

Igniting Passion for Jesus Christ to Change Lives

ST. JAMES' EPISCOPAL CHURCH



208TH ANNUAL MEETING

FEBRUARY 4, 2024

12:15pm

St. James' Episcopal Church Annual Report 2024

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AGENDA

Call to Order

The Rev. Joe T. Mitchell

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

Susanne Rynkiewicz

Naming of Tellers

Vestry Members

Amy Allyn, Barb Burton (Not Present), Nancy Corl

Nominating Committee Report

Bill Spalding

Vestry Elections

~ The Polls are open for one hour ~

Approval of the 2023 Annual Meeting Minutes

State of the Parish

The Rev. Joe T. Mitchell

Staff Presentations

Michael Larkin

Justin Oei

Mo Allyn

Laura Posecznick

Nicole Bova

Nicole Bova

Bill Spalding

Stewardship of Finances Report

The Report of the Elections

The Rev. Joe T. Mitchell

Outgoing Vestry Recognition

Adjournment

INTERIM RECTOR

The Rev. Joe T. Mitchell

When I was first called to serve among the good people of St. James' I told the Vestry, "All priests are interims, whether we stay for a single year or 20 years, we will all depart at some point, but the Church – the people of God – always remains."

The writer of Ecclesiastes reminds us that "to everything there is a season," and oh what a season it has been for St. James' Episcopal Church! This interim season has brought with it many emotions – grief, anxiety, and excitement, to name a few. New opportunities for gathering together have been added, both in the form of worship and formation, which may or may not continue beyond this season. Some of the furniture has been moved and times shifted, as we've stretched some new muscles and tried new things. Yet in all of it, what makes St. James' so special remains the same, and that is the people.



I've spent parts of three decades working in ministry, both lay and ordained, and in such time I have not seen a community as devoted and caring as this one. I was struck by this on my very first Sunday when I saw people working together to set up for the outdoor contemporary worship and the ways you welcomed folks walking by. I knew then that this was a community that valued relationship, that sought the face of God in the Other. Your dedication to that holy work, which is articulated so well in the pages of this report, is inspiring!

Furthermore, I've never before been part of a staff that works so tirelessly and pours so much passion into what they do. They love this church and its people, and I must say that you are lucky to have them! I have been honored and blessed to work amongst these dedicated and talented folks.

In that same familiar chapter of Ecclesiastes the writer says, "whatever God does endures for ever." What God has done at St. James' is put into the hearts of the people a spirit of love, compassion, and welcome that goes far beyond anything that any rector can and will do. Rectors, both interim and settled, preach sermons and craft worship and programs, and those might get some folks through the door, but folks stay in churches because of the people. They stay because of the relationships that the folks in the pews form with each other. These relationships are what "grow the church." They are what make people say, "That's a place I want to be a part of because they care about each other!" That's what I meant in one of my early sermons when I said that "the Gospel of Jesus is enough." because it's about people finding meaning, healing, and love in the Good News that Jesus gives us in his life, death, and resurrection. It's what we're called in our baptism to proclaim "by word and example," and you, St. James', do this in abundance!

Times of transition are seldom easy, but they are often holy. In the various questions that've been asked, struggles that've been faced, and new opportunities that've been presented, God's call for the future of St. James' is discerned, and it is with the same level of care and compassion that the Search Committee and Vestry are engaged in the processes of calling your next rector. With that person will come yet another new season, one with challenges and excitement, but so long as you love them and let them love you, and remember who you are and what you are about, God will be praised and St. James' will thrive!

If there is nothing else that has been learned during our time together, I pray it is that you know in your hearts that you can endure change and still be ok. Still be St. James'. Still be the Church.

It has been my privilege to serve with you during this interim season. Thank you for welcoming Kristen and me into your lives and for giving us the opportunity to walk with you, to learn from you, and to engage in the holy work of transforming the world through God's love with you. Onward and upward!

Joe+

DEACON

The Rev. Dr. Charles N. Stewart

I am in my eighth year of serving at St. James', Skaneateles, as an ordained deacon. When I was ordained in 2016 Bishop Adams assigned me here, and Bishop DeeDee 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 and staff of the parish where they are assigned.

2023 was a busy, and – as we all know – a very different kind of year as we got back to something closer to normal. Some thought Covid was gone; it did reach a nadir in the summer when there were no cases at Upstate, but then it came back – though many fewer cases. The Common Cup is back for those who wish; intinction is still available and is the safest way to receive.



Of course, the big news and big change was the retirement of the Rector and the organist/choir director. We had supply clergy over the summer, although familiar faces, and an Interim Rector arrived in September. It's good that your Deacon is flexible.

I enjoy the process of sermon preparation and preaching. I preached five times in 2023, which is down a bit. I'll be continuing in 2024. 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 do fulfill that requirement in several ways.

I'm now in the fourth 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. Because of the global pandemic no one travelled either way for almost three years. We and they were able to connect via Zoom, Facebook Live, email and other means. There was no Mission of Miracles in 2021, 2022 or 2023 because of Covid. As you read this one more Mission has just been completed – TBTG.

I was able to visit our sister parish, Santisima Trinidad, and preside at the Eucharist there in March. I was also a translator on the 2024 Mission and am with our sister parish today, on the day of St. James' annual meeting.

I've continued to chair the diocesan investment committee that manages about forty million in diocesan and parish funds. We are now developing ways to respond to the desire for ESG and SRI options. (ESG stands for Environmental, Social, Governance. SRI stands for Socially Responsible Investing.)

On Mondays and Fridays I am at the downtown campus of SUNY Upstate Hospital working as a volunteer assistant chaplain: I am in my tenth year. I spend most of my time in the Medical ICU on the sixth floor; I also respond to traumas and codes on Friday mornings. 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

Susanne Rynkiewicz & Bill Spalding

How do we describe the state of the Parish in 2023? It was charged with emotion and works of the Holy Spirit for sure.

This Year was kicked off at the Annual meeting with the announcement of Becky's retirement. We watched through misty eyes as the congregation grew closer than ever in planning the transition and celebration of our lives with the Coerpers. The light of God's love shines brightly within this group helping us to face the transition with love, hope, and support for each other.

With the support of our Diocese, the St. James' resident Bishop and Reverends, Rt. Rev. Gladstone "Skip" Adams, The Rev. Dr. Jim Corl, The Rev. Dr. Chuck Stewart alongside the many Lay leaders, Vestry and Staff, guided us through the summer's transition, worship, and construction projects into the fall arrival of Interim Rev. Joe T. Mitchell and new organist Justin Oei. The Vestry and Wardens are so grateful for the wealth of compassionate leadership they provided as well as the incredible dedication and hard work of the St. James' staff. Thank you and welcome Father Joe and Justin! We look forward to the year ahead.

Thank you also to all those involved in one of the many projects and ministries here at St. James'. You keep us planning ahead, beautifully decorated, technologically connected, musically fulfilled, financially aware and spiritually fulfilled during these often difficult times of transition.

God works through you and in you, and we all are better for it.

To the outgoing vestry members Amy Allyn, Barb Burton and Nancy Corl, as well as Retiring Finance Committee Chair, John Gilly, we are so grateful for your generous contributions of time, talent, prayers and Spirit filled insights. Your leadership was strength giving in a time where every decision felt enormous. Thank you. Thank you. Thank you

I, Susanne, have felt so honored to have been called to the position of Warden these last 4 years. I have felt blessed by you all in your support for this Vestry's leadership, the Search Committee, and for the staff when help was needed, and volunteers requested. As we move forward as a Parish into 2024, I predict great works from Bill Spalding and our future Vestry leadership. Keep your eyes open for all the God moments to come. We are truly blessed.

I, Bill, am looking forward to the journey God has planned for us. For the last three years as Warden I have felt His hand more than I have in the past. He has gifted us with multiple leadership teams including the Staff, the Foundation, the Finance Committee, the Search Committee, and finally the Vestry. Each of these teams is uniquely suited to their tasks and shows powerful results through their activity. I will be leaning heavily on their support through the coming year. While the above teams carry the "business" of the church forward, it is all to support the many Programs and Ministries which are the hand of God spreading the Word to all who need it. The church's true Calling is to enable every individual to know their own special relationship with God through Jesus.

VESTRY: NOMINATING COMMITTEE

Bill Spalding, Chair

The 2024 Nominating Committee is comprised of William Spalding (Jr Warden), outgoing vestry members Amy Allyn, Barb Burton, and Nancy Corl; and members-at-large Carolyn Legg. The open positions to be filled at the 2022 annual meeting are one warden, three 3-year positions, and one 2-year position.

