

THE EPISCOPAL PARISH OF ST. JOHN THE EVANGELIST



2020 Annual Report

The Episcopal Parish of St. John the Evangelist

Hingham, Massachusetts

January 31, 2021

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

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

PARISH STAFF

The Rev. Timothy E. Schenck, *Rector*
The Rev. Jacqueline A. Clark, *Associate Rector*
Sister Adele Marie Ryan, *SSM, Priest Associate*
The Rev. Robert Edson, *Rector Emeritus & Pastoral Associate*
Elisabeth C. Gray, *Organist/Choirmaster*
Jeremiah Cossa, *Sunday Evening Musician*
Thomas M. Daley, *Parish Verger*
Jennifer Cataldo, *Administrative Assistant*
Amsale G. Faye, *Accountant*
Dorothy Manley, *Sexton*

VESTRY OF ST. JOHN'S

Deb Hayes, *Senior Warden*
Tom Pyles, *Junior Warden*
Phil Carter
David Clinton
Skip Jenkins
Michael MacDonald
Tom Martel
Kirsten Moore
Dawn Murray
Caitlin Slodden
Jody Jones Turner
Laura Accettella, *Clerk*

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annual meeting AGENDA

138th Annual Meeting

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

1. **Call to Order**
Deb Hayes, *Senior Warden*
2. **Opening Prayer**
The Rev. Tim Schenck, *Rector*
3. **Approval of the Minutes of the 137th Annual Meeting**
Deb Hayes
4. **Rector's Annual Slide Show**
Father Tim
5. **Presentation of the Vestry-Approved 2021 Budget**
Brad Galko, *Finance Committee Chair*
6. **Report of the Nominating Committee**
Rob Hess
7. **Election of Vestry Members and Other Officers**
Deb Hayes
8. **The First Annual PandEmmy Awards**
9. **Other Business**
10. **Motion to Dissolve the Annual Meeting**

The Rector's Annual Report

Dear Friends,

As I've taken some time to reflect upon the year that has passed, I promised myself I would not use terms like "unprecedented" and "new normal" or even "dumpster fire." At one level, 2020 was all of those things. And much, much more.

At St. John's, as in the world at large, the past 12 months have been revealing in ways both painful and hopeful. At this time last year, we were gathered in Upper Weld Hall, following a lively service in the church. We had just received communion, hugged each other at the Peace, shook hands on the way out, scooped out a bowlful of Dorothy's famous soup, grabbed a cup of coffee, and sat next to one another ready to celebrate another full and fruitful year of ministry at our beloved parish. We looked back and we looked forward, ready to enter a new year with faith and vigor.



There is much to mourn as we gather around our computer screens this morning. This global pandemic has taken its toll not just through lives lost, but through traditions sacrificed and communities dispersed. Our hearts ache for the deep connections and relationships formed through this parish. We yearn to be together, to worship and laugh and weep and rejoice as one.

Yet, since March, we have made the commitment, as difficult and heartbreaking as it has been, to love one another by staying apart. We care too much and love too deeply to risk the health of the body of Christ that is St. John's. As much as I miss being with those whom I love, I am so proud of each and every one of you for embracing being the church in new ways. This has not been an easy time, but it has been one of profound faith and love. The resilience of this community has been a joy to behold, even amid trying and frightening circumstances. We have never stopped praying and worshipping, learning and loving, reaching out to strangers and one another. And those are signs of a deep, vibrant, and abiding faith.

Not that any of this has been easy. We have all had to learn new skills and adjust our expectations and engage in new ways. I, for one, never thought I'd become a televangelist or do ministry in such a two-dimensional fashion. I never wanted to be an amateur epidemiologist or video production specialist. Our Sunday School teachers never wanted to learn how to teach virtual classes. Buffy never wanted to learn how to use Garage Band to blend voices into a digital choir. Jack never wanted to teach Confirmation Class and lead Youth Groups online and become our resident expert on all things Zoom. Yet here we are.

We have all adapted to hold this community together, to keep everyone safe, to reach out to those in need, to welcome those tuning in from all over the country, and to keep faith at the center of our lives, even as everything else swirled around us. From Zoom Sunday School to Youth Group Pop-Ups, from Virtual Choir Anthems to Zoom Morning Prayer each weekday, from Children’s Chapel to the Online Christmas Pageant, from the Drive-Thru Pet Blessing to socially-distanced outdoor baptisms and burials, the flexibility and creativity of this community has been astounding.



We have, of course, had to let go of a number of beloved traditions that give context and texture to our common life. Besides worship, I’m talking about events like SummerFest, the Not-So-Spooky Haunted House, the full-blown Holiday Boutique, Parish Picnics, Movie Nights. The list of things we grieve goes on and on.

But this time has also forced us to return to the essentials. From the moment we shut down, the COVID Response Team sprang into action, pairing those with needs in our community

with those who could lend a hand. From postcards to St. John’s facemasks to conceiving our Pandemic Prayer Network, the members of the CRT embodied our response to this crisis and continue to do so.

The other group that arose during the early days was the Regathering Task Force. This faithful crew has met weekly throughout the pandemic to examine state and diocesan guidelines, look at our context, and make decisions based on our guiding principle of loving one another. This has been a tremendous responsibility and has not been easy work. I assure you everyone has opinions. But the RTF has stayed faithful to its mission and I will continue to lean on them for guidance moving forward as the health climate changes and restrictions, hopefully, begin to ease.

Our outreach efforts continued as the need in our local area grew. From food drives to backpack collections to Christmas gifts to Laundry Love, people at St. John’s have continually given of themselves and their resources during this time. It’s been inspiring to watch faith-in-action take place at a time when people need help now more than ever. In fact, a number of parishioners with the means to do so have quietly given to my discretionary fund, allowing me to directly assist families in our community and beyond, who are unduly shouldering the burden of this pandemic.

I can't say enough about our Associate Rector's ministry throughout this time. Her passion and compassion, her giftedness and doggedness have helped keep our children's and youth programs not merely treading water but actively thriving. This has been a particularly challenging time for our families. Many of you are simply overwhelmed and the existential fatigue is real. Jack's invitational approach and ability to creatively adapt to the changing needs of our youngest parishioners has been inspiring. And on a personal level, it's hard to express just how helpful it's been to have a valued colleague, friend, and pandemic comrade-in-arms literally at my side during this past year.

In the midst of everything else, we ran a successful capital campaign. Yes, it was disappointing after two years of planning to scale things back. But I applaud the Vestry's decision to move forward, focusing on our most urgent building needs. While not everyone was in a position to donate to this campaign, we were very clear that this was fine. That putting off the campaign – the first one we've done in 15 years – and deferring much needed maintenance, would only mean higher costs in the future. The campaign leadership did a tremendous job pulling this all together and I am so very grateful to everyone who supported our Cornerstone Campaign to secure the long-term future of our sacred space.



Is the church pleasing everyone and meeting everyone's needs? Of course not. Online worship and formation don't resonate with everyone. Some feel we've been too cautious with our regathering plan. Not everyone agreed with the decision to move forward with a capital campaign – even in its scaled back version – in the middle of a pandemic. Some people think the church has become too liberal; others think it's too conservative. But I'll tell you this. The leadership and staff at St. John's has never worked harder or been more committed to the ministry of this church and the needs of its people than they have been over the past year. Sometimes we get it right, sometimes we get it wrong. Sometimes our approach feels strategic, sometimes it feels like we're stumbling around in the dark. But always, I believe, with love, compassion, and faith at the center of it all.

There is, as always, more work to be done. In the days ahead, our newly-formed Anti-Racism Task Force will be offering ideas and practical ways that we can truly live into being an anti-racist community of faith. This past year we bid farewell to our Sunday School Director, Alexis MacElhiney, after five years of ministry among us. That leaves a large hole in our parish and,

while Jack's role, for now, has moved to focus primarily on children, families, and youth, we do need to address this critical piece of our common life.

There remains a tremendous amount of uncertainty in the world, in our nation, and here at St. John's. While we're all hopeful that we will be able to fully regather in person, we don't yet know when that will be or what it will look like. There are a number of individuals and families who pledged to support St. John's financially in 2020 who have not done so in 2021. Some of that is rooted in economic reality and some is a lack of engagement with online church. Ultimately, this impacts the ministry we are able to offer to offer through this community. A post-pandemic church *will* look different - we're just not yet sure exactly what changes are in store and how this will unfold. But I am convinced that we will continue to faithfully adapt to whatever comes our way.



