 12/31/2022

Fund	1/1 Opening Balance	Net Income/ (Expense)	Net Gain/(Loss)	Additions	Withdrawals	Ending Balance	Permanently Restricted	Temporarily Restricted	Total Fund Market Value
Hazel Smith Intermediate	98,118.86	1,892.38	(8,800.11)	0.00	0.00	91,211.13	67,500.00	23,711.13	
Hazel Smith Long Term	1,080,049.35	18,345.73	(176,035.79)	0.00	0.00	922,359.29	607,500.00	314,859.29	1,013,570.42
Vera Howard Intermediate	8,752.53	168.81	(785.01)	0.00	0.00	8,136.33	7,750.00	386.33	
Vera Howard Long Term	191,754.74	3,159.64	(30,926.50)	0.00	(9,747.00)	154,240.88	69,750.00	84,490.88	162,377.21
Bishop Kellogg Intermediate	21,488.82	414.45	(1,927.29)	0.00	0.00	19,975.98	19,975.98	494.58	
Bishop Kellogg Long Term	286,024.48	4,726.67	(46,358.03)	0.00	(14,691.49)	229,701.63	175,332.60	54,099.03	249,677.61
Leadership Intermediate	89,637.99	1,660.76	(14,800.94)	12,500.00	0.00	88,997.81	0.00	88,997.81	
Leadership Long Term	75,884.07	1,647.31	(7,114.65)	12,500.00	0.00	82,916.73	0.00	82,916.73	171,914.54
Mission Reserve Intermediate	61,603.13	1,109.81	(5,328.13)	0.00	(12,500.00)	44,884.81	0.00	44,884.81	
Mission Reserve Long Term	47,243.47	802.46	(7,700.13)	0.00	0.00	40,345.80	0.00	40,345.80	85,230.61
Outreach Long Term	117,511.60	1,939.03	(18,961.60)	0.00	(5,700.48)	94,788.55	0.00	94,788.55	94,788.55
St. James Intermediate	5,806.38	58.68	(416.70)	0.00	(4,641.88)	806.48	0.00	806.48	
St. James Long Term	89,754.40	1,524.57	(14,628.94)	0.00	0.00	76,650.03	0.00	76,650.03	77,456.51
Column Totals	2,173,629.82	37,450.30	(333,783.82)	25,000.00	(47,280.85)	1,855,015.45	947,808.58	907,431.45	1,855,015.45
YTD Gains/(Losses) on Investments			(296,333.52)						

*As of 12/31/22, funds were in transit to the Foundation from the St. James' operating bank account in the sum of \$213,325. This amount includes the first deposit being made for pledges received for the 'Give to Grow' campaign.

Respectfully submitted by the St. James' Episcopal Church Foundation Board of Directors,

Jeff Davis (President), Chris Smith (Secretary), John Watt (Treasurer),

Mark Kulik, Steve Osborne, Terry Posecznick (members at large)

Bill Spalding (Senior Warden), Susanne Rynkiewicz (Junior Warden), and the Rev. Dr. Becky Coerper

2022 FINANCIAL REPORT

Nicole Bova, Parish Accountant

Finance Committee - 2022 Operating Financial Report

Category	2022 Actual	2022 Budget	Budget Variance	2021 Actual	Change From Prior Year
Revenue					
Income From Giving	\$464,428.99	\$456,076.50	\$8,352.49	\$422,691.01	\$41,737.98
All Other Income	<u>108,105.42</u>	<u>84,800.84</u>	<u>23,304.58</u>	<u>124,887.32</u>	<u>(16,781.90)</u>
Total Revenue	<u>\$572,534.41</u>	<u>\$540,877.34</u>	<u>\$31,657.07</u>	<u>\$547,578.33</u>	<u>\$24,956.08</u>
Expenses					
Wages	\$301,048.38	\$344,856.80	(\$43,808.42)	\$286,854.14	\$11,662.53
Administration	51,437.14	42,019.00	9,418.14	41,407.81	(5,693.80)
Church Property	53,137.48	53,466.13	(328.65)	47,520.44	\$4,949.72
Education	2,879.47	4,280.00	(1,400.53)	2,076.35	\$1,212.11
Ministry	20,115.06	24,123.94	(4,008.88)	16,151.86	\$140.47
Outreach	90,478.57	94,580.47	(4,101.90)	81,744.59	\$6,405.61
Pastoral Care	1,398.65	1,850.00	(451.35)	471.31	(778.24)
Visibility	3,106.92	3,780.00	(673.08)	2,689.11	\$1,157.45
Worship	<u>18,978.96</u>	<u>18,975.00</u>	3.96	<u>15,851.54</u>	\$3,530.50
Total Expenses	<u>\$542,580.63</u>	<u>\$587,931.34</u>	<u>(\$45,350.71)</u>	<u>\$494,767.15</u>	<u>\$22,586.35</u>
Net Income	<u>\$29,953.78</u>	<u>(\$47,054.00)</u>		<u>\$52,811.18</u>	<u>(\$22,857.40)</u>