The committee considered the positions that the outgoing vestry members filled in the various subcommittees when deciding who to select to join the vestry. Creating a well-balanced vestry, filled with spiritual, energetic, thoughtful and wise people was the goal of the nominating committee. After much thought and prayer, the committee presented the following slate to vestry for approval: The 2024 Vestry Slate being presented is:

Warden

_____ 2yr term 2024-2026

Vestry

Carol Murphy	3yr term 2024-2027
Beckie Hidy	3yr term 2024-2027
John Devins	3yr term 2024-2027
Tara Covert Lanning	2yr term 2024-2026

The slate was unanimously approved by the vestry and the names were published via email and in the



2024 Vestry Slate



John Devins Vestry Member 2024-2027

I am excited at the prospect of serving on St. James' Vestry. My wife Stephanie and I joined St James in 2017 following the marriage of our son Chris and Carolyn. Through their wedding, we learned about the wonderful faith community that is St James' and received a warm welcome from Becky and everyone associated with the parish. At St. James', I have served as an usher, assisted with lawn mowing, and helped the "unofficial" table wranglers team which prepares the parish hall for events. Stephanie and I moved to Skaneateles in 1988, and had 3 children attend Skaneateles schools. We are blessed with 7 grandkids. Upon graduation from St. John's University, College of Pharmacy, I worked in a variety of sales and marketing positions for Eli Lilly and Company for 38 years. It would be an honor to serve on St. James' Vestry as we continue on our exciting path forward!

Beckie Hidy Vestry Member 2024-2027

I have attended St James since I was born. I was baptised and married in St James. I have been married for 30 years to Brian Hidy (the love of my life). Danae Hidy is our 25 year old daughter who was baptised in St James as well. She happened to be the first in a long line of children to be baptised in the lake in the 20th century. I work full time as a Reservations Manager at Mirbeau Inn & Spa and have been there for 23 years. I look forward to the next three years to be on the Vestry of my second home.



Tara Covert-Lanning Vestry Member 2024-2026

I was born and raised in Skaneateles, and baptized and confirmed at St. James' by Father Jack Teeter, thus making me a third generation "cradle" Episcopalian right here on Lake Skaneateles. After graduating high school here, I attended and graduated from Keuka College with a Bachelor's degree in English. I spent the next 30+ years as a graphic artist and editor, mostly in the Geneva and Canandaigua areas. I also worked several years as a computer analyst and programmer at the University of Rochester. I volunteered post-9/11 for my local fire department, first as auxiliary president, then as department and EMS secretary, exterior firefighter, EMT and fire police officer. I returned home to the Skaneateles area in 2015. I now live in the Town of Niles, where I was interim Town Clerk in 2016-2017. I work part time for the Cayuga County Board of Elections as a technician and poll site manager. In 2017, Jim Lanning and I were married at St. James' by Reverend Becky Coerper. During our pre-wedding meetings with Becky, I found a warm and loving return within the walls of St. James'. I also rediscovered God's love and my faith was renewed in Christ's work. I volunteered in the organization of the church's Jumble Sale. More recently, I have volunteered in the office and assisted in updating the church's directory. In November 2023, I was reaffirmed by Bishop DeDe Duncan-Probe. In my recommitment to God's service, I've attended the Episcopal 101 series with Father Joe and Kristen Mitchell, joined the Altar Guild and hope to become more involved in some of our outreach programs. I am humbled and honored to be considered for the Vestry position and I hope to continue to serve in earnest with God's love.

Carol Murphy Vestry Member 2024-2027

I have been a member of St. James' for three years. Prior to moving to the Skaneateles area in the summer of 2020, and recently widowed, I had spent the two previous decades on Onondaga Hill with husband Tom and attended St David's Episcopal Church in DeWitt where I sang in the choir, served as an MC, Lector, Intercessor and Vestry member. In earlier years (the 70's - 90's), I lived near Aurora in southern Cayuga County where daughters Julie, Nicole and Michelle grew up in a single-parent household while I taught high school and middle school French in Lansing. We attended the United Ministry of Aurora (Episcopalian and Presbyterian) where I sang in the choir, served on Vestry and as a Lector and Chalice Server. Currently, I volunteer at Interfaith Works as a tutor of citizenship and English to refugees and as the backpack organizer for newly-arrived refugee school children. I also sing with Masterworks Chorale here in town. A grandma of seven, I enjoy attending events of local grandkids. At St. James', I love choir singing, reading lessons and prayers, serving the chalice and helping out with Evening Prayer. It is an honor to be asked to serve on Vestry and I look forward to serving St. James' in this capacity.



VESTRY: STEWARDSHIP

Each year we come to our church family to present the Stewardship Campaign. Although it is necessary to present the "operations/management" of the church, our focus remains to acknowledge God's love and abundance in our individual lives and this church family. St. James' is more than a building. It is people. Parishioners, visitors, and online viewers who make their love of God and worship a priority in their lives.

It was important to this year's Stewardship committee members to focus on these points:

1. Jesus is the vine, the true source of life.
2. We are the branches connected to Him, drawing life from Him.
3. His love for us is immeasurable, providing for us in abundant ways.

By using the theme: "Rooted in Abundance" we prayed that each member of St. James' would consider firstly how God blesses our church, our various missions and the outreach programs that touch each of us and those far beyond the walls of St. James. Secondly, we wanted members to prayerfully consider how God has touched their personal lives with His love and abundance.

We chose to use two trees and filled them with colorful leaves. Each leaf had words speaking to God's abundance. The first tree represented St. James'. The leaf represented the operational needs of the church, Outreach and Ministries while the second tree allowed the congregation to add their own personal thoughts about God's love and abundance in their lives. These colorful leaves helped the congregations to visually see how their pledge would help add to the abundance St. James' uses to serve Jesus and our neighbors.

Over three weeks we had staff members speak about the operational needs and our various ministries while our Interim Pastor Joe Mitchell spoke on our transitional needs, as we began a search for a new Pastor. We invited Gary Mann from the Rescue Mission to share how St. James' ministries help in our local communities and Pastor Alicia Dixon-Garrard, from Community of Grace of the Southern Tier, sent a video, praying for our stewardship campaign. Finally, Michael Brown wrote this prayer that was incorporated into each service during the campaign's three weeks.

God of abundance, who spoke the universe into being –

Nothing exists but by your hand, and in you all creation is sustained.

Help us remember that you are the vine and we are your branches.

May we always abide in you, the source of true abundance.

Thank you for our lives, fed and nurtured by your living water.

May we each bear fruit according to the working of your Holy Spirit in our lives. To you be all honor and glory forever. Amen.

As of this writing the final pledge numbers for 2024 are 104 pledges received totaling \$340,847. Through these generous pledges we are reminded of Christ's work in us, our community and the world. Our hearts are full of the Holy Spirit, speaking to us, encouraging us to go out and share God's abundance. God shares His abundant love, we share our abundance with others.

The Stewardship, Vestry and Finance Committees thank all of you for your generosity and faithfulness.

Mike Brown, Marie Huges, Laura Posecznick and Barb Burton

The 2023 St. James' Stewardship Team

STAFF: BUILDING & GROUNDS

Laura Posecznick

This committee has grown into a mix of Building & Grounds, Safety & Security. This past year, was full of activity. Beginning this past summer was preparing the Rectory for the new Interim Rectory. Margie Amberge coordinated the Rectory projects such as cleaning, painting, hauling, landscaping, and repairing some items. The biggest project was the discovery of that the roof of the garage required construction to fix all the wood that had rotted being so close to a lake for many years.

Doug Smith has been continuing to follow up with the village on the Columbarium project request. There has been no real change as of now.

During 2023 faced with ongoing safety and security issues in the world, St. James' began discussions about protocols and procedures to tackle challenges such as health emergencies, hostile intruders, burglary, vandalism, and fire. A team was assembled and research was compiled. There has been a risk assessment by the insurance company, elevator inspection, and fire inspection. Additionally, signage has been added in the rear of the church for safety and to deter inappropriate behavior. The goal of this team is to obtain formal assessments and recommendations to obtain a federal financial grant to put into place safety and security equipment and protocols to address "today's" challenges.

With the loss of Kip Coerper, resident fix-it man, the duties of the overall maintenance of the building fell to the staff. And for whatever reason, several issues arose quickly. Fire sensors, elevator breaks, locking of doors, bats, light replacements, cabinet & window repairs, to name a few. In addition, we quickly learned that we didn't know certain codes, where needed items are located, or who to call when something broke. With the help of Susanne Rynkiewicz, Laura Posecznick began to identify and wrangle these challenges.

St. James' is a very large and old building. It has its own unique quirks and requires daily attention. As seen by the recent natural gas leaks & boiler breakdown, every day holds new adventures. The Vestry identified early in the year that a facilities manager position would be ideal. Someone to take the lead on all the ongoing maintenance and vendors, would lighten the load for the staff and volunteers. Due to the reduced budget for 2024, there are not funds to properly pay for this position.

Laura will continue to oversee the combo group B&G/Safety/Security comprised of Jim, Iles, Becky Goodell, John Spear, Fred Speno, Judy Holmes, Marie Hughes, Doug Smith, and Jason Baleno to create a solid plan for the future, a binder of accurate information for vendors, procedures, etc., to do the best on handling each day's challenge.