I remain so grateful to the lay leadership of St. John's, from committee chairs to Vestry leaders to those who serve in various ministries in ways both seen and unseen. In particular, I want to publicly thank our Wardens, Deb Hayes and Tom Pyles. No one signs up to be a Warden during a pandemic. Yet they have handled this time with deep commitment and profound grace, always acting in the best interests of this community.

Thank you also to our retiring Vestry members, Mike MacDonald and Kirsten Moore. In their own ways, both have served as passionate advocates to keep us focused on the big picture of faith, asking tough but important questions, and rolling up their sleeves to get things done. I am grateful for all they have done on the Vestry, and look forward to seeing the ways they will remain involved as leaders at St. John's.

The fiduciary competence of the Finance Committee doesn't get much attention, but Brad Galko and his team work diligently to manage our various accounts, investments, and the budget process. Planning into a void of uncertainty is not for the faint of heart but they continue to make wise decisions on our behalf. Thank you also to Skip Hancock who has continued to serve as Parish Treasurer and, critically, secured a PPP loan for the church, which greatly helped stabilize our financial position in 2020.

Gratitude is in order to Dave Clinton for faithfully showing up each Sunday to assist with our livestream. And our volunteer Parish Verger Tom Daley oversaw the installation of our new church video camera system, which will allow us to continue to share our services online even when we are back in the church for worship. So if you've come to enjoy eating pancakes during church, you're in luck.

We've joked that Dan Fickes is this year's MVP - Most Valuable Parishioner. But the willingness to share his resources and talents to film our music and the services during Holy Week, Easter, and Christmas has been such an incredible gift to all of us. If you ever have to lead a congregation through a pandemic, you'd absolutely want Dan on your side.

As we've very publicly seen, Buffy has done an incredible job planning and offering inspiring music throughout this time. She has managed all the challenges inherent in online music ministry and we have all benefited from her abundant skills.

We have an incredibly gifted and dedicated office and building staff and I encourage you to extend your thanks to them. Jennifer entered her new role as Administrative Assistant in the midst of a crazy time and has eagerly jumped in to learn new systems and meet people and never fails to be both helpful and friendly. I do look forward to the day when more of you can meet her in person. Amsale continues to come in once a week to diligently and efficiently keep all our books in order. Dorothy's part-time Sexton work, which has continued through her "retirement," has kept a familiar eye on this place. This year we also engaged Donnie Desmond as Facilities Manager on a contractual basis, which has been a huge help to our Buildings & Grounds team. We should all be grateful for their work among us.

None of us can know for certain what the future holds. The church and the world will look different in the years ahead. But what will never change is the hope upon which our community is built. On the wooden reredos behind the altar, underneath Jesus' feet, are carved the Greek letters Alpha and Omega. Jesus proclaimed "I am the Alpha and the Omega, the beginning and the end." And that is precisely why even as everything changes and shifts under our own feet, the bedrock of our faith endures. For Jesus Christ is the same "yesterday, today, and forever."

My friends in Christ, despite all the challenges we've faced this past year - and perhaps even because of them - it remains a privilege to follow Jesus alongside each and every one of you. May God bless us all in the year ahead.

The Rev. Tim Schenck
Rector

Associate Rector's Report



This month marks the seventh anniversary of my ordination to the priesthood. I was beginning to think I had a pretty good handle on the basics of parish ministry. Then came 2020. For the past nine months, the very essentials of priestly ministry, the things we are called and ordained to do -- preaching, teaching, celebrating the sacraments, being with the people we are called to love -- have become unsafe or have had to change in fundamental ways.

At the very beginning of the pandemic, I was in the camp of over-functioners who took to the challenge with gusto. I still have moments of that. But sitting down to write this report, the primary thing I feel is

sadness and grief. I miss looking out at you from the pulpit and the altar, shaking hands with you on the way out of church, catching up with you at coffee hour, sitting with you over a cup of coffee at Redeye or in my office. I don't know how you are doing. I have not spoken to some of you since March. I don't know how many of you are doing. This is not the way that I want to do ministry. It breaks my heart. I want you to know that you are and have been in my prayers and in my heart.

One of the ways we've adapted to this, at first in a de facto way and more recently officially, is to shift the Associate Rector position to focus on children, youth, and families, at least for the duration of the pandemic. I am grateful for and excited about this change. Our usual ways of doing formation simply do not work in online or even in-person, socially distant formats. This shift has allowed me to focus my time and energy on reimagining formation, as well as on pastoral outreach to this subset of the congregation. I am grateful to our rector emeritus, Fr. Robert Edson, for his pastoral outreach to more senior members of the congregation, which helps to make this shift possible.

While I am grieving what is not safe or possible, I am loving what is possible. Watching the videos come in for the Christmas pageant was a complete joy. Praying with children at Children's Chapel and Noisy Prayer in the Parking Lot moves me deeply. And there is nothing like working with young people to sustain your hope. This year, I have watched them preach, proclaim the passion, lobby members of the state legislature, struggle with questions about suffering in the world, offer their personal prayers aloud, and tell their faith journeys. They are engaged, curious, loving, creative, thoughtful, faithful, and brave. It is breathtaking.

Our online formation programs are not working for everyone. I am sad about the families we are not reaching, especially in such a difficult time. Please know that we are thinking about how we might offer occasional in-person opportunities when the weather and the COVID guidelines permit, and that I would love to hear your ideas and suggestions. As we move towards Lent, I will be calling Sunday School families to check in and seek feedback.



I am also incredibly grateful for Fr. Tim's leadership in this time. Even in the best of times, serving as an Associate means getting to focus on the things that attract a person to the priesthood in the first place rather than the business of running a small organization. Serving as a rector this past year has meant making difficult decisions again and again and again. We do not know how to do this, the stakes are literally life and death, and any decision inevitably leads to sadness and disappointment. Tim has worked tirelessly to lead, pastor, adapt, and hold our community together all without the satisfaction of in-person ministry and while facing the challenges and exhaustion that all of us are feeling himself.

I am grateful to all of you for your patience and understanding as we have tried to respond to this moment, sometimes succeeding and sometimes not. I am grateful to you for sticking with St. John's through a time that has challenged us in so many ways. And I am hopeful. Things will inevitably look different on the other side. But it is exactly in these moments of challenge and change and that God is with us, making newness possible.

The Rev. Jacqueline Clark
Associate Rector

Wardens' Report

Greetings Fellow Parishioners,

It has been our sincere pleasure and honor to serve as your Wardens this past year. While none of us expected 2020 to turn out the way it did, one thing that remained unchanged was the commitment to and love of our community at St. John's.



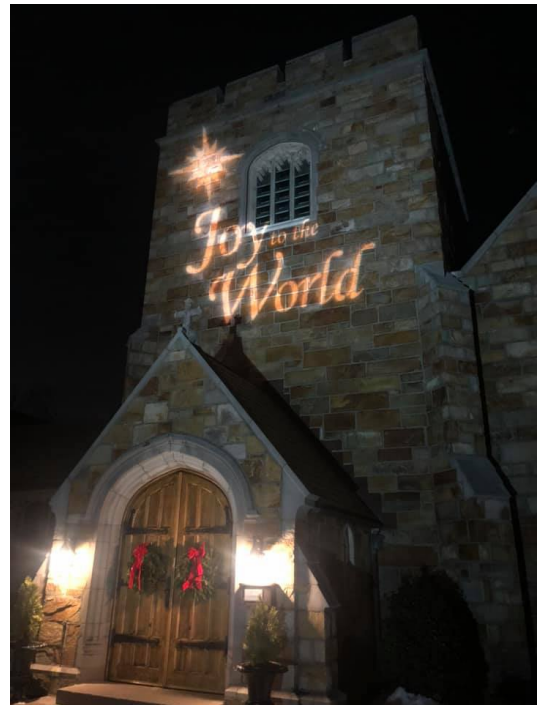
The decision to halt in-person worship in March was a difficult and heartbreaking decision, but one that we felt was necessary in order to keep our congregation safe. We missed seeing familiar faces and gathering for beloved events such as Summerfest, The Not-So-Spooky Haunted House, the Holiday Boutique, and the festivities that come with the Christmas season. Fortunately, yet not surprisingly, due to the countless dedication and hours of our clergy, Tim and Jack, staff, and many volunteers, our worship and fellowship was reimagined and kept very much alive.