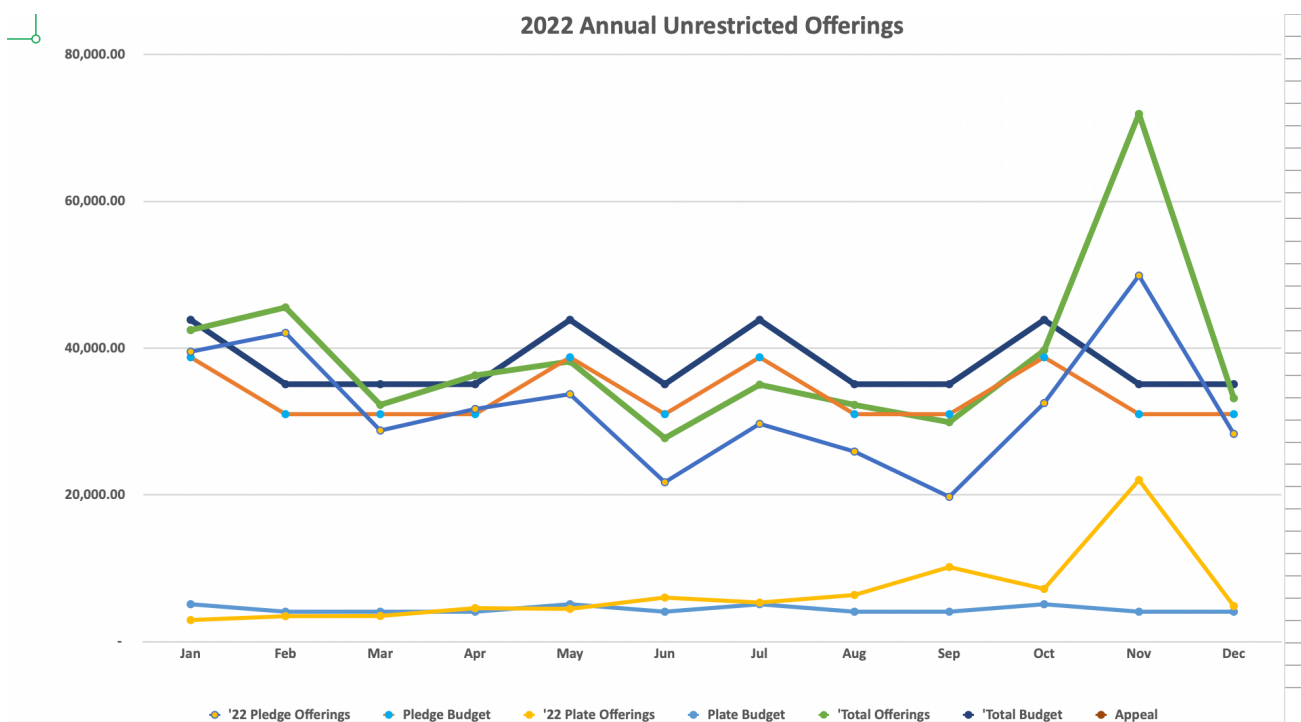
Recap

Income from overall Giving was overbudget, largely in part due to the increased amount received from our non-pledge contributions, also known as plate giving.