God has blessed us with such a phenomenal space to worship and serve the Lord. It is our responsibility to do our best to maintain it and protect those who come inside. If you have a skill or extra time to help out, please contact Laura Posecznick. There is much to do (bat & bug season is not far off) and we can use all the helping hands we can get.

STAFF: OPERATIONS & COMMUNICATIONS

Laura Posecznick, Director

Life at St. James' over the course of this past year has been a grab bag of opportunities and challenges. The beginning of the year began with the retirement news of Becky & Kip Coerper. I will not lie, the loss of these two individuals will be felt for years to come. Aside from the love and care Becky and Kip provided, they handled an enormous workload at St. James'. As you all may recall, I was made Chief of Staff prior to Becky leaving in order to fill the onsite leadership for day to day operations. There were some bumps initially but we soon got into a rhythm with Bishop Skip, Rev. Jim Corl and Chuck leading us throughout the summer. Lakeside worship went the absolutely smoothest it has ever gone thanks to the leadership of the Quattrociochi's, Lee's, and Davis'. From the Coerper good bye extravaganza to rectory clean up, the St. James' family stepped up and supported the staff by volunteering to tackle jobs preparing for the new interim rector.

One highlight this past summer was a big boost to the Children's Ministries. St. James' stepped up to my call last Annual Meeting. Through the pandemic, we had grown our number of youth significantly and the only move was up! St. James' hired Mo Allyn as Interim Director of Children's Ministries. Mo has taken over the teaching of the Saints in Training. She has been creating lessons and did a fantastic job with the Christmas pageant this year. Mo has energy and creative new ideas to motivate children of all ages. Also, Cindi Fowler is leading the brand new Mini-Saints program complete with new Montessori based curriculum called Young Children in Worship. The Fowler's purchased many of the supplies and new furniture required for this program. This class has been an incredible adventure for families. If you have not visited the children's classrooms on the lower level-do stop down and check things out. With this growing ministry, there are plenty of opportunities to help in the classrooms or for special events such as Halloween Game Night or Pedals, Pipes and Pizza. Being able to step back from the day to day in children's ministries, has allowed me more time for operations and communications efforts. Children however are in my heart so I will be dusting off my teaching skills here and there to get my fix of love from these super kids.

Welcoming Father Joe & Kristen to St. James' in September brought new excitement and changes. Father Joe has introduced many new modifications from liturgy changes, bulletin & slide formats, new worship services, new adult studies, communion practice, and overall staff work flow. These last five months have been jam packed with learning, executing and adjusting. It has been a learning experience for me to navigate my new role and position as Operations & Communications Director. While special feast days and actual services are the same in number, more time is required for execution. I am very blessed to work with some amazingly talented individuals who have stepped up and adapted.

The loss of Kip left St. James' with a huge void for day to day buildings and grounds issues. I now know first hand the truly large weekly commitments he took care of; fire/safety malfunctions, alarm batteries, broken windows, new light bulbs, bats and overall "handy man"-#bats&batteries! I have consolidated safety, security, building and grounds together to assist with ongoing challenges & tasks. Michael Larkin has also stepped up to be my right hand (ladder climber), boiler fixer manager, etc. Revenue for the upcoming 2024 year is far lower than requested so the staff will continue to support each other handling day to day maintenance items as a team. If anyone would like to join the building & grounds team, please contact me anytime!

Communications is and always will be essential to the success of St. James'! With all the new changes and rector search items, effective communication to the parish has required a strong effort. You will notice that the weekly newsletter used to be one sheet of paper and half of it contained prayers for the parish. Lately, the weekly ranges from 4 to 8 pages. There is a lot going on! Please do take time each week to pick up a copy or make sure you are on the e-blast list to stay up-to-date on all that is happening. Danielle Larkin works on the website weekly to update content highlighting top items. Just an FYI-everyone should visit StJamesSkan.org each week. There is a calendar of events, banners that rotate with "hot items" everyone should know, and links to all the ministries from children to racial justice commission. You can even donate money or pledge online! St. James' social media (Facebook & Instagram) has been quite effective as well this past year. The online attendance and engagement for services and posts remain highly active. Nick Kilkenny does a fantastic job creating "Sunday Snapshot post each Tuesday". This is a great podcast style video featuring 25 minutes from Sunday highlighting the sermon message.

2024 will be the year of faith. Faith that God has St. James' lovingly close at hand. Faith that this parish will continue to do good work in the community. Faith that we will keep caring for each other. And faith that God will lead our new rector to St. James' red doors.

Laura



STAFF: ORGANIST/CHOIRMASTER

Justin Oei



I began my tenure here at St. James' on August 1, following a two-month period where we were served well by Glenn Armstrong, retired Organist/Director of Music at the Church of the Assumption. I am grateful to Glenn, as well as Tom Murphy, who handled a couple of Sundays that Glenn couldn't, for keeping the bench warm between Kip's departure and my arrival.

My primary goals for the first few months of the choir season were to support and strengthen congregational singing and to settle into a new rhythm of rehearsing with the choir. The most significant adjustment in this regard was moving rehearsals to Wednesday evenings at 6:30, rather than Thursdays as was the norm in the past. This has been well received and I think many of us find that the flow from the Wednesday evening adult formation class to Evening Prayer, and then to choir rehearsal is quite natural.

The choir has about 15-18 regular members, supplemented by additional singers for special services. I have been very impressed by their willingness to try new things and to work on challenging repertoire over the past few months. We have also welcomed several guest musicians to enhance our worship. Many of them are my colleagues from the Setnor School of Music at Syracuse University, and it is a privilege to be able to invite other developing professionals to share their talents with our community. While my presence here creates a natural connection to SU, I am actively looking for ways by which we can create additional opportunities for talented young musicians in our community. I also am excited to do some in-reach with our children's ministry. Mo and I are working on a "Pedals, Pipes, and Pizza" event to introduce our children to this amazing instrument which we use to lead worship every Sunday that will involve not only a tour of the organ (via a slideshow) but songs, games, and an instrument petting zoo!

The choir sang a service of Choral Evensong on All Saints' Sunday, which was made extra special by members of the music ministry at First Presbyterian Church. Not only was this service a resounding success, but both I and the music staff at First Presbyterian hope that this begins a fruitful partnership between our ministries. It is my hope that we will be able to offer at least one more Evensong service during the spring. Additionally, I led a service of Music and Meditation during Advent with Sunny Robinson-O'Boyle who sang an aria from Handel's Messiah and played three large singing bowls. This



was also very successful, and I am looking for additional opportunities to share music with the community in 2024.

One thing that I am hoping to address in 2024 is some deferred maintenance issues with the organ, the core of which has faithfully served our congregation for nearly a century. It is my hope that we will be able to complete this work during the summer, when attendance is generally lower and removing parts of the organ would be less disruptive than during the program year. The primary, and most pressing, need is re-leathering the wooden pipes. One of the components of these wooden pipes, the stopper, is essentially an airtight seal created by

leather attached to a wooden handle that can be moved up and down to adjust the pitch. The leather components generally have a life span of 60 years, after which they begin to dry out, crack, and become more unreliable in maintaining pitch. As far as I can tell from examining correspondence and archival information about the organ rebuild in the early 2000s, the leather in these pipes is the original Skinner leather from 1927. While the reservoirs (air supplies) were re-leathered in the 1990s the pipes were not. On Christmas Eve, one of these stoppers had slipped so far that the pipe was noticeably a half-step off from its normal pitch! I was able to adjust the stopper on Christmas morning, but incidents like this will become more common (and costly, should we need to call a tuner to come) without attention to the pipes themselves. The pipes with these issues also tend to be the “core” of the organ – Principals and Diapasons – so if one of these ranks should completely fail, it will render other parts of the organ difficult to use, if not unusable.

Long-term goals include funding and recruiting a quartet of section leaders (perhaps in partnership with the Voice areas at SU and OCC) to supplement our choir. Since I arrived this has been a recurring theme of discussion within the music department. The primary benefit of hiring section leaders is consistency, assuring that we have at least one singer in each section every Sunday. I have sung in such semi-professional church choirs before – both as a volunteer and as a paid chorister – and can attest that the benefit to our valued volunteer singers is also significant. Strong and confident singers encourage others to become strong and confident singers. Yet even with the benefits that having staff singers provides, the simple fact is that recruiting and retaining professionals would require an expenditure of approximately \$20K per year. It is my hope to work with key stakeholders over the first few months of 2024 to determine the viability of this addition to our music ministry as well as potential funding sources.

No matter how you are involved with music at St. James’ – whether by singing in the choir, playing in the band, humming along from the pews, or simply keeping us in your prayers – know that I appreciate your support and am grateful for you. I am always interested in hearing from prospective singers who are willing to try new things, grow musically in a supportive environment, and enjoy the amazing privilege of leading worship on Sunday mornings.