While 2020 brought us the retirement of Administrative Assistant Evelyn Czaja, semi-retirement of Dorothy Manley, our sexton, and departure of our Sunday School Director Alexis MacElhiney, it also brought us two new hires. Jennifer Cataldo joined us as Administrative Assistant and hit the ground running, facing the many tasks of her new position with a smile, and Donnie Desmond came on board as Facilities Manager and has done a wonderful job of keeping up with the day-to-day building needs that our campus requires. Both Jennifer and Donnie have showed diligence in their efforts to keep things running smoothly at St. John's and for that we are most appreciative.

Despite the challenges of 2020, virtual worship was created on Sunday mornings complete with music from Buffy and members of the choir, and readings by parishioners. The COVID Response Team was created to reach out to the larger St. John's community through phone calls and written messages and the Regathering Task Force met weekly to discuss and strategize opportunities for safe regathering that complied with state and Diocesan guidelines. We made a decision to go forward with the Cornerstone Campaign and are truly appreciative to those who have given their time as volunteers and those who have been able to make financial contributions. The future of our cherished St. John's looks bright!

As we greet a new year, we would like to thank retiring Vestry members Kirsten Moore and Mike MacDonald who are completing three-year terms and have been important leaders at St. John's during their tenure. The commitment of our Vestry and dedication to leading the parish during unprecedented times is to be commended, and we are extremely grateful to each of them for their steadfast faith.

To our new Treasurer Skip Hancock and his quick work securing a PPP loan for the church, as well as the dedication of Finance Committee Chair, Brad Galko, and the amazing Finance Committee, thank you, thank you, thank you! To Chrissy Roberts and the Outreach Committee, thank you for your tireless efforts to carry on with the important ministry of giving back to our community and beyond, despite extra constraints and challenges.



Tom and I will continue to serve as your Wardens in the coming year, and we hold fast to the hope of seeing you all in 2021.

Deb Hayes
Senior Warden

Tom Pyles
Junior Warden

Anti-Racism Task Force

The St. John the Evangelist Anti-Racism Task Force (ARTF) began in July 2020, as an outgrowth of the parish Sacred Ground series. Fr. Tim envisioned the ARTF as a leadership group to serve as a catalyst to guide the parish on our collective journey toward an anti-racist beloved community that actively embraces racial justice and equity. Thirteen members of the parish volunteered for this important ministry, including the parish clergy.

We engaged two extraordinary external facilitators, the Rev. Katie Ernst, Director of the Mission Institute, and Hazel Monae, Senior Manager of Engagement and Leadership Development at Episcopal City Mission, who led the ARTF in three 3-hour monthly discussion sessions from November, 2020 through January, 2021. In these initial facilitated sessions, the ARTF explored purpose, group dynamics, and a conceptual framework to understand anti-racist tenets. With this beginning, the ARTF will continue its ministry at St. John's

The ARTF is now getting organized for 2021, and in the process of setting up a regular meeting schedule (likely bi-weekly at first). Among our immediate priorities are confirming members of the parish who would like to be involved with this ministry, establishing tenets that will help guide our decision-making, and setting goals for the year.

We welcome anyone and everyone who is interested in joining this ministry! If you are interested, please e-mail ARTF Coordinator Andrew Turner at agturner@gmail.com. All ages are welcome, and we wish to extend a special invitation to our middle and high school youth. Building an active anti-racist beloved community will take all of us, and we undertake this ministry and mission with enthusiasm and resolve.

ARTF Members: Holly Carter, Jack Clark+, Tom Colburn, Skip Jenkins, Abby MacDonald, Cate MacDonald, Tim Schenck+, Caitlin Slodden, Katie Sutton, Emily Taylor, Sara Taylor, Andrew Turner

Andrew Turner

Anti-Racism Task Force Coordinator

Buildings & Grounds

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

To help the Committee stay abreast of the many maintenance and operational tasks involved with managing three properties, last spring we engaged Donnie Desmond, of Beacon Property Management as a part-time facility manager. With his help, we have been able to:

- Install MERV 13 air filters for improved air quality.
- Complete several repairs at Water Street and the Rectory.
- Hire J. Michael as our new landscaping/snow removal provider.
- Perform planned upgrades to the Fire Alarm devices and wiring in most areas of the church, offices, halls, and Sunday School areas.
- Complete the planned repairs to the Upper Weld Hall flat roof, and replace missing slate shingles over the main worship space.
- Perform emergency repairs to critical components of the heating and sprinkler systems, including the installation of a new boiler at 11 Water Street.

As we look to 2021, our focus is to complete the deferred repairs to the masonry surrounding the main entrance and to begin restoration of the stained glass. We are also in the process of addressing the hazards posed by many of the dead and dying trees on all 3 properties. With a tight budget, we have to maintain a sharp focus on the expenditures required to have a safe and comfortable environment for everyone.

Committee Members: Chad Grimshaw (co-chair), Charlie Hayes (co-chair), Maurice Bradshaw, Peter Burnett, Phil Carter, Scott McIsaac, Keith Orlandella, Vcevy Strekalovsky, and our parish Sexton, Dorothy.

Charlie Hayes

Buildings & Grounds Chair

Cornerstone Campaign

First and foremost, THANK YOU to each and every person who contributed to the Cornerstone Campaign this year! We have officially surpassed our goal and couldn't have done it without everyone's support and participation!



In September 2020, the Cornerstone Committee began meeting to discuss the campaign. Due to the pandemic, the Vestry decided to reduce the goal to \$1 million and a list of streamlined building priorities were put in place. These included roof repair, stained glass restoration, masonry, systems work, driveway widening, and a refresh of the worship space.

The first big order of business, on the fundraising side, was to recruit Gift Workers, a group of parishioners willing to reach out and ask for not only Cornerstone donations but also annual pledges. Lucy Hancock served as Gift Worker Coordinator and she did an amazing job of keeping us all on task. Lucy tracked Gift Worker activities, served as liaison to our consultant, updated the master campaign spreadsheet, and worked closely with parish office staff. Thank you, Lucy, for all your hard work!

Beautiful brochures were either mailed out or dropped off to all parishioners and the Campaign officially kicked off on Sunday, November 15, with a video shared with the congregation from Father Tim. The video highlighted the fundraising process, along with the urgent building needs to be addressed by the campaign. The messaging also made very clear that, while we encouraged everyone to participate, the economic uncertainties of this time meant that not everyone was in a position to do so.

The Cornerstone Campaign Committee was in very good hands with guidance from our fundraising consultant Leslie Pendleton. Leslie worked tirelessly to keep us all on track and her endless encouragement was a source of confidence that was greatly needed especially in the middle of a worldwide pandemic.

The dedication of Father Tim and Senior Warden Deb Hayes deserves much gratitude. We are blessed to have such hard working, dedicated leaders at St. John's.

The following is a list of parishioners who agreed to be Gift Workers and they deserve a HUGE thank you for helping to make this campaign a success:

Darren Baker
Glenn Baker
Joe Bierwirth
Trish Cairns
Margaret Curtis
Deb Hayes

Elizabeth Danis
Wendy Ellison
Brad Galko
Rob Hess
Alyson Hussey
John Hussey

Jim Jacobsen
Jody Jones Turner
Casey Kalman
Tom Pyles
Caitlyn Slodden
Julie Strehle

We also owe a great big thank you to Jennifer Cataldo who, at the beginning of this campaign, was just starting to learn the front office job at St. John's. Jennifer made herself available to Barbie and Jane for all requests, was instrumental in recording pledges for both Cornerstone and Annual Stewardship, and was happy to respond to parishioners' questions about the campaign.

As the gift phase winds down - and don't forget, it's never too late to put in your pledge! - much of the work moves to the Projects Committee. This group (Vcevy Strekalovsky, Mike MacDonald, Tom Daley, Tom Pyles, and Father Tim) has met weekly starting in the fall and will continue to oversee the various capital projects that define the scope of our successful campaign. Stay tuned!

With much hope for our future,

Barbie Dwyer & Jane Carr
Cornerstone Campaign Co-chairs

COVID Response Team

When COVID-19 took hold of the country in March, our Church community responded quickly. Even in quarantine, the spirit of community and ministry at St. John's was not diminished. Fr. Tim and Jack received notes from many Parishioners interested in helping and a new online "intake" system was set-up to submit help requests and register volunteers.

A COVID Response Team (CRT) was formed to match requests with volunteers. What began as a simple online form has grown into a robust acts of kindness network that is responsive, nimble, and generous.