Building Use, Weddings and the Thrift Shop showed contributions well above budget.

Administrative Expenses was the only area showing significant results over budget. This due to software changes and office needs due to staffing changes in the middle of the year.

Wages reported under budget. We hired two new part-time W-2 employees. The Part-Time Clergy was not hired during the last quarter of 2022, as was originally budgeted for. Worship expense, as a whole, was exactly on budget.



	2022 Giving Analysis			
	Budget	Actual	Variance	Variance %
Pledge Offerings	\$403,010.00	\$383,539.00	(\$19,471.00)	-5%
Plate Offerings	53,066.50	80,889.99	27,823.49	52.4%
Total Offerings	<u>\$456,076.50</u>	<u>\$464,428.99</u>	<u>\$8,352.49</u>	1.8%
Prepaid Pledges		75,500.00		
Weekly Prepaid		1,451.92		

Highlights

Although our total pledge collected was under the amount that was budgeted for, in total our Giving was just over the year-end projection. This was due to the significant Giving received in Plate contributions. Plate contributions are categorized as such if they are not tied to a stated yearly pledge. The Finance Committee reviews the Giving trends on a monthly basis. It was noted that the Plate Giving contributions were repeatedly over the projected budget during the summer months, especially during the Lakeside Service offered at 10:45am on Sunday mornings.



2023 BUDGET NARRATIVE

John Gilly

For the annual operating budget preparation, each committee chair and key staff member was asked to submit budget requests early in the fall so that the finance committee could assemble these requests and evaluate expenses against income. Pledges for 2023 are 1.3% lower than those received for 2022. However, we have seen a dramatic increase in actual plate contribution in 2022 which includes pledgers who exceed their pledge and direct contributions by new and existing contributors. As a result, the budget for plate offerings is increased 22% resulting in a combined plate plus pledge total increase of 1.4% for 2023. This does show confidence in continued financial support of St. James' in the face of difficult economic times.

With a total budgeted income increase of 2.9% for 2023 compared to 2022, the total expense budget is increasing by a smaller 0.9%. Despite higher percentage increases to support building maintenance (due to increase utility and contract service expenses) and to support a 6.5% increase in wage cost of living adjustment (COLA) for staff, cost savings have been identified to offset these increases to maintain reasonable cost control while supporting the new investment in clergy resource that was approved for 2022 but not yet realized.

2023 BUDGET HIGHLIGHTS

Foundation income is decreased due to the drop in overall funds' values. A 5% Leadership sleeve draw has been included (\$8,131) to support the added clergy position. This draw will only be made after successful clergy recruitment.

Pledged income is slightly below 2022 budget (\$5,210 or 1.3%) however, we project that plate giving will continue at the 2022 increased pace so combined pledge and plate are expected to increase by (\$6,500 or 1.4%).

The Thrift Shop is projecting a \$23,500 contribution to St. James, \$20,500 to support operating budget activities and programs. This is a significant increase and underscores the major success of this ministry and the contribution that it makes to the Skaneateles community.

Building income is projected to increase for 2023 due to increased use by outside parties.

Overall, budgeted income is increased by 2.9% (\$15,450) for 2023.

The wages and wage-related expense plan includes the Diocese-recommended 6.5% COLA for 2023 for all staff. Also included are: 1) salary estimate for new clergy position at 50% starting July 1; 2) a new full time position of Assistant Director, Contemporary Music and Technology (changing the current person providing this resource from contract to wage employee); and 3) a level of effort

increase for the parish accountant to support office management. These changes result in an increase of 5.5% (\$19,035) for 2023.

Administrative expenses are expected to drop by 7% while including about \$2,000 in the budget for computer hardware/equipment (this is an average of the prior 5 years expense).

Buildings and grounds expenses are expected to increase by 12% mainly due to an expected increase in utilities costs plus a 10% increase in housekeeping contract expense.

Education expenses are 11% decreased primarily due to the elimination of the 4West program costs.

Ministry expenses are budgeted to decrease by 6% mainly due to the expected reduction in the need for supply clergy assistance.