Respectfully submitted,

Justin M. Oei, Organist and Choir Director

STAFF: CONTEMPORARY MUSIC AND TECHNOLOGY

Michael Larkin, Director

Although previous years have seen big changes in the ministries of Contemporary Music and Technology, 2023 was a year of steady maintenance, careful observation, and in some cases, reduction. Citing a plethora of unresolved technical issues, we finally terminated our relationship with the company who installed and failed to maintain our wifi network. We preemptively replaced the lamps in our Nave projectors to extend their life. In response to several external influences, our longstanding second Media Engineer stepped down from her position, prompting us to satisfy that vacancy with the flexibility of a rotating roster of substitute engineers. This team was formed from individuals in our substitute musician pool, members of our existing staff, and the addition of local A/V Technician John Bonsignore. In pursuit of an unexpected career opportunity, Michael Larkin ceded management of the Parish Office to St. James' Accountant Nicole Bova in September of 2023, allowing him to refocus his attention back to only music and tech. Here at S. James, it is encouraging to know that while we will always have the ability to employ more technological solutions when necessary, it is also great to be part of a community that is continuing to build relationships face to face.

If you have any interest in assisting with St. James' Contemporary Music or Technology, email Michael Larkin at StJamesSkanMusic@gmail.com.



STAFF: CHILDREN'S MINISTRY

Mo Allyn



Beginning as Interim Director of Children's Ministries has been an incredible adventure for me. I have hoped to continue encouraging children and their families to embrace in-person learning and worship, and I am very happy with the results. I am grateful to Laura for having been so well organized and dedicated to her work - I inherited a well-oiled machine despite the challenges of the pandemic. I'm very grateful for Cindi Fowler for volunteering her expertise and developing the Mini-Saints program. I am grateful to Nicole Bova for filling in for me when I am ill; Helen O'Neill, Amy Allyn, Kristen Baleno, Katharine Williamson, Elaine Binga, Lily Sveen, and Erica Thomas for volunteering their time to help us ensure safe church practices, as well as their patience to help with behavior management; for John Helgren, Nancy Lee, Nancy Graham, and the Merriman Circle team for continuing to work hard on our ministries there, which now include exciting educational opportunities for the children there, from cooking to music; and Kristen Mitchell, Father Joe, and Judy Holmes for working with me to pull off such a fun Halloween party! Finally, I would like to acknowledge the work of Ethan Echols and Paige Posecznick during the Christmas pageant - their mentorship is invaluable to us.

New Directions

After conducting several polls and assessing the needs and abilities of our congregation at this time, the committee on Children's Ministries determined that the best way to meet the needs of our youth was to split our typical Sunday morning classes in two - our Mini-Saints (ages 3-7) with Cynthia Fowler and Saints in Training (ages 7-12) with Miss Mo. This separation of ages and maturities has allowed for Cindi and I to tailor the content of our lessons to each groups' cognitive capabilities. I discuss the changes in curriculum in detail below. Coming downstairs on a Sunday morning, it is encouraging to see Cindi's Mini-Saints classroom fill up as the Saints in Training classroom does as well. It was especially joyful to have "cross-over classes" in preparation for the Christmas pageant. Our older Saints in Training learned to play two songs on ukulele and lead the Mini-Saints in singing our songs.

Christmas

This year, I took steps to change the pageant to having a sort of hybrid feel. The Saints in Training interpreted scripture into a script, directed, filmed, and acted out the texts. I would like to continue

exploring how to strike a balance between the convenience and flexibility of film as a way to include as many children as possible and having live performance still be an integral aspect of the pageant experience. Looking forward, I hope to have a plan to give children the opportunity to make a short film interpreting texts from the Bible into a script, directing, filming, and acting out scenes, while also continuing the transition towards a live Christmas pageant.

Mini-Saints Curriculum

Cindi has based her curriculum for Mini-Saints on Montessori teaching methods that encourage children to physically engage with toys and play that help them understand the teachings of the Bible.



For example, you can see (left) come of the Mini-Saints playing with one of our special new toys, the desert box, used to tell a majority of the stories in the Old Testament.

A striking aspect of Cindi's Montessori-based approach to education is the culture of focus and calm she is able to foster within the classroom. It may seem hard to believe that a classroom full of 3-7 year-olds would be able to stay calm and focused on a Sunday morning, but an essential aspect of this curriculum emphasizes teaching the children that the classroom and the church at large are a special places where the people all around them have the opportunity to "talk to God," or pray silently or aloud; if we listen carefully, we may even hear Him talk back. The respect and focus of the children is greatly inspiring and encouraging.

Saints in Training Curriculum

I use the DIG IN website, materials passed down to me by Laura, guidance from Father Joe, and some new materials I have sought out on my own to help structure engaging, dynamic lesson plans for regular Sunday school classes. At present, we are focusing on the life of Jesus, while also allowing time for discussions about liturgical seasons and holidays! I have especially enjoyed using holiday seasons to teach children about holidays around the world, such as epiphany, or Día de los Reyes Magos.

Because we now have a slightly older and more mature group, I try to focus on pushing the children to connect everything we discuss in class to the world around them. Living in a time of such great conflict is confusing for many of the children. Fostering faith, community, and hope has perhaps never been so important. Most notably, during the season of advent, the children had a lot of questions about the ongoing conflict in Jesus's homeland. Being able to nurture a relationship with God despite hardship and conflict will help the children acknowledge things like inequality and hardship without feeling hopeless or out of control.



An additional focus at present has been encouraging the children to think about their "gifts" and how their "gifts" can be shared with the church and the different communities they are a part of. How can their actions and beliefs benefit the community? One thing in particular I have enjoyed exploring with the children is how to model the behavior they wish to see in others, from classmates at school to younger siblings at home. I look forward to a continued fostering of the children's skills within the church.

Middle & High School Youth

This Fall, St. James' hosted a Halloween Game Night in the Parish Hall. It was not well-attended and quickly turned into a cozy movie night - but the whole team and few children who attended had a blast! Engaging this group continues to present as a challenge.

Communion & Confirmation

Communion Class with Father Joe

This fall, Father Joe taught a communion class to children in the congregation before Bishop DeDe Duncan-Probe's visit to St. James' this past November. The children were able to get hands-on with the special materials used during communion. They now have a greater understanding of what materials used during communion are called, their function, and how we handle them with respect and care.

Paige's Confirmation

During the Bishop's visit, Paige Posecznick was confirmed. It was wonderful for the younger children to witness this timeless ritual for themselves. Having tangible goals and markers that the children themselves can look forward to is an important aspect of engaging children and families for the long-haul.



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



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.**

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 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 2023 was exceptional in generous contributions. The Angel Tree Prison Fellowship program purchased and delivered gifts to 20 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. 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, 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, the Samaritan Center, Meachem Elementary School, Ronald McDonald House (Syracuse), Chapel House and the Rescue Mission (Auburn); in addition Care packages were sent to our college students, we shampooed rugs at the Skaneateles Food Pantry, and baskets of goodies were delivered to helping organizations in Skaneateles..... the list goes on. **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 yearly **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. At the end of summer the Laxton's created bouquets of zinnias that were delivered to

people in our congregation. Let us know if you may be willing to deliver a bouquet. Last year during summer months, Kate Allyn took up the ministry of delivering flowers & cookies to many in our congregation brightening their day with God's love.

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 prepare monthly entrees for those in need. 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. Our newest offering is monthly cooking classes for the children led by Nancy Lee. 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. ***Coordinator: Connie Tuttle***

Pastoral Care/Stephen Ministers. Father Joe, Chuck and Nancy are able to reach more people with care than they can reach by themselves. We have active Pastoral Care ministers and Stephen Ministers and look forward to offering you this caring ministry.

Coordinator: Nancy Graham is the Stephen Leader and pastoral care coordinator

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. 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

Altar Guild works primarily behind the scenes, but St. James couldn't offer all the services we do without it. Altar Guild sets the altar, polishes the brass, washes and irons linens, fills candles, puts up the aisle torches, arranges flowers, and cleans up after every service. Team members generally serve on Saturday mornings once a month and the following Sunday before or after the service they normally attend. Time commitment is 90 minutes monthly. Training is provided, and working in teams means backup is always available. We have a wonderful cadre of members, but Altar Guild needs more men and younger women.



Our services also wouldn't be as beautiful without the talents of our Flower Guild members, who create our floral arrangements. We are grateful for all Altar and Flower Guild members who make worship at St. James special. Contact Corinne Buterbaugh (corinnebuterbaugh@gmail.com) to learn more.

Last but not least...