Thanks to you, the CRT was able to:

- Organize two Parish calling campaigns.
- Launch a new Pandemic Prayer Network that offers weekly prayers for those in need.
- Provide tech support to connect many to online services during quarantine.
- Deliver groceries and run errands for those who could not.
- Offer yard work and dump runs.
- Collaborate with the Sunday School team on a "Love Wins" sign campaign to give our kids the chance to share public messages of hope and love on the Church lawn.
- Check-in on parishioners who live alone or had undergone medical procedures.
- Provide logistics support to the Outreach team to transport goods collected for the Food Pantry effort.
- Procure masks for those in need.
- Collect additional funds for the St. John's Rector's Discretionary Fund.
- Coordinate a "St. John's Misses You" postcard campaign to send correspondence and hand-written notes to parishioners.
- Mobilize a mask campaign that provided St. John's face masks to all parish families with the help of 40 volunteer delivery angels.



In total, we tallied 150+ acts of kindness since the CRT formed in March. We know this number does not capture everything and *many* more good deeds have happened (and continue to...). The work of the CRT was made possible by volunteers who responded to calls for help, accepted leadership roles, and went above and beyond in their service to one another.

The hallways of St. John's may be still, but the body of the Church is energized and busy caring for one another through this historic moment. Thank you to all who brought this effort to life through your love in action.

Members of the COVID Response Team: Jody Jones Turner, Kelly Powers, Deb Hayes, Andrew Turner, Liz Donohue.

Jody Jones Turner
COVID Response Team

Finance Committee

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

The committee continued to meet monthly during the year via Zoom, and more frequently towards year end as it reviewed budgets with Department heads and formulated the Parish's overall Operating and Major Improvement & Repairs budgets for the coming year. Similar to past years, significant activities in 2020 included:

1. Preparation of the church budget for 2021, for recommendation to the vestry;
2. Performance reviews of the Parish's Endowment investments and evaluation of the Endowment's asset allocation, quarterly;
3. Monthly reviews the Parish's financial operating statements and financial position, including the preparation of monthly reports to the Vestry on relevant matters;
4. A multi-year study of the Parish's historical liquidity and seasonality;
5. Support of the Treasurer's efforts in securing a PPP Grant; and
6. Counsel to the Cornerstone Campaign.

2020 Finance Committee Members: Chris Accettella, Charles Haley, Josh Gregory, Skip Hancock (Treasurer), Brad Galko (Chair) and *ex officio* Tom Pyles (Junior Warden).

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

Bradley Galko, CFA
Finance Committee Chair

Flower Guild



The Flower Guild continues its mission to adorn our Altar for the glory of God through the trying COVID-19 pandemic. This mission has expanded. We add hope for a peaceful and healthy world through the symbolism of God's gift of fresh flowers each week. We pray for all, and especially our St. John's community.

The Guild thanks all of you who have taken the time to let us know our efforts are appreciated.

Please contact the office if you wish to sign up for a flower memorial, a special celebration or family event. If you have a particular color or flower you

desire, send that information also and we will do our best to accommodate.

We do need new members. The time commitment is minimal, and support, instruction (if needed) is always offered.

We work with Carla Hatfield who organizes an outreach program to deliver Altar flowers after Sunday services to parishioners, and hope to return to that agenda as soon as possible. We were able to deliver some of the Christmas poinsettias this year.

Jean Lubrano

Flower Guild Co-Chair

Holiday Boutique

The St. John's Holiday Boutique looked a little different this year, but the Boutique carried on! While we could not fill Upper and Lower Weld Hall with our incredible vendors, we held a slightly smaller, virtual version of our Boutique on Friday, November 20 and Saturday November 21, that featured 14 local shops and artisans (thanks to Christine Orr for quickly adapting our logo). We were able to offer both online shopping opportunities and a chance to get out and enjoy some holiday bustle with some of our amazing local shops!



While our vendors generously agreed to donate 10% of sales on these “boutique days,” many donated much more. We are so very grateful for the relationships we have formed over the years with the talented and generous businesses in town. It was a wonderful opportunity to both support St. John's and our local small business owners who add so much to this special town. In total, we received \$1,652.07 in donations from this piece of the Boutique experience and we're grateful to Dawn Murray and Britt Gammell for spearheading this effort.

A year that took away so much caused us to look deep within to find creative ways to give back. The loss of the Boutique was heartbreaking, but the thought of children not seeing Santa was devastating. Thankfully, Katie and Mike Sutton, Kaja and Dan Fickes, and Deb and Charlie Hayes all work closely with the Big Guy year 'round, and they were able to convince him to spend quite a bit of time in Hingham just before Christmas.



In all, 131 local families received personalized visits from Santa and his sleigh-rific Jeep! Additionally, he was able to visit a day-care, a local business, and the Bradley Park neighborhood was treated to a Santa drive-through. In all, Santa saw about 400 children on his rounds! The Boutique crew was pleased to spread some much-needed joy around town and we give thanks for Kenzie Blackwell's inspiring idea and organizational skills. This portion of the Boutique raised nearly \$4,500 for the parish.

The final piece of Boutique creativity came in the form of handmade, wooden St. John's Christmas ornaments. Thanks to Deb Hayes who made this happen and whose elfin duties meant delivering many of the 100 ornaments that were sold. This raised \$900 for the ministries of the parish.

While the 2020 edition of the Holiday Boutique was not what any of us anticipated, we're thankful to everyone who helped make the show go on this year. Yes, it was tough to lose the income from our biggest fundraiser of the year. But raising over \$7,000 for the ministries of this parish we all love, supporting local small businesses, and putting a smile on so many faces, was a fantastic legacy for the 20th anniversary of a beloved St. John's tradition.

We are hopeful that 2021 will see a return to business as usual. If not, we know that we have a creative team in place to see us through.

Holiday Boutique 2.0 Committee



Music Ministry

2020 started in the usual way in St. John's music department. The year began with our Adult Choir preparing for a beautiful service of Evensong in February and then switching gears toward Lent. St. John's Choristers prepared and sang for a vibrant All Ages Worship service on March 8. And then COVID-19 silenced the music of the spheres. Nothing could have prepared us for this extended Pandemic-tide.

Within a few weeks, we realized that this sad state of affairs would not end quickly, so we had to change gears and find a new way of making music for worship. At first, with the help of Dan Fickes and our choir section leaders, we filmed all of the services for Holy Week and Easter. Then we moved on to find new ways for our choirs to continue to offer their voices for our online services.



The learning curve was steep for singers and their director, but over time, we learned how to make recordings of individual voice parts at home, and put them together using GarageBand software. Then we added photographic slideshows to the music recordings. Suffice it to say, they didn't teach this stuff in music school!

In addition to the choirs' offerings of remotely recorded anthems, our professional choir section leaders continued to participate in monthly film sessions with Dan. They recorded solos, duets and anthems for our weekly online services. Jeremiah Cossa, our SW5 Musician, joined in occasionally as well, ingeniously improvising piano preludes and accompanying our singers.

Members of the congregation offered their voices to two remotely recorded hymns for online worship in September and October. It was very inspiring and reassuring to hear the St. John's community singing "together" even though we were unable to gather.

In December, we continued our tradition of having a service of Advent Lessons & Carols by combining recordings from the 2019 L & C service with some newly recorded hymns. Our Choristers recorded a hymn for Christmas Eve, which was incorporated into our 4:00 Pageant Service. We filmed the "late" service with the help of a professional vocal quartet and a wonderful harpist. The Adult Choir also recorded a hymn and anthem which were added to the filmed service.



Many thanks to Kaja Fickes, Matt MacDougall, and Jonathon Fornoff for their beautiful singing and dedication to keeping liturgical music going for St. John's congregation near and far. Thanks also to our faithful choir members, children and adults, who have gone above and beyond to sing God's praises in 2020. And endless thanks to Dan Fickes for his skill, generosity, and patience!

In whatever ways we accomplish this ministry of music, it is always a joy and privilege to make music for the glory of God and to lift the hearts of so many who worship with us in person or from afar.

Let all the world in ev'ry corner sing,
My God and King!

The heav'ns are not too high,
His praise may thither fly:
The earth is not too low,
His praises there may grow.

Let all the world in ev'ry corner sing,
My God and King!

The church with psalms must shout,
No door can keep them out:
But above all, the heart
Must bear the longest part.

Let all the world in ev'ry corner sing,
My God and King!