Outreach expenses are decreasing by 12% due to the plan to contribute 50% of the requested Diocesan pledge (a \$9,760 reduction from 2022). The rationale is that to honor the 6.5% COLA recommended by the Diocese, St. James will offset that large wage increase by reducing the pledge for 2023. In addition, the 2023 budget has a reduced plan for mission reserve spending which is directly supported dollar for dollar by the Mission Reserve sleeve in the foundation investment accounts.

Pastoral care expenses increased by 60% (\$1,100) primarily due to increased activities to pre-pandemic levels.

Visibility expense budget is about a 6% increase which includes a new request for the CreationCare ministry.

Worship expenses will decrease by 25% (\$4,700) which is primarily due to the drop in contractor positions in exchange for new employed staff.

Total expenses are currently looking at a 0.9% increase (about \$5,600) compared to the 2022 approved budget. This shows a healthy and tight cost management approach by the staff during a continued time of financial challenges.

The current projected net loss for 2023 is \$37,164 which is due to the inclusion of the new part-time clergy position and increases in other expenses. This net loss is a 21% decrease in the approved 2022 net loss. In 2022 the Vestry approved a budget with a net loss of \$47,000 to provide funding for a new part-time clergy position. As shown in the 2022 Year-to-Date budget variance report there is net operating income of about \$30,000 which can help offset the 2023 projected net loss. The budgeted net loss for 2023 is commensurate with the budget that was approved in 2022 with a continuing effort to support a new clergy position for St. James to start in 2023.

Thanks to everyone on the finance committee who worked hard all year to provide timely and accurate financial reporting and special thanks to Nicole Bova who continues day-to-day and month-to-month financial management for St. James'. Thanks also to the finance committee, staff and Vestry for help and guidance during the budget creation process.

St. James' 2023 Budget		2022	change 2022 to 2023	2023	2023 notes	% Change
INCOME						
	Building Use	\$ 6,800.00	\$ 1,640.00	\$ 8,440.00		
	Foundation Income	\$ 47,550.84	\$ (1,818.84)	\$ 45,732.00		
	Plate Offerings	\$ 53,066.50	\$ 11,739.50	\$ 64,806.00		
	Pledge Offerings	\$ 403,010.00	\$ (5,210.00)	\$ 397,800.00		
	Pledges & service income (plate)	\$ 456,076.50	\$ 6,529.50	\$ 462,606.00		
	Christmas/Easter/Ash Wed	\$ 10,000.00	\$ (850.00)	\$ 9,150.00		
	Funeral Income	\$ 2,000.00	\$ -	\$ 2,000.00		
	St. James' Thrift Shop	\$ 10,400.00	\$ 10,100.00	\$ 20,500.00		
	Wedding Income	\$ 7,550.00	\$ (150.00)	\$ 7,400.00		
	Master Class Series	\$ -	\$ -	\$ -		
	Altar Guild Income	\$ 500.00	\$ -	\$ 500.00		
	TOTAL INCOME	\$ 540,877.34	\$ 15,450.66	\$ 556,328.00		2.9%
EXPENSE WAGES						
	Subtotal - Wage Expense	\$ 344,856.81	\$ 19,035.30	\$ 363,892.11		5.5%
EXPENSE ADMINISTRATIVE						
	Subtotal - Administrative	\$ 42,019.00	\$ (2,922.00)	\$ 39,097.00		-7.0%
EXPENSE CHURCH PROPERTY						
	Subtotal Church Property	\$ 53,466.13	\$ 6,434.23	\$ 59,900.36		12.0%
EXPENSE EDUCATION						
	Adult Programs	\$ 300.00	\$ (300.00)	\$ -	Mark 2: teach, baptize & nurture new believers per Becky	
	Subtotal - Education	\$ 4,280.00	\$ (485.00)	\$ 3,795.00		-11.3%
EXPENSE MINISTRY						
	Subtotal - Ministry	\$ 24,123.94	\$ (1,513.49)	\$ 22,610.45	Mark 3: to respond to human need by loving service	-6.3%
EXPENSE OUTREACH						
	Subtotal - Outreach	\$ 94,580.47	\$ (11,614.47)	\$ 82,966.00		-12.3%
EXPENSE PASTORAL CARE						
	Subtotal - Pastoral Care	\$ 1,850.00	\$ 1,100.00	\$ 2,950.00		59.5%
EXPENSE VISIBILITY						
	Subtotal - visibility	\$ 3,780.00	\$ 220.00	\$ 4,000.00	Mark 1: to proclaim the Good News of the Kingdom	5.8%
EXPENSE WORSHIP						
	Worship Band Expense	\$ 800.00	\$ (800.00)	\$ -	Mark 1: to proclaim the Good News of the Kingdom musical equipment purchase &	
	Subtotal - worship	\$ 18,975.00	\$ (4,693.50)	\$ 14,281.50		-24.7%
	Total Expenses	\$ 587,931.35	\$ 5,561.07	\$ 593,492.42		0.9%
	Net Income	\$ (47,054.01)	\$ 9,889.59	\$ (37,164.42)		
	Net operating income/(defecit)	\$ (47,054.01)	\$ 9,889.59	\$ (37,164.42)		-21.0%
	required draw from retained earnings to cancel out deficit	\$ 47,054.01		\$ 37,164.42		