Thank you to parishioners who generously donate money for flowers at Christmas, Easter, and throughout the year. To remember a loved one or celebrate a special occasion, consider contributing for flowers for a Sunday during the year. Your name and the occasion will be noted in the Weekly. Suggested donation: \$55. After church, the arrangements are disassembled and taken to parishioners who need a little cheer. To donate flowers, contact Dot Pitman or the church office.



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 2023, 96 books were purchased for just under \$1,200.



RACIAL JUSTICE AND RECONCILIATION COMMISSION (RJRC)

Debra Rose Brillati & Meg Osborne

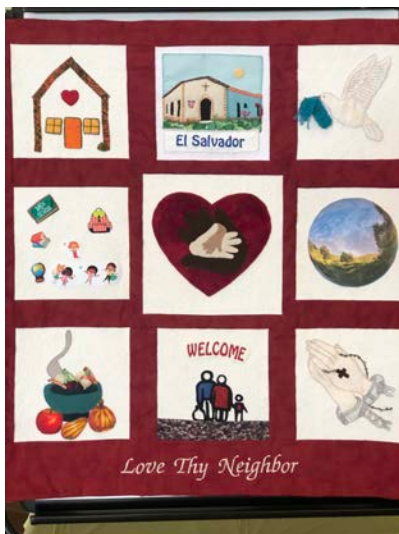
In 2023, the RJRC's third full year, the Commission continued to meet every 2 weeks to plan activities to fulfill our missions to provide "ongoing opportunities for the people of St. James' to learn, grow, and pursue actions for the purpose of promoting racial justice and reconciliation."

With Becky's departure mid-year, the Commission created a leadership team consisting of two co-chairs (Debra Rose Brillati and Me Osborne), a secretary (Corinne Buterbaugh), a parish and clergy liaison (Carolyn Legg), and a vestry liaison (Judy Holmes).

The work of the Commission fell into the six main categories below. Details of the 2023 offerings include:

The **DIVERSITY BOOK CLUB** read and discussed the following books: *The Light We Carry* by Michelle Obama, *Women of Light* by Kali Fajardo-Anstine, *Reading Lolita In Tehran* by Azar Nafisi, *Justified* by Her Children by Roy B. Polina, *Parable of the Sower* by Octavia Butler, and *Black Klansman* by Ron Stallworth.

PARTNERSHIPS: The RJRC found opportunities to build on its relationship with the Harriet Tubman AME Zion Church in Auburn, including participation by St. James' in their Community Garden, Trunk 'n Treat event, and Advent Choir and Organ Service. Members of the RJRC also attended Auburn's annual Interfaith LGBTQ+ Pride Service.



PRESENTATIONS AND DISCUSSIONS included: a discussion with Bishop Jennifer Baskerville-Burrows; a presentation by Harriet Tubman mural artist, Arthur Hutchinson; a talk on the Doctrine of Discovery by Philip Arnold and Sandy Bigtree; a quilt exhibit and storytelling presentation by Vanessa Johnson, griot and quilter; and a panel discussion on *Crisis at the Border: A Christian Response*.

PROJECTS: The Commission's Community Quilt project was completed with a presentation of the completed quilt in June. A garden project with Hillbrook Juvenile Detention Center in Syracuse, in partnership with Grace Episcopal Church in Syracuse, started in the summer but met with various obstacles. Its future is uncertain.

SACRED GROUND: The RJRC has continued its commitment to offering Sacred Ground twice a year. Two circles finished in Spring 2023 and two circles commenced in the Fall. Sacred Ground leader Linda Lavery also served on the Diocesan Sacred Ground working group in

preparation for Bishop Curry's visit. Two wrap-up sessions were held in May and June with all prior Sacred Ground participants to explore the question "Where Do We Go From Here?"

WORSHIP: St. James' welcomed two guest preachers of color to the pulpit in 2023: Alicia Dixon-Garrard (twice) and Melody Smith Johnson. Elder Johnson preached at a service commemorating the end of the 2022-2023 Sacred Ground circles. The service also included a Litany for Racial Justice and a performance by the Black Celestial Choral Ensemble of Syracuse University. In April, St. James' held a stations of the cross service entitled "Overcoming Racism" using Janet McKenzie's paintings of the stations.

Thanks to Emma Cowley, the RJRC publishes **Did You Know?**, a weekly column in the Bulletin offers insights into racism, diversity and equity. It also showcases the accomplishments of individuals from diverse backgrounds and cultures along with promoting ways to support and uplift these communities." The Commission also highlights upcoming events in **The Spirit**.

Participation in RJRC events, including Sacred Ground, has grown beyond St. James' doors, and we hope to continue to expand our reach in the community and diocese.

Submitted by Debra Rose Brillati and Meg Osborne, Co-Chairs

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.

ST. JAMES' PRAYER CHAIN

Corinne Buterbaugh

275—that's the number of distinct prayer requests sent to members of the St. James' Prayer Chain in 2023, an increase of almost 15% over 2022.

Our 24 members pray 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, who pray on their own after receiving the email. 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!



*Never underestimate the power of one small prayer.
God hears the heart, not the words.*

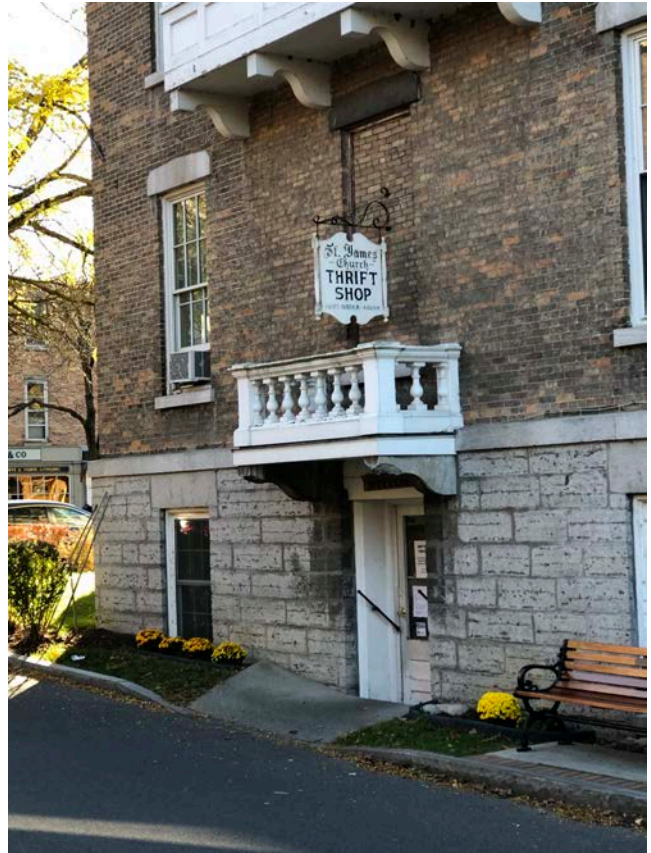
ST. JAMES' THRIFT SHOP

Linda Lavery

The St. James' Thrift Shop has had an amazing year! Thanks to amazing donations and lots of work hours from volunteers, our net income for the year reached \$110,176. From that and money we received on the dissolution of The Women of St James, we made charitable donations in the amount of \$95,491. Forty percent of our net income was given quarterly to St James. The balance was paid out over the year in varying amounts to local, national and international non profit organizations. Come to the Shop at 13 East Genesee Street, Skaneateles to see a list of recipients! We post the list so customers and donors of goods can see who benefits from their purchases and donations. In addition, clothing and home goods we learn are needed by some area schools and refugee settlement organizations, for example, are not sold but sent directly to them.

We have a true core of wonderful volunteers who take and price donations, organize the Shop, work at the register, bag goods for customers, shovel the entrance, haul and give away what we cannot sell, count the till etc. This year we were joined by other volunteers who helped at the "Dickens Season" so that we could handle the uptick on those weekends. Thank you. We are always looking for others who can give a few hours a month to join in on the fun. You

even get invited to a volunteer luncheon. This year we had two. The Shop is open on Monday and Tuesday mornings from 10 AM to 1PM to receive donations only. It is open for customers on Tuesday afternoons 1:00 PM to 4:00 PM and Wednesday through Saturday from 10:00 AM until 4:00 PM. The Thrift Shop is operated by the Thrift Shop Board ; Barbara Burton, and Linda Lavery Co-chairs, Laura Bigness, Treasurer and Diane Boden, Secretary. Most importantly, Diane Mueller organizes and trains volunteers. Please contact any of us to find out more about your Thrift Shop.