George Herbert
Hymns 402 & 403

Elisabeth C. Gray
Organist-Choirmaster

Outreach Committee

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

Like many other areas in 2020, Outreach had to make adjustments due to the pandemic. We believe we achieved our goal of helping others in new and creative ways:

- Organized and hosted our third annual meal packing event on the MLK Day of Service. Over 400 volunteers helped raise over \$14,000 to pack 57,500 ready-to-eat meals over nine hours. Sponsored by the Hingham Hull Religious Leaders Association, this has become a beloved community event benefitting various food pantries.
- A Valentine's themed fundraiser for Laundry Love raised \$600 and over two full laundry baskets worth of supplies.
- Continued to serve a growing number of Laundry Love families in the Hull and Weymouth locations, needed more than ever during the pandemic. Switched to individual laundry cards and a drop off/pick up method of distributing supplies in order to be more COVID compliant.
- Collected eight large boxes of hygiene and cleaning products for Wellspring in March just as COVID was causing a nationwide shutdown.
- Once COVID hit, we organized a food drive benefiting the Hingham Food Pantry, Weymouth Food Pantry, and Wellspring in Hull. Dozens of volunteers helped collect and deliver many carloads of food throughout May and June.
- Sadly, the annual Appalachian Service Project was cancelled due to COVID. Instead, funds were redirected to 1) Increased funding to B-Safe; and, 2) Building a permanent donation box for our various collections. Dave Clinton built a beautiful wooden box which was used for food drives, backpack drives, and the Angel Tree program.



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- B-Safe could also not happen as usual. During the week of 7/13, over 75 parishioners of all ages spent many hours shopping for, sorting and filling 50 grocery bags (900 items) worth over \$2500 and delivered them to St. Stephen's in Boston. In these unprecedented times we also funded counselors, learning materials, grocery gift cards, and lunches for the B-Safe kids.
 - Once again, we collected backpacks and school supplies for Quincy Family Resource Center's annual drive. The generosity of parishioners provided for 100 backpacks.
 - Organized our second Fall food drive benefiting the Weymouth Food Pantry. During the month of October, we collected 390 pounds of food (530 meals) for the children's "backpack program" which aims to provide schoolchildren with specifically chosen nutritious food.
 - Had our first "virtual" Angel Tree over the Christmas season. We partnered with four local community assistance organizations to collect and organize over 100 parishioners' donations of clothes and gift cards.



We are so thankful for the support we received this year. Our Outreach efforts were needed more than ever and our parishioners came through. We pray for a better 2021 and a return to being able to help in person in the ways we've come to love.

2020 Outreach Committee: Sandy Baker, Liz Bienfang, Cheryl Bierwirth, Holly Carter, David Clinton, Averyll Depalmer, Liz Donahue, Wendy Ellison, Leah Godfrey, Nancy Goldthwait, Sue Hess, Jaye Jacobsen, Nina Leek, Jan Lindsey, Allison Marshall, Dawn Martel, Chrissy Roberts, Amy Staley, Nancy Stimson, Katie Sutton, Christine Waring, and Lyn Wey

Chrissy Roberts

Outreach Committee Chair

Parish Fellowship

For the Parish Fellowship Committee, 2020 started out like any other year with three events to run right at the beginning. The Annual Meeting was held on January 26. The meeting was well attended and we had a beautiful luncheon complete with Dorothy's famous soup, quiche, bagels, sandwiches, and many wonderful desserts were donated.



Our first Evensong of the year was held on February 9. We again had a great turnout and many parishioners stayed afterwards in Upper Weld Hall for wine and cheese and the delicious smelling (and tasting) artichoke dip. We all had so much fun it was hard to leave!

On February 25 we had a wonderful turnout for our Shrove Tuesday Pancake Supper. Lots of good food and fellowship was shared by all! We had so many great volunteers to make the evening a success - our chefs, our servers, and our families

that joined together to eat, play, and pray! The kids' favorite events of the night included pancake races and the burning of the palms with Father Tim. Little did we know that this would be our final event for 2020, but it was a good one!

We are all looking forward to when we once again can be together for fellowship and to make memories. We are hopeful for Evensong and Advent Lessons & Carols '21!

God Bless and stay safe,

Barbie Dwyer and Jaye Jacobsen
Parish Fellowship Co-Chairs

Regathering Task Force

In May, the Rector and Wardens created the Regathering Task Force (RTF) to guide the parish through the risks of the pandemic and prepare for the eventual return to our building for services and activities. The RTF has continued to follow these guiding principles in its work:

1. The safety of our parishioners and our employees is our number one priority and we are especially vigilant to the vulnerable populations that we have within our community.
2. While we will be informed by ongoing guidance from the Commonwealth, the Town and the Diocese, we will make specific decisions that are balanced and appropriate for St. John's.
3. We have no timeframe for any return. We believe that the journey to herd immunity from the virus will be one of many months and we will be patient.
4. We will learn and adapt with each other. This is not a one-time decision for return to services, but a gradual journey.
5. We will be transparent with all of you on our discussions and issues and decisions including the data that we analyze to guide our recommendations.
6. There will be a new normal that emerges from this experience. Some parts of our church experience may be changed permanently. Change is hard and we ask for your understanding as these adjustments become apparent.
7. The return to our beloved church will be a deeply personal one for each of us and we know that some will be challenged more than others. We will maintain our online community during this entire transitional period and be ever mindful of those members of the parish that depend on this and other means for their own sense of community.



Based on these principles, we have overseen church worship and operations for 2020 with no in-person presence since mid-March. We remain committed to this conservative approach to regathering and do not currently have an estimated timeline for return.

We are proud of the creativity applied by the parish to come together safely with several events, all with appropriate COVID protocols members of the St. John's Safety Team in place. These have included two quiet prayer opportunities inside the church (October and December); warm weather youth ministry Pop-Ups; Noisy Prayer in the Parking Lot for Sunday School children and families; and several socially distanced baptisms and burials.

The RTF continues to meet weekly to assess local COVID metrics and risks and advise the Vestry on recommended next steps.

In addition to my role as chairperson, the RTF includes Deb Hayes (Senior Warden), Tom Pyles (Junior Warden), Kirsten Moore (Vestry), Dr. Erin Ney, Bryna Rogers, Andrew Turner, and our Rector.

Rob Hess

Regathering Task Force Chair

Stewardship Report

While we are doing remarkably well with our annual stewardship campaign, considering we're in a global pandemic, our numbers are certainly down for 2021. In 2020 we set parish records for the average pledge amount and the total pledged, topping \$590,000.

In 2021 there are about 35 families or individuals who made a financial pledge to St. John's in the prior year but not this year. Some of this has to do with economic uncertainty, some with a lack of engagement with the church not meeting in-person, and some is a matter or people simply being overwhelmed.

With a January push, we have made it over the \$560,000 mark in pledges. To date, we have 175 pledges versus over 200 last year.

Please remember that it is never too late to make a 2021 pledge to St. John's. If you are new to the parish or have just not gotten around to it, we can always use the financial support. This is, after all, primarily how we fund our operating budget - with donations from parishioners. Thank you! You may pledge through our website or by contacting Jennifer in the parish office.

Stewardship Information You May Not Know

- You can contribute stock to the church to pay for a pledge. Just email the office for the forms. This is a great idea for stock that has appreciated in value.
- You can pay all or part of your pledge online via credit card or bank deduction. You can also setup your online bill pay to send contributions to the church.

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- Pledge Envelopes are provided if you request them with an email to Jennifer in the parish office. We aren't passing around collection plates, but you can still mail them in each week or whenever you're able.
 - You can request a pledge payment report at any time - simply email the parish office.
 - St. John's is set up to be a beneficiary with your Amazon account. Amazon will donate 0.5% of your purchases to St. John's:
 - Go to smile.amazon.com
 - Login with your usual Amazon username and password
 - Click on the word "Supporting:" which is under the search bar at the top
 - Scroll down to "pick your own charitable organization."
 - Search "The Episcopal Parish of St. John the Evangelist" and click 'select'.
 - Make smile.amazon.com your default browser location for Amazon purchases. You must use this access point to Amazon for it to count for St. John's.