2023 BUDGET OVERVIEW

John Gilly

Maintenance of a Strong Balance Sheet

In 2022, St. James' was able to maintain a solid balance sheet. This was done to assure a prudent reserve (i.e., equal to 6 months of St. James' operating expenses) and to support unplanned building repairs and improvements. This allowed St. James' to delay any foundation fund withdrawals for the building repairs while the market returns for those funds were depressed in 2022.

Maintaining Financial Management Support for St. James' Thrift Shop Program

Working through the Vestry and with Nicole Bova's leadership, the finance committee has continued to connect with the St. James' Thrift Shop program to support their improvements of financial tracking and reporting. This work, along with ongoing help in consolidating assets of the Thrift Shop, has supported this important mission for the Skaneateles community.

Working with St. James' Church Foundation to Clarify Assets and Income

In 2022, the finance committee members met with and resolved the clear financial asset accounting for St. James' operating assets and income and the Foundation consolidated assets. This work clarified for the operating budget the proper treatment of income disbursements the church receives from the foundation and it also streamlined the establishment of investment sleeves to collect and invest new campaign funding for the Leadership mission effort and the

Give To Grow Campaign.

By holding these significant funds with the Foundation, the potential of increased returns on the funds can be realized.

Financial Planning to Support New Investment in Human Resources

Continuing from efforts made in 2021 the finance committee financial model for funding a new part-time assistant rector at St. James' has been used for targeting new campaigns. In conjunction with the Rector's direction and consultation with the diocese, the timing and resourcing the new hire will be a 2023 budget goal.

MINUTES FROM ST. JAMES' 2022 ANNUAL MEETING

Marie Hughes

The Rev. Dr. Becky Coerper called the meeting to order at 12:37 and the meeting began with a prayer.

Polls were opened for an hour to vote for new Vestry members. However, the polls accidentally closed at 12:30, so they were again opened at 12:47 and parishioners were asked to resubmit their votes. The polls remained open for an hour.

Opening Remarks: The Rector explained to the parishioners how the meeting was subject to St. James' By-Laws, Diocesan Canons, Episcopal Church Canons, the NYS laws for non-profits, Roberts' Rules of Order, Holy Scripture and common sense.

Secretary Election: Michael Brown made a motion to elect Marie Hughes as Secretary for the meeting; seconded by Jim Iles; approved by the parishioners with a show of hands.

Appointment of Head Teller: Melissa Thompson was appointed as Head Teller assisted by outgoing Vestry members; Cathy Buck and Cathy Valentine who will certify the election results. They will be sent to Warden Bill Spalding who will verify and announce the results of the election of the new Vestry members.

Vestry Slate: Warden Bill Spalding announced the Vestry slate up for election as follows: Susanne Rynkiewicz as Warden for another two-year term, for a three-year term: Margie Amberge, Michael Brown, and Diane Steckel; for a one-year term: Megan Glass. Their biographies were included on pages 8 to 10 in the Annual report. The Warden also thanked the Nominating Committee for all the hard work they had put in as they tried to fill the vacancies with people who had skills the Vestry needed. In addition to outgoing members Cathy Buck and Cathy Valentine, Colleen Gannon and Christina Stavenhagen-Helgren served on the committee.