*When we give cheerfully and accept gratefully,
everyone is blessed.*

THRIFT SHOP DONATIONS 2023

UKRAINE TRUST CHAIN
MATTHEW 25 FARM
ERIN'S ANGELS
SHRINERS HOSPITAL FOR
CHILDREN
SKANEATELES STORKS
ST. PETER & JOHN SOUP KITCHEN
EASTERN FARM WORKERS
EPISCOPAL RELIEF & DEV. -TURKEY & SYRIA
EARTHQUAKES
HABITAT FOR HUMANITY-CAYUGA CO.
EL SALVADOR SCHOLARSHIPS
AURORA OF CNY
DIG DEEP, NAVAJO WATER PROJECT
PLANNED PARENTHOOD
DR WEEKS ELEM. SCHOOL
VERA HOUSE
HOSPICE OF FINGER LAKES
ONPOINT FOR COLLEGE
AMERICAN RED CROSS

SAVES
SKAN. FIRE DEPT
MISSION OF MIRACLES
EMMAUS MINISTRY
DR WEEKS SCHOOL - TEACHERS
PROJECT
EPISCOPAL R&D -HAWAII- MAUI FIRES
UNICEF- FEED THE CHILDREN
RESCUE MISSION
MY FATHERS KITCHEN
ST. LUCY'S CHURCH - XMAS PROJECT
SKANEATELES OUTREACH
SPAFFORD FOOD PANTY
SKANEATELES FOOD PANTRY
TINY HOMES FOR GOOD
BOB WOODRUFF FOUNDATION
ONE SIMPLE WISH
PLAY SPACE
INTERFAITH WORKS
ST. JAMES' CHURCH



*Volunteers are not paid, not because they are
worthless but because they are priceless.*

ST. JAMES' THRIFT SHOP 2024 BUDGET

Laura Bigness

ST. JAMES THRIFT SHOP BUDGET 2024

OPERATING INCOME		
INCOME FROM SALES		100,000.00
INCOME FROM CREDIT CARD FEES		1,500.00
TOTAL OPERATING INCOME		101,500.00
OPERATING EXPENSES		
FIXED COSTS		
	RENT	12,500.00
	PARKING	150.00
	PHONE/INTERNET	1,500.00
	RUG CLEANING	1,500.00
	TRASH PICK UP	1,500.00
	JANITORIAL	2,700.00
	BOOKKEEPER	1,500.00
TOTAL FIXED COSTS		21,350.00
OPERATING EXPENSES		
VARIABLE COSTS		
	CLOVER/MERCHANT FEES	2,500.00
	MEMBERSHIP FEES	350.00
	OFFICE EXPENSES	1,500.00
	MAINTAINANCE & REPAIRS	2,000.00
	SUPPLIES	1,500.00
	ADVERTISING/PROMOTION	500.00
	ENTERTAINMENT/FELLOWSH	3,500.00
TOTAL VARIABLE COSTS		11,850.00
TOTAL EXPENSES		33,200.00
NET INCOME		68,300.00

Rector Search Committee

Colleen Gannon & Marcia Watt

In the Fall of 2023, following the retirement of Becky Coerper, the Vestry appointed seven members of St. James' to serve on a Rector Search Committee, consisting of three Vestry members and four representatives of the parish, and charged the committee with conducting a thorough, thoughtful and prayerful search and evaluation of qualified candidates for the position of Rector of St. James'.

Rector Search Committee members are: Colleen Gannon and Marcia Watt (Co-Chairs), Susan Rynkiewicz, Bill Spalding, Nancy Corl, Jeffrey Davis and Erik Samhammer.

The Rector Search Committee has been meeting twice a month since November and is following the process established by the Diocesan Guidelines for transition. These Guidelines divide the committee's work into three phases:

- o PHASE 1 is a self-assessment to develop a comprehensive profile of the Parish;
- o PHASE 2: focuses on development of and planning for the search process itself (i.e. the mechanics of posting the position, interviewing, checking references etc); and
- o PHASE 3: is discernment through evaluation and assessment of the candidates.

The Committee is currently in PHASE 1 and is in the process of gathering data and providing a variety of opportunities for parishioners to provide input. The Committee has held "Office Hours" in the Parish Hall and will be distributing a comprehensive Survey to the parish by the end of January. Input received from the parish will be used to create a Parish Profile that will be a critical part of our search process. The Committee will continue its work throughout 2024, until our next Rector is called.

The Rector Search Committee provides regular updates to the congregation in the Weekly and on the Transition page of the Church website.

Submitted by,
Colleen Gannon and Marcia Watt



St. James' 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.

The current members of the St. James' Foundation are:

Jeff Davis, President

Steve Osborne, Vice President

John Watt, Treasurer

Chris Smith, Secretary

Terry Posecznick

Mark Kulik

Bill Spaulding (as a Warden of the Vestry)

Susanne Rynkiewicz (as a Warden of the Vestry)

Father Joe T. Mitchell

The assets of the Foundation are invested through the Diocese, which in turn invests through Alesco Advisors. Tim Tindall of Alesco Advisors met with the Foundation Board in March 2023 and reviewed the Foundation investments. All funds are invested conservatively, some investments on a long-term basis and some on an interim basis. There are different sleeves of investments depending on the donor and purpose of the funds. Some sleeves are restricted based on the directions of the donor. Examples of the sleeves are the Hazel Smith (restricted to building improvements), Vera Howard, Bishop Kellogg, Leadership (Give to Grow), Mission Reserve, Outreach, and the St. James general fund.

The newest sleeve of the Foundation fund is the is Leadership (Give go Grow campaign) inspired by Becky Coerper for the purpose of development of an assistant rector position and other personnel growth. Amy Allyn and John Watt co-chair the Give to Grow campaign. Fund raising efforts for the Give to Grow fund are ongoing and will continue in the Spring of 2024

The St. James' Foundation funds grew during 2023 and the Foundation was able to make a 5% distribution of unrestricted funds to the St. James operating budget for 2024 and to distribute to other supported programs.

The term of several of the Foundation Board members are expiring during 2024. I would ask the faithful members of St. James to consider serving as a Member of the Foundation Board. There are only 2 meetings per year and there is a great deal that can be accomplished for the long-term benefit of St. James Church.

Finally, the Foundation Board ask all members of St. James' to give to the St. James' Foundation. It allows every member to become part of the legacy and enduring history of our beautiful Church.