The Rev. Tim Schenck

Rector

Sunday School

The year began and ended in wildly different ways. We kicked off 2020 by announcing a new partnership with Love First and beginning a new Love Neighbor unit with the 132 children registered for Sunday School. Children learned about loving our neighbor through the story of the Good Samaritan, and then put it into action by making bookmarks, birdhouses, and Valentine's Day crafts for our community. On March 8, at All Ages Worship and our very last Sunday worshipping in person together, the children presented the story of Abraham and Sarah, whom God blessed to be a blessing to others. Thank you to the dedicated volunteers who served as leaders and teachers for these months:

- Toddler Coordinator: Carrie Moores
- Pre-K: Margaret Curtis, Perrie Ginn
- Kindergarten: Dawn Murray, Laura Winters
- 1st grade: Paula Barton, Tracy O'Sullivan
- 2nd grade: Katherine Brand Rachalski, Erin Farrell
- 3rd grade: Jackie Goeldner, Barbie Dwyer
- 4th/5th grades: Jacki Grimshaw, Christine Johnson

When the church went virtual, we began experimenting with ways to continue the formation of our children. Alexis shared Love First lessons and other resources for parents to use at home. We began creating some videos of lessons, most notably the Holy Week Prayer Walk, with help from Dan Fickes. For each day of the Triduum, we shared home practices for families. Then, on Easter Sunday, many of our children helped to proclaim the resurrection Gospel by video.

After Easter, we moved into our Love God Unit. We began Children's Chapel with the clergy on Facebook Live, introduced Zoom Sunday School as a complement to video content, and hosted Storytime with Fr. Tim. We concluded our Love God unit with an All Ages Worship service, during which families acted out scenes from the life of the disciple Peter, and children shared their ideas for ways to love God.



Over the summer, Margaret Curtis and Jacki Grimshaw worked together to offer a wonderful series of videos and Zoom classes on the Bee-attitudes. Special guest Matthew Ginn introduced us to his bees in a special video! Huge thanks to Margaret and Jacki for their work!

In the fall, we marked Homecoming with a Sunday School car parade, distributing treats, children's bibles, stickers, and other materials, and most importantly, greeting our Sunday School children. We also settled into a rhythm of alternating between Children's Chapel with the clergy on Facebook Live and a simplified, streamlined version of Sunday School on Zoom. Rebecca Baker created two different sets of amazing craft kits, which provided children with activities to accompany the lessons. Huge gratitude Rebecca, and to the dedicated teachers and assistants who have learned new technology and techniques to lead these classes:

- PreK-2: Margaret Curtis, Perrie Ginn
- 3-5: Jacki Grimshaw, Barbie Dwyer, Elena Olin

In October, Alexis MacElhiney stepped down after 5 years of passionate, dedicated service as our Sunday School director. Our program thrived and grew under her leadership, and we could not be more grateful. We were able to thank her in person at "Noisy Prayer in the Parking Lot," an outdoor, socially distanced Children's Chapel in early November.

Following Alexis' departure, we made the decision to postpone hiring a new Sunday School Director, as filling this position would be particularly difficult during a pandemic. In the meantime, I have temporarily transitioned to focusing on children, youth, and families, including overseeing the Sunday School.

In November, we invited all Sunday School children to participate in one big video pageant as artists, narrators, and characters. A total of 62 children participated. Our amazing pageant team, including Jennifer Seggev, Ally Donnelly, Rebecca Baker, Dawn Murray, and Dan Fickes, helped me to write, organize, cast, costume, and edit a beautiful, memorable telling of the Christmas story.



At the beginning of December, we mailed all Sunday School children a note from the clergy with stickers to create their own nativity at home. Finally, just before Christmas, we replaced our usual Movie & Carols Night with "Christmas from the Rectory" on Facebook Live, coordinated by Debi LaRocca. Fr. Tim read the *How the Grinch Stole Christmas*, and the Fickes and O'Sullivan/Pimental families led us in the singing of carols.

Through all of the changes and challenges of this year, our Sunday School Leadership has continued to meet monthly to provide critical guidance, support, and (as the name suggests!) leadership. Thank you to all who served this year, including: Amanda Egan, Christine Johnson, Elena Olin, Margaret Curtis, Debi LaRocca, Jacki Grimshaw, and Dawn Murray. For now, our diocesan guidelines do not permit in-person Sunday School. Online programming does not work for every family, and I am sad about the families we are not currently reaching. But I am proud and grateful for the work so many members of our congregation have done to continue nurturing our children in the love of God and one another.

The Rev. Jacqueline Clark
Associate Rector

Wednesday Faith Journey

We began 2020 meeting on Wednesday following the mid-week Eucharist in the chapel. Our last in person gathering at St. John's was March 11, during the season of Lent.

A small, faithful community, we have introduced new people into the group during the pandemic via our weekly Zoom meetings. Our group typically averages between 8 and 12 participants. We spent most of the year studying the rich Gospel of John. We took some time to look at the Book of Common Prayer with Michael Connolly leading a lively discussion. Advent found us studying and praying the seasonal collects and prayers. As the year begins, we are looking at Paul's Letter to the Romans.

New faces are welcome as we continue to meet and share our spiritual experiences and the importance of faith in our lives.

Cathy Torrey
Wednesday Group

Worship & Liturgy

This has to have been one of the most different years ever! As had become the norm, we started this year liturgically overflowing. Attendance at all services continued to grow, with Sunday mornings offering more traditional services as well as Sunday School and growing youth group activities for all, and Sunday evenings offering SW5, Eucharist in a more informal setting.

There were Services of Healing on the last Sunday of each month, with the Sisters of St. Margaret sharing prayers of healing. The Sisters have become part of our regular worship services at St. John's which has been a huge ministry.

We were in the midst of a Holy Lent when COVID 19 altered our trajectory like nothing we have ever seen. We never dreamed of giving up this much for Lent! In-person services were cancelled, and St. John's quickly moved to an

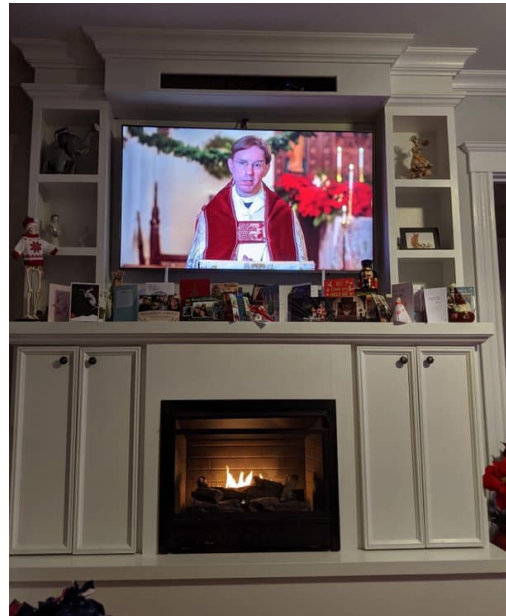


online model. Holy Week and Easter were held exclusively online, as were Christmas Eve services. These services were still well attended and included a hybrid mixture of live and pre-recorded liturgies.

During this period, we have taken the opportunity to install a new video system that will allow streaming of all of our services, even when we return to in-person worship. We have been testing it each week and the quality is remarkable.

None of this could have occurred without the hard work and selfless generosity of those who participate in our online liturgies. Even while online, our Flower Guild has provided remarkable arrangements week after week. Our Lay Readers have continued on with the new “norm” of recorded video, not missing a beat.

Every service that is streamed online has many folks working behind the scenes, from video production to assisting with the actual streaming. Look at the back of the bulletin on a Sunday morning for a listing of some of the folks that are responsible, and whenever you see any of our volunteers, please take the time to thank them for their continued dedication and sharing of their time and talents. Better yet, become a volunteer with them! We will be looking for folks to create teams to stream our services each week, and we are always looking for new readers. Find out how fulfilling it is to work for a simple “thank you!”



“As a result of your ministry, they will give glory to God.” (2 Corinthians 9:13)

Tom Daley
Parish Verger

Youth Ministry

Middle School Youth Group

The Middle School Youth Group (MSYG) is open to 6th through 8th graders, and meets Sundays from 11:30 am to 12:30 pm. We have 35 youth registered for the program, and attendance ranges between 8 and 25 youth at any given meeting. At this point in their religious formation, the balance of responsibility and ownership begins to shift away from the adults and towards the youth. We invite them to help shape the program and to exercise leadership. We aim for our meetings to include a balance of formation, fun, and service.



Our year began with some fun outreach projects, including the Martin Luther King, Jr. Day Meal Packing Event and Super Bowl Sweatpants Sunday, which collected 125 pairs of gloves for Ecclesia/common cathedral. We celebrated with a trip to Paragon Arcade. While we were still in person, we held our units on Moses/Old Testament and Spiritual Practices. Just before the

pandemic hit, we had a fun “sleep-under” at the church.