Minutes of February 7, 2021: Warden Susanne Rynkiewicz made a motion to accept the minutes as written; seconded by Nancy Corl; approved by a show of hands on ZOOM. The motion carried.

State of the Parish: The Rev. Dr. Becky Coerper presented a detailed report of the state of the parish by starting with the following: "I get asked how are things at St. James'? and people need an answer: St. James' is growing, numerically, financially, and more importantly, spiritually." After making those comments, the Rector began to list the various components of each part of her statement.

Numerical Growth: Last December, we had the first newcomer gathering in two years. Not only did we welcome 10 new adults, but there are 16 more who were unable to attend that day. She also said, "I've also noticed that once upon a time people would come for the first time and need time to get to know the church before wanting to get involved. But now, they get to know us online so when they arrive in person for the first time, they are ready to jump in and get involved."

Another **number** we pay attention to is worship attendance. You may remember that in 2021 - from January to April - we were worshipping online only. We averaged 74 during livestreaming, which is devices, not people. 74 devices a week were tuning into Sunday worship; which actually means MORE than 74 people, maybe half again as many. In April 2021 we added in person worship in the Parish Hall which averaged 37 people a week, and the online numbers dropped to 56. But that was an overall INCREASE in live and online attendance combined. In May we added in person worship at a second service. In June we added outdoor worship. In July we began offering two Eucharists on Sunday. And in September we reintroduced the 7:30 service on Sunday. What the data shows, is that every time we add a service - whether online or in-person - the numbers increase, AND the online numbers have held steady. For the entire year, our average **in-person** Sunday attendance is 85. And online, averages 69

devices a week, including Sunday and Wednesday combined, which again could be half again that number. "Those numbers are amazing, given all the adapting we have had to do, over and over this year, and given how tired people are of virtual everything. Therefore, we are committed to live-stream long into the future."

Spiritual Growth: People are being engaged in all sorts of ways through weekly discussions and leading prayers such as our three times a week Centering Prayer which has grown and included people from outside the parish. Also, there are other indications of spiritual growth. Laura Posecznick has children engaged in Saints-in-Training, gathering in-person and online, and participating in special activities. Chuck Stewart has a growing group of adults gathering weekly on Zoom, learning and reflecting on the Scripture for the coming Sunday. Three times a week folks gather on Zoom for Centering Prayer, and that group is growing ecumenically, geographically, numerically, and in our relationship with God and one another. In addition, St. James' has five spiritual directors, meeting with people from this parish and beyond. There are 3 adults preparing to take vows as members of lay holy orders. And one young adult is preparing for a trip to Sri Lanka. The Racial Justice and Reconciliation Commission is showing what it means to be disciples of Christ by presenting a year long calendar of opportunities for the congregation to learn about racism and social justice.

Growth in Service to the Community: There is a group of 22 who serve monthly at the soup kitchen in Auburn. There is a group of 20 serving at the Rescue Mission also in Auburn. There is a growing number of volunteers at St. James' Thrift shop. These are just some examples.

Financial Growth: The pledge income for this year 2022 has risen 13% putting the total over \$400,000 thanks to the generosity of the parishioners. That will enable St. James' to make some important hires in the future as will be further explained by Jim Iles and John Gilly. The Vestry has approved a half-time clergy to begin on September 1, 2022 as well as four other part time positions which will support the growth we are experiencing. The money is already in the bank for the short time, but the Vestry will be looking at ways to raise funds to sustain these positions. As the Finance report will show, there is \$80,000 of retained earnings from the last two years so the funds are there, but the vision of the Vestry is ambitious and it shows we have a great deal of work ahead of us. The Rector ended her remarks saying, "I am proud and I am excited about what has happened at St. James'."

Vestry Member Tributes: In between the next few reports, the Rector read tributes to Cathy Buck, Cathy Valentine and warden Susan Rynkiewicz which were gathered at the January 2022 Vestry meeting. She also showed the books she will present to each outgoing member. The book is *Book of Joy* which is about The Dalai Lama and Bishop Desmond Tutu.