Respectfully submitted, Jeff Davis

2023 FINANCIAL REPORT

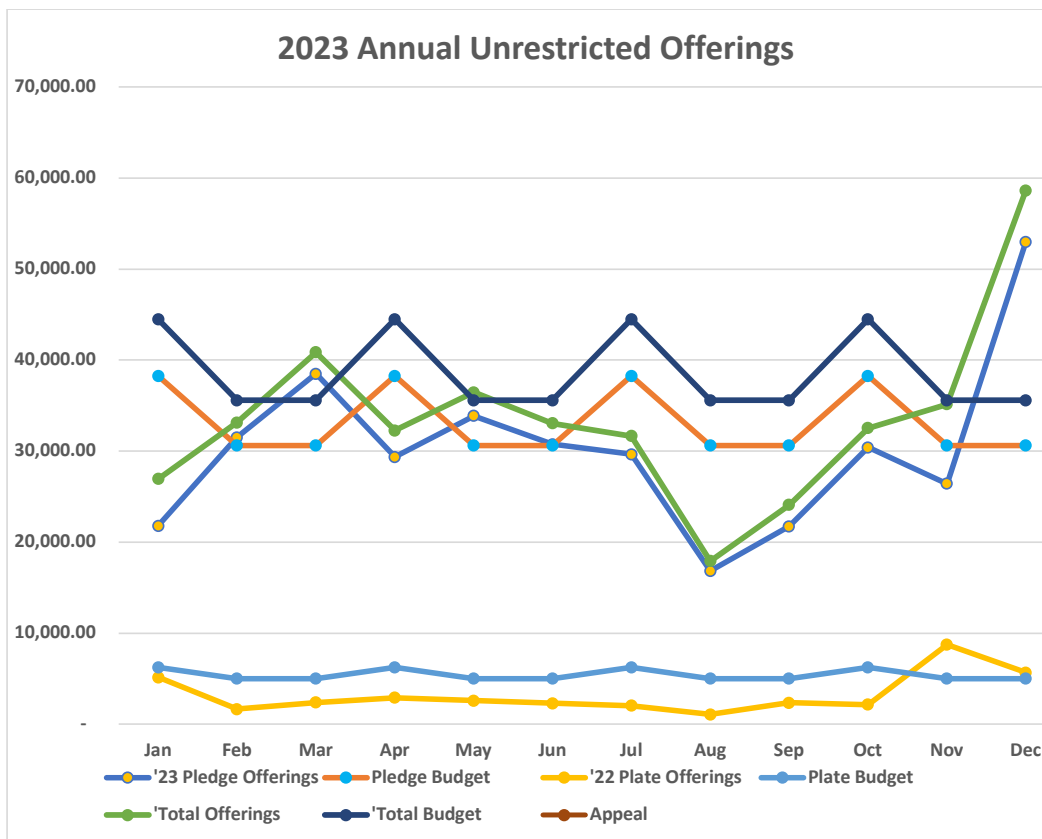
Nicole Bova

Finance Committee - 2023 Operating Financial Report

Category	2023 Actual	2023 Budget	Budget Variance	2022 Actual	Change From Prior Year
Revenue					
Income From Giving	\$409,747.01	\$471,756.00	(\$62,008.99)	\$472,690.99	(\$62,943.98)
All Other Income	<u>130,442.54</u>	<u>84,572.00</u>	45,870.54	<u>99,843.42</u>	\$30,599.12
Total Revenue	<u>\$540,189.55</u>	<u>\$556,328.00</u>	<u>(\$16,138.45)</u>	<u>\$572,534.41</u>	<u>(\$32,344.86)</u>
Expenses					
Wages	\$325,963.26	\$363,892.12	(\$37,928.86)	\$301,048.38	\$24,914.88
Administration	45,299.67	39,097.00	6,202.67	51,437.14	(6,137.47)
Church Property	62,786.78	59,900.36	2,886.42	53,137.48	9,649.30
Education	3,609.55	3,795.00	(185.45)	2,879.47	730.08
Ministry	17,274.61	22,610.46	(5,335.85)	20,115.06	(2,840.45)
Outreach	80,726.29	82,966.00	(2,239.71)	90,478.57	(9,752.28)
Pastoral Care	2,598.33	2,950.00	(351.77)	1,398.65	1,199.78
Visibility	3,048.74	4,000.00	(951.26)	3,106.92	(58.18)
Worship	<u>15,434.85</u>	<u>14,281.50</u>	1,153.35	<u>18,978.96</u>	<u>(3,544.11)</u>
Total Expenses	<u>\$556,741.98</u>	<u>\$593,492.44</u>	<u>(\$36,750.46)</u>	<u>\$542,580.63</u>	<u>(\$14,161.55)</u>
Net Income (Loss)	<u>(\$16,552.43)</u>	<u>(\$37,164.44)</u>		<u>\$29,953.78</u>	<u>(\$46,506.21)</u>

Recap

Income from overall 'Giving' was under our projected budget by about 13%, as we entered 2023 with projected pledges down from the prior year. Wage expenses were under budget due to staffing changes, including the retirement of our former rector and organist/choirmaster in July. With staffing transitions came additional supply and service costs, as well as normal price increases from suppliers, leading to administrative expenses being over budget. There were; however, several expense categories that were under budget this year primarily caused by the ripple effect from the previously mentioned staffing changes. Several programs and/or purchases that had money designated to that were not spent. Overall, the net loss for the year was less than planned for the budget year.



YTD Through December 2023				
	Budget	Actual	Variance	%
Pledge Offerings	397,800.00	364,013.00	33,787.00	8%
Plate Offerings	64,806.00	38,934.01	25,871.99	39.9%
Total Offerings	462,606.00	402,947.01	59,658.99	12.9%
Prepaid Pledges		53,160.00		
Weekly Prepaid		1,022.31		

Highlights

With a number of changes occurring throughout the past year, overall 'Giving' was down significantly from the prior year and approximately 13% down from the 2023 Projected Budget. Prepaid pledges for the year also decreased and this continues to be the trend going into 2024. During the last month of the year, we saw an increase in income from 'Giving' as parishioners fulfilled pledge payments and many visitors came during the holiday season.

2024 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. The preparation of an operating budget for St. James' parish for 2024 has had significant challenges that are primarily income-driven. The stewardship campaign for 2024 has shown a continued trend in reduced pledging by 13% (\$52,600 shortfall) compared to the 2023 budget. As a result, the Vestry has approved some significant measures to control expenses by proposing a budget that reduces overall expenses by over \$20,800 or a 3.5% reduction compared to the 2023 budget. These changes are detailed in this summary. If during 2024 there is an upside to income through increased pledging or new income, these austere measures to cut spending may be reconsidered.

2024 BUDGET HIGHLIGHTS

- The St. James' Foundation income commitment is budgeted to increase by \$5,452 primarily due to a slight increase in the Mission Reserve draw and a draw from the Leadership sleeve to cover the wage costs for the children's ministry.
- The plan for pledged income as of 13 December is \$345,190 which is 86.8% of the 2023 budget with 103 pledges received which continues a trend in reduction of pledgers over the past three years.
- Based on Thrift Shop board approval, the 2024 income commitment to St. James' operating budget is expected to increase by \$6,820.
- Wedding income is expected to drop by \$3,740 with funeral income remaining the same as 2023 budget.
- Building income is expected to slightly increase for 2024 and Altar Guild income remains flat for 2024.
- In discussion with the Wardens, the Finance Committee is adding a new income line for 2024 to include fundraising income of \$5,000 from 1 or 2 fundraising events. It is expected that the Vestry will champion this idea and that the execution of this new task will not be an added burden on staff.
- The RJRC will become an item in the operating budget in 2024. They propose to raise \$1,300 to support their events for the year. There is currently \$1,700 in a restricted account that will provide seed funding for their effort.
- Wages and wage-related expenses are projected to be reduced for 2024 by 3.9% or just over \$14,000. This is driven primarily due to the decision to not include a cost of living wage adjustment (COLA) for 2024. Although the diocese recommends a 5.6% increase, with the revenue shortfall and increases in other expense categories, this is not possible.
- The position of interim director of children's ministry is only budgeted through the end of her current contract (June 30, 2024). If that position is to be continued, it is expected that it would be funded from the Foundation Leadership sleeve. This budget also includes a \$17,500 increase in health insurance expense plus a total of \$6,400 in funding for clergy and lay staff Health Savings Accounts (HSA).

- Administrative expense budget is reduced by 4.8% for 2024. There is a \$2,000 increase for supplies and services which is offset by expected reductions in wedding expense, AV maintenance, computers/equipment and Web/Applications support.
- Building and grounds expenses will increase overall by 5.5% or about \$3,270; \$550 of that increase is due to a change in snow removal services (the prior discounted rate for this service is no longer available) and \$1,500 of the increase is due to an increase in the parish's liability/fire insurance premium.
- Education expenses are projected to increase by \$3,390 to support SIT, mini-saints and adult programs. This is an 89% increase over 2023 but was expected as part of the church's mission for expanded children's ministries.
- Ministry expenses are currently budgeted to decrease for 2024 by about \$750 primarily due to the expected reduction in need for supply clergy.
- Outreach expenses are budgeted to decrease by \$11,658 for 2024. This budget includes no payment of the \$33,000 Diocesan pledge for 2024. The increase for the Diocesan assessment of \$2,200 is included. Also, this budget includes a new expense account for the RJRC.
- Visibility expense budget will increase by 17.5% (\$700) which includes resources for the rector search.
- Worship expenses are expected to increase 3% (\$400) with the Altar Guild budget remaining flat for 2024.
- A special one-time request of \$15,000 has been made for organ repair for 2024. This was a need identified prior to employment of the organist/choirmaster with St. James'. It is expected that this will not be part of the operating budget but covered from the Hazel Smith foundation sleeve.

Overall, the total budgeted income for 2024 is \$532,764 or \$23,564 less than the 2023 budget and overall expenses are projected to decrease by 3.5% (\$20,829) compared to 2023. This reduction is necessary given the projected reduction in income. The 2024 budget projects a \$39,899 net loss. The approved 2023 budget accounted for a \$37,000 net loss to cover new clergy expenses (the planned assistant rector that was not recruited). Given that the parish was in significant transition in 2023, the projected \$16,550 net loss for 2023 (\$20,600 better than budgeted) is a strong showing for St. James'. The hope is that the parish will support future revenue growth in 2024 as part of a transitional year for seeking a settled rector.