In mid-March, we quickly pivoted to meeting on Zoom. As we grappled with the pandemic, we held a unit on theodicy (the question of why there is suffering in the world). We studied the Passion, in preparation for members of MSYG to read the passion narrative on Palm Sunday. We also talked about Creation Care, and met with Bishop Gayle Harris to talk about racial justice. On several Sunday, we played various games on Zoom. At the end of the year, 6th and 7th graders decorated the lawns of 8th graders to celebrate their graduation.

This fall, we introduced “Pop Ups” – short, outdoor, in-person, socially distanced fun in our parking lot. Highlights included Capture the Flag with pool noodles and a scavenger hunt at the Hingham Cemetery. All members of MSYG received their own Bible, and we began to explore the Bible using our new curriculum. We are looking forward to continuing this curriculum with big questions about God. As the holidays approached, we baked cookies together on Zoom to be delivered to members of our community, and competed in holiday trivia. As we begin this new year, we are looking forward to continuing our new curriculum with big questions about God.

Thank you to all the volunteers who assisted with Pop Ups, led Zoom meetings, dropped off care packages, or supported our group in other ways. Through your efforts, this ministry thrived in a challenging year!

High School Youth Group

The High School Youth Group (HSYG) is open to all high school youth. We have thirty youth registered for this program, and attendances ranges from 6 to 15 youth.

Before the pandemic, we were meeting once or twice per month, usually on Sunday afternoons. We served together at the MLK Day Meal Packing and baked Valentine's Day cookies for members of our community.

In the spring, many youth did not have school on Zoom, so HSYG was a welcome opportunity to connect with other youth. The group decided to meet weekly. We played games on Zoom, including a virtual Escape-the-Room. We also planned our first ever HSYG Sunday, a service led almost entirely by members of our group. On Pentecost, we also had the opportunity to meet with Bishop Gayle Harris to talk about racial justice.



This fall, we also introduced Pop Ups for HSYG. Highlights included Capture the Flag with pool noodles and the HSYG Olympics, a series of socially distanced competitions. While the group prefers to meet outdoors if at all possible, we have begun to hold some meetings on Zoom.

A huge thank you to Dave Clinton, who co-leads this ministry, and to Andrew Turner, a frequent co-leader.

Confirmation Class

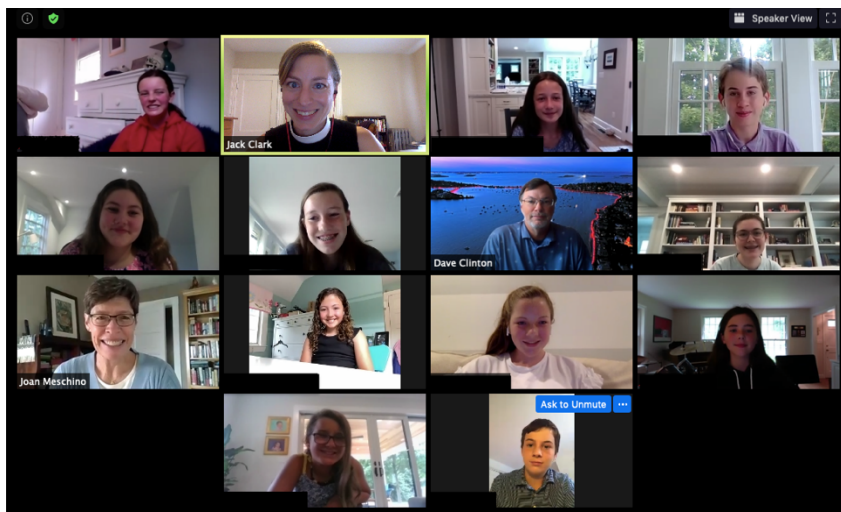
Following the class confirmed in the Spring of 2019, the Youth Ministry Leadership Team decided to shift the bulk of confirmation to 10th grade (rather than 9th grade). As a result, we did not run regular confirmation classes during the 2019-2020 school year.

Before the pandemic, I met with each of the 14 members of our current confirmation class, and recruited mentors from the congregation to accompany them through our revamped, more substantial program. We held a confirmation mentor training pre-pandemic, and kicked off the program with a gathering for parents, confirmands, and mentors by Zoom in June.

This fall, we began our formal confirmation preparation with mentors participating in some classes. It is an exceptionally thoughtful and open group of youth, which has made for fruitful meetings even over Zoom. Huge thanks to the incredible group of mentors, who have been a huge part of the program's success.

Racial Justice Organizing Camp

In our MSYG and HSYG conversations with Bishop Gayle Harris, our youth expressed interest and energy in working for racial justice. I had the idea to take advantage of a summer when youth had more availability, to offer an online camp which would educate, equip, and empower youth to take action for racial justice. As a result, St. John's partnered with I Have a Future (IHAF), Episcopal City Mission, and the Office of Youth Ministry to hold a Racial Justice Organizing Camp on Zoom from July 12 through 17. We had 50 youth from 11 congregations register, including 25 from St. John's. Additionally, Kids4Peace Boston joined us to provide their youth allyship training to white youth as part of the camp.



During the camp, we prayed, heard powerful personal stories, met in racial affinity groups, and learned community organizing tools such as strategy, power analysis, and public narrative.

The culmination and highlight of the camp came on Friday, when each small group met with their state legislator (or staffer) to begin building a relationship and to advocate

for the juvenile justice reform policies in IHAF's platform. These meetings were organized and led entirely by the youth. Our middle schoolers met with Rep. Joan Meschino to advocate for Raise the Age, while our high schoolers met with Sen. Pat O'Connor, and got him to commit to co-sponsoring an expungement bill. As one of our small group facilitators put it, the young people went in feeling nervous and left feeling powerful and like they mattered.

Early this fall, a smaller group of our high schoolers continued to meet with one of the small group facilitators and me to continue their learning and work.

Graduate Recognition

In a year when many of the usual milestones and celebrations were suspended, members of our congregation send gift cards and greeting cards to the 40 young people graduating from high school and college. Thank you to Liz Donohue for her coordination work, and to everyone who helped celebrate our graduates!

Youth Ministry Leadership Team

The Youth Ministry Leadership Team meets roughly every month to set an overall vision and goals for youth ministry, and to support the Associate Rector in the more concrete work of program planning. YMLT members provide invaluable counsel about youth and community needs and concerns. By broadening the base of leadership, YMLT makes our youth ministry more sustainable, particularly through clergy transitions.

A huge thank you to those who served on the team in 2020: Jennifer Harris, Dale Harris, Jerry Crean, Celia McLane, Rob Leland, Liz Donohue, Ryan Powers, Abby MacDonald, and Sam Hess. Many of these members have served an exceptionally long time through the Associate Rector transition and into the pandemic. Moving forward, we are looking to recruit new members for three-year terms, with a third of the group rotating off every year. We welcomed new members Kaja Fickes, Robin Teague, and Sara Taylor at our December meeting, and are looking to welcome even more new members in 2021.

The Rev. Jacqueline Clark
Associate Rector

2020 Annual Meeting Minutes

Minutes from the 137th Annual Meeting

Call to Order

The 137th Annual Meeting of the Parish of St. John the Evangelist was called to order by Rob Hess, Senior Warden, on January 26, 2020, at 11:30 am.

Opening Prayer

The Rev. Tim Schenck, Rector, welcomed parishioners assembled in Upper Weld Hall with a prayer and reviewed the agenda.

Approval of the Minutes of the 136th Annual Meeting

Rob offered a motion to accept the minutes of the 2019 Annual Meeting as written. The Clerk recorded a single “nay” from the congregation, but the motion carried and the Minutes were accepted.

Presentation of the Vestry-Approved 2020 Budget

Brad Galko, Finance Committee Chair, called the congregation’s attention to the Vestry-Approved 2020 Budget and offered the following headlines before walking the congregation through pages 43 to 49 of the 2019 Annual Report:

- Financially speaking, St. John’s remains in an enviable position across Massachusetts and the country.
- Activity and expense-wise, 2019 came in very much in line with expectations. Unrestricted expenses were within 0.5% of budget, with the only surprise in giving and support due to an inordinate amount of 2020 pledges having been pre-paid in 2019.
- As such, 2019 looks artificially better than it otherwise would and conversely, 2020 looks artificially worse than underlying trends suggest. The Finance Committee has asked Vestry to set aside, on the balance sheet, excess 2020 pledge dollars received in 2019 to be used for 2020 expenses, namely Major Repairs.
- On an apples-to-apples basis, the 2020 Unrestricted (Operating) Budget represents one of low growth (2-3%), a somewhat natural slowing after several years of higher growth.