Financial Report: The Rector thanked the members of the Finance Committee for all their hard work this year, and noted how getting the report ready for the meeting was challenging because the Accounting Firm was late in submitting the necessary documents. Treasurer Jim Iles began the report by highlighting some of the most important aspects including the explanation of retained earnings. The past two years netted a total of \$80,000 which meant that money was received as income but not spent. Income from overall giving was under budget by about 3% but showed a slight gain from the prior year. The St. James' Foundation, Weddings, and the Women of St. James showed contributions well above budget. Wages and Worship Expenses were the only areas showing significant results over budget. Wages resulted from changes to workload, involving significant time in invested in technologies and preparing worship. Both were Covid related. Plate offerings were lower than expected because people were not attending church but worshipping on line. The Rector told the parishioners that Jim Iles has created some of the most amazing reports year after year. He will be stepping down as Treasurer, but he will continue on until a replacement can be found. Iles said it had been "a pleasure and a privilege to serve."

John Gilly, Chairman of the Finance Committee presented the 2022 Budget as approved by the Vestry at the January meeting. Gilly noted that the largest increase in the budget was because of the well-deserved 3.6% COLA increase the Diocese recommended for employees. The total budget increase from

the previous year was 17%. Although there will be an overage in this year's budget. It is not sustainable and so the Vestry is working on ways to increase income to support the budget long term. The figures of the budget can be found in the Annual Report on pages 40 and 41. The Rector thanked both men for their diligence and their commitment to the Finance Committee.

Body Builders' Award: Jim Iles and John Gilly were the honorees of this award. The Rector read the tributes to both men which will be printed in the upcoming *Spirit* for all to read. Both men have served at the church for the past seven years and have made significant contributions to the financial, physical, and spiritual welfare of St. James'.

The Women of St. James: The Rev. Dr. Becky Coerper introduced a recognition of and tribute to the long-standing organization which has done so much to help St. James' grow as a parish. The Rector recounted how in the early days of the Episcopal Church, "women were not allowed to serve in leadership, on the Vestry, or in worship so women's organizations were formed." She then read a brief history of the organization and some of its accomplishments including the opening of a Thrift Shop in 1949. At the time it was a definite social service to the community, and today it is a large presence in the Skaneateles community. The Women of St. James' were a forward-thinking group who also awarded scholarships to potential college students as well as donated funds to various and diverse charitable causes. In the last two years, however, the Women of St. James' and the Thrift Shop Board began discussing where and how the two overlapped. As a result, this past summer the two Boards voted to become one. The Rector wanted to honor those who have served so well and so long on the Board. Those women are: Susan Gibides, Lois Laxton, Jean Bailer, Connie Tuttle, and Betty Knickerbocker, who died this past year. The Rev. Dr. Becky Coerper said, "We give thanks for the life and ministry of Betty Knickerbocker who was faithful, tenacious, loyal, appreciative, and able to adapt for a future that was clearly changing. Thank you, Susan, Lois, Jean, and Connie who are willing to contribute their time and talent for the ongoing success of the Thrift Shop." The Vestry and the Finance Committee are working with the Thrift Shop Board to ensure that the ministries that were supported will continue to be in the future.

Slate of New Vestry Members: Warden Bill Spalding said the new Vestry members have all been voted in and will attend the Vestry meeting in February.

Thank you: The Rev. Dr. Becky Coerper took time to thank the staff including Melissa Thompson and Laura Posecznick for their assistance. She acknowledged the help of the Vestry in preparation for the meeting, and thanked Jim Iles, John Gilly, and Marie Hughes,

Barbara Burton made a motion to adjourn the meeting; seconded by Margie Amberge; approved by the parishioners. The meeting was adjourned at 2:13 PM. The next Annual meeting will take place on February 5, 2023 at 12:00 noon at St. James'.

Respectfully submitted,
Marie P. Hughes, Secretary

The next Annual meeting will take place on February 4, 2024 at 12:00 noon at St. James'



96 E. Genesee Street
Skaneateles, New York 13152
315.685.7600
StJamesSkan.org