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' 2024 Budget		2023	change 2023 to 2024	2024	2024 notes	% Change	
INCOME							
Building Use	\$	8,440.00	\$	260.00	\$	8,700.00	
Foundation Income	\$	45,732.00	\$	5,452.00	\$	51,184.00	
Fundraising Income	\$	-	\$	5,000.00	\$	5,000.00	
Plate Offerings	\$	64,806.00	\$	15,601.00	\$	80,407.00	
Pledge Offerings	\$	397,800.00	\$	(52,607.00)	\$	345,193.00	
Pledges & service income (plate)	\$	462,606.00	\$	(37,006.00)	\$	425,600.00	
Christmas/Easter/Ash Wed	\$	9,150.00	\$	(1,650.00)	\$	7,500.00	
Funeral Income	\$	2,000.00	\$	-	\$	2,000.00	
St. James' Thrift Shop	\$	20,500.00	\$	6,820.00	\$	27,320.00	
Wedding Income	\$	7,400.00	\$	(3,740.00)	\$	3,660.00	
RJRC Program Income	\$	-	\$	1,300.00	\$	1,300.00	
Altar Guild Income	\$	500.00	\$	-	\$	500.00	
TOTAL INCOME		\$ 556,328.00	\$ (23,564.00)	\$ 532,764.00			-4.2%
EXPENSE WAGES							
Subtotal - Wage Expense	\$	363,892.11	\$	(14,127.64)	\$	349,764.48	-3.9%
EXPENSE ADMINISTRATIVE							
Subtotal - Administrative	\$	39,097.00	\$	(1,885.00)	\$	37,212.00	-4.8%
EXPENSE CHURCH PROPERTY							
Subtotal Church Property	\$	59,900.36	\$	3,267.71	\$	63,168.07	5.5%
EXPENSE EDUCATION							
		Mark 2: teach, baptize & nurture new believers					
Subtotal - Education	\$	3,795.00	\$	3,390.00	\$	7,185.00	89.3%
EXPENSE MINISTRY							
		Mark 3: to respond to human need by loving service					
Subtotal - Ministry	\$	22,610.46	\$	(759.53)	\$	21,850.93	-3.4%
EXPENSE OUTREACH							
Subtotal - Outreach	\$	82,966.00	\$	(11,658.17)	\$	71,307.83	-14.1%
EXPENSE PASTORAL CARE							
Subtotal - Pastoral Care	\$	2,950.00	\$	(150.00)	\$	2,800.00	-5.1%
EXPENSE VISIBILITY							
		Mark 1: to proclaim the Good News of the Kingdom					
Subtotal - visibility	\$	4,000.00	\$	700.00	\$	4,700.00	17.5%
EXPENSE WORSHIP							
		Mark 1: to proclaim the Good News of the Kingdom					
Subtotal - worship	\$	14,281.50	\$	393.50	\$	14,675.00	2.8%
Total Expenses		\$ 593,492.43	\$ (20,829.13)	\$ 572,663.31			-3.5%
Net operating income/(defecit)		\$ (37,164.43)	\$ (2,734.87)	\$ (39,899.31)			7.4%
required draw from retained earnings to cancel out deficit	\$	37,164.43		\$	39,899.31		

2023 FINANCIAL COMMITTEE - Highlights

John Gilly

Management of Significant Building and Grounds Expenses

In 2023 St. James' was impacted by several significant expenses to support maintenance, upgrades, repairs and improvements to the church and rectory facilities. This included a major project to prepare the rectory for hosting our current interim rector. The finance committee and parish administrator were closely in contact to assure sufficient resources and funds were available for these needs. This also included providing information to the Vestry to allow for proper and rapid approval of the required work.

Continuing 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 budgeting, financial tracking and reporting. This work also included the integration of Thrift Shop asset and liability reporting for the consolidated balance sheet to the Vestry, as is required for all programs that conduct work under the name and tax registration for St. James' Episcopal Church.

Management of Grow to Grow Campaign Funds to the St. James' Foundation

Continuing in 2023, the finance committee continued to manage the transfer of collected campaign funds to invest with St. James' Foundation oversight for the Leadership mission effort. By holding these significant funds with the Foundation, the potential of increased returns on the funds can be realized.

Transition in the Finance Committee

With the start of 2024, this brings to end the participation of John Gilly as a member of the committee since 2017 and as the Chair of the committee for the past few years. John and his wife, Jane relocated to Delaware in early 2022 but stayed connected to St. James through the end of 2023. They are now becoming active in their new parish in Lewes, Delaware, although St. James' will always hold a warm place in their hearts. John feels very grateful to have had the opportunity to serve on the committee through 'very interesting' financial times that transitioned through the major global financial impact of a pandemic along with other significant changes at St. James'. John's final thought for St. James' is to emphasize the critical importance to members of the church parish to participate in the financial mission by serving on the Finance Committee and other assignments (e.g., auditing activities and Foundation Board) to help support the important ministries of the church. Jamie Bova has agreed to serve as the new Chair of the Finance Committee and we know that the future is in good hands with Jamie



MINUTES FROM ST. JAMES' 2023 ANNUAL MEETING

Marie Hughes

St. James' Episcopal Church Annual Meeting (Hybrid)

February 5, 2023

The Rev. Dr. Becky Coerper called the meeting to order at 12:13 PM.

Opening Prayer: Parishioners joined in the opening prayer found on page three of the booklet.

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: Nancy Corl made a motion to elect Marie Hughes as Secretary of the meeting; seconded by Carol Murphy; approved by the parishioners.

The polls opened at 12:14 and will remain open for an hour.

Election of new Vestry members: Although there is only one slate of members, there was an opportunity for other names to be put forth before the meeting. None being put forth, according to NYS laws, an election must be held. The Rector noted that the vestry Nominating Committee chooses people whom they think can fill the gaps of those leaving. Warden Susanne Rynkiewicz reported on the behalf of the Nominating Committee which consisted of herself, retiring members Anne Sveen, Megan Glass, Doug Smith, Laura Posecznick, member in good standing, and Pete Thomas, member in good standing who has never served on the Vestry. The slate for 2023 consists of Bill Spalding, Warden for 2-yr term; Judy Holmes, Marie Hughes, Bob Lee all for three-year terms. The committee received thanks for its organized and thoughtful approach to their work.

By-laws: The Rector explained that the change to the By-laws as seen on page 4 of the Annual Meeting report clarifies the wording concerning Wardens, and the other change clarifies the status of someone who is filling a part-time term and the ability for that person's reelection to the

Vestry. Those two changes needed to be voted on by the parishioners.

Approval of the 2022 Annual Meeting Minutes: These minutes were read and approved shortly after the meeting in 2022; however, they needed to be officially recorded in this document. Rick Burton made a motion to approve the minutes of the 2022 Annual meeting; seconded by Jim Iles; approved by the parishioners.

State of the Church Address: The Rev. Dr. Becky Coerper began her address by speaking to the parishioners about her letter announcing her retiring as of July 1, 2023. She explained the reasons and the circumstance; discussed her time line of having her last service on June 4th. The relocation of her and Kip, her husband, organist, and choir director to Rhode Island to be near family and spend time with their young grandchildren. Throughout her address which can be found in full attached to these minutes, the Rector continually assured the parishioners with these words, "You love easily and are easily loved." Those words framed her address and offered encouragement and support to all attending. In the end, as will be seen in her attached address, she assured the parishioners, with the words of Julian of Norwich, "All will be well; all manner of things will be well."

Gratitude to each outgoing Vestry Member: After her address, The Rector acknowledge her gratitude to Megan Glass who was leaving Vestry. At the meeting in January, each Vestry member is asked to say something about the out going members. The Rector read those

remarks aloud. The other two members were also recognized in between each of the next reports. Those two members were Anne Sveen and Doug Smith,

Vision for Children and Youth Ministry: Laura Posecznick presented her vision for the future of that ministry. She is stepping down from being in charge of it and stressed the need to make this ministry a priority for the church. That being so, the year is going to be called. "The Year of the Child." Since her address was so important, it will be found attached to this document along with the Rector's. However, she did want the parish to know that she will oversee the evolving and implementing of these programs, and hopes that Easter time will be the beginning of trying some new ways to attract and service the younger members of our parish.

Give to Grow Campaign: John Watt presented the results of the Give to Grow campaign thus far. He explained that the campaign had met 60% of its \$500,000 goal. This money will assure the parish of financial sustainability over the long term. He also mentioned there would be more information coming out about Planned Giving. Watt thanked the Rector for putting the parish in a position to hire the next priest who will be bale to hire his or her assistant. He also thanked the Rector for allowing him and his wife, Marsha, to lead the Capital Campaign which made the needed repairs and new roof to the Church.

Financial Report: Nicole Bova, parish accountant, gave the financial report which is found on page 31 of the booklet. She noted the church has ended the year in a healthy financial position. The largest expense was repairing the roof over the church hall. She told the parishioners that the plate offerings helped achieve \$8,300 over budget.

John Gilly, Chairman of the Finance Committee, presented the summary of the 2023 budget, He noted the entire budget is found on pages 34 and 25 in the booklet. Some of the highlights were the budget is only ,9% increase from last year's budget. The staff will be receiving a 6.5% increase in pay as recommended by the diocese. The net loss for the year is 21% less than had been projected for 2022. Gilly thanked everyone who helped make it possible to put the budget together in a timely and thoughtful manner.

Body Builders' Awards: The Rev. Dr. Becky Coerper announced that Wardens Susanne Rynkiewicz and Bill Spalding were this year's recipients. Both of them have gone out of their way, not only as Wardens and members of the church, but they have been extremely supportive to the Rector. The Rector read about each of them and their contributions. The full texts will be published in the upcoming monthly Spirit.

Report of the Elections: Warden Susanne Rynkiewicz reported that the Polls were closed , and the candidates all received a majority of the votes needed to become Vestry members. The By-laws also passed as clarified.

Closing the Meeting: The Rector thanked the staff, and everyone associated with the annual meeting. She noted that all the former and present clergy were present in the nave, and thanked them as well Meg Osborne made a motion to end the meeting at 1:41; seconded by Don Johnson; approved by the parishioners.

Respectfully submitted,

Marie P. Hughes, Secretary



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