With no questions from the congregation, Rob thanked Brad and said the entire Parish is indebted to him and the Finance Committee.

Report of the Nominating Committee & Election

Rob Hess explained that he would present the report on behalf of Nominating Committee Chair, John Hussey. Rob thanked Bill Carter for his service as Treasurer and recognized Katie Sutton, Elizabeth Danis, and Liz Donohue, who would be rolling off the Vestry. His appreciation was met with applause from the audience and the following slate was presented for consideration and approval:

Candidates for election to a one-year term

Deb Hayes - Senior Warden

Tom Pyles - Junior Warden

Tom Martel - Vestry (to fill the remaining term of Tom Pyles)

Skip Hancock - Treasurer

Laura Accettella - Clerk

Helen Daley - Delegate to Convention

Dan Clevenger - Delegate to Convention

Kim Roell - Alternate Delegate

Candidates for election to a three-year term

Dawn Murray - Vestry

Skip Jenkins - Vestry

Jody Jones Turner - Vestry

Rob sought comment from the floor and with none, Dave Clinton made a motion to approve the slate and the motion carried unanimously.

Rector's Report & 2020 Cornerstone Campaign Update

Father Tim began by thanking Rob for his four years as warden, which was met with resounding applause. Echoing his appreciation for lay leadership from his written report, Tim discussed leadership at St. John's more broadly, adding his gratitude for all the passionate leaders at St. John's, including the newly elected ones.

Next, Tim said a few words about the Cornerstone Campaign to be conducted in 2020 on the 100th anniversary of the church building. He reviewed the process of the past two years and discussed next steps, including the formation of a new committee to focus on the campaign. Tim asked for feedback from the audience and a lively discussion ensued.

Tim concluded his report with a slide show providing a visual review of 2019 at St. John's, from the arrival of The Rev. Jacqueline "Jack" Clark as Associate Rector through the Christmas services. The children of the parish, who had been in Lower Weld Hall enjoying a special presentation featuring live animals, were invited to watch from the balcony.

Other Business

Rob opened the floor to other business, but none was presented. Next, Rob said he wanted to formally acknowledge the kind remarks from Tim and also thanked John Hussey and Deb Hayes for their leadership, as well as Dorothy Manley, Barbie Dwyer, and Jaye Jacobson for all their work on the luncheon.

Next, a motion was made, seconded, and unanimously adopted to dissolve the 137th Annual Parish Meeting.

The motion was carried and the meeting adjourned at 12:19 pm.

Respectfully submitted,

Laura Accettella
Vestry Clerk

Nominating Committee Report

As the *ex-officio* Senior Warden, I chaired the Nominating Committee this year – charged with identifying interest and skills aligned to our scheduled open roles on Vestry and other supporting governance of the parish.

This year, I was joined on Nominating by our Wardens and Rector, outgoing Vestry members Michael MacDonald and Kirsten Moore, Julie Strehle, Kim Roëll and Kelly Powers.

Through this group we identified many worthy candidates and asked Andy Strehle and Sara Taylor to join the Vestry. In addition, we recommended that Tom Martel extend his one-year term (serving the remainder of Junior Warden Tom Pyles' Vestry term) to an additional three-year term. In 2021 we will focus on identifying candidates to assume the roles of Treasurer and Clerk in addition to the scheduled departure of other Vestry members.

Candidates for election to a one-year term:

- Deb Hayes – Senior Warden
- Tom Pyles – Junior Warden
- Skip Hancock – Treasurer
- Laura Accettella – Clerk
- Holly Carter – Delegate to Convention
- Dan Clevenger – Delegate to Convention

Candidates for election to a three-year term:

- Andy Strehle – Vestry
- Sara Taylor – Vestry
- Tom Martel – Vestry

Rob Hess

Nominating Committee Chair

Warden & Vestry Bios

DEB HAYES, *Senior Warden*

Deb and her husband Charlie live in Hingham and have been members of St. John's since 2011. Deb and Charlie have three children; Jack, Abby, and Alex. Deb served as Junior Warden for two years before serving as Senior Warden in 2020. Since joining the parish, in addition to the Vestry, Deb has served in the following ministries: Sunday School teacher, Sunday School Leadership Team, Holiday Boutique Co-Chair, Nominating Committee, Flower Ministry, Curate Search Committee, and Parish Fellowship. Deb grew up in Connecticut where she was a member of St. James Episcopal Parish. Deb earned Master's Degrees in Education from Fordham and later Harvard, and is a learning specialist at Derby Academy.

TOM PYLES, *Junior Warden*

Tom Pyles is a cradle Episcopalian who has been a member of St. John's since 1974. His involvement in church activities includes three terms on the Vestry, one year as Junior Warden, stewardship and capital campaign efforts, search committee work, and auditing the financial records of the parish. Tom moved to Hingham in 1974 with Carol and their three children. Following a career in corporate banking, primarily with State Street Bank, he has devoted his time to grandchildren, gardening, and non-profit efforts. Besides the church, he is involved with Wellspring and the Town of Hingham. His daughter Jacki (Sunday School teacher) and her husband, Chad (Building and Grounds), also participate in church activities. Their three kids, (Billie, Oscar and Harry), are third generation members of St. John's, much to Tom's delight.

ANDREW STREHLE, *Vestry Member*

Andy Strehle, his wife Julie, and their children Margaret and Ian have been members of St. John's for more than 15 years. He has served St. John's as a Sunday School teacher, a member of the 2010-11 Leadership Task Force, a Stewardship volunteer, a member of the COVID-19 Safety Team, and in other volunteer roles. Andy is the Administrative Partner at Brown Rudnick LLP, an international law firm where he has practiced since 1994 in the areas of corporate finance and restructuring. He is currently a member of the Boston Bar Association Council, the Chair of the Investment Committee for the Boston Bar Foundation, and an Advisory Committee Member for MIT's Office of Planned Giving. Andy previously served as President of the Alumni Association of the Boston University School of Law. He is a graduate of the Massachusetts Institute of Technology and the Boston University School of Law.

SARA TAYLOR, *Vestry Member*

Sara and her husband Jim moved to Hingham in 2001 and have been parishioners of St. John's since 2012. Sara was raised as a Congregationalist but found a wonderful home at St. John's and was formally confirmed in 2018. She has been an active member of the Church, recently joining the Youth Ministry Leadership Team, participating in *Sacred Ground*, and spent a week in West Virginia as part of the Church's Appalachia Service Project (ASP) group. A former President of the Plymouth River School PTO and Hingham Education Foundation board member, Sara has loved being a part of her community. She is also the past Co-Chair of the Pediatric Patient Family Advisory Council at Dana Farber Cancer Institute and a long-term member and advocate. Professionally, Sara is the Founder/President of Celebrate Life by Design, LLC, serving as an Executive and Leadership Coach to business executives and entrepreneurs. Sara has two high school-age children, Emily and Sam, who are both involved in the Church. Sara attended Colby College and loves reading, cooking, traveling, and long walks with her two crazy golden retrievers!

TOM MARTEL, *Vestry Member*

Thomas Martel was raised Roman Catholic and became an active member of the Episcopal church over 25 years ago. Tom and his wife Dawn have been active with Episcopal ministries for many years, in fact all three of their children have served as acolytes. Prior to moving to Hingham in 2011, the Martel family worshipped at All Hallows Parish in Annapolis, MD. Tom served on the Vestry plus other functions including Search Committee, Annual Stewardship Fund Drive, Food Bank, and Youth Group. Dawn led the Youth Group including serving at local Food Banks and Youth Group trips to Central America. The Martels became members of St. John's after arriving in Hingham and were primarily focused on elder parents' care for the first few years. Tom is currently an Usher and assists Dawn with her multiple ministries. Tom retired from Cigna in 2019 where his last role was President of U.S. Markets and Chief Distribution Officer. Tom is also on High Point University's Parents Advisory Council and recently became a board member of Courageous Sailing, a non-profit that assists inner city youth with learning to swim, sail, and science. His hobbies include sailing, skiing, parenting, and remaining physically active.

2020 pastoral services

BAPTISMS

Sienna Jane Marcks
John Sheldon Serafini
Benjamin Paul Smith
Noah Walsh Devor
Franklin Cornelius Constantine
Edward Robert Ellis

FUNERALS

Joan Newell
Mary Ellen Hatfield
Charles Black
Nancy Carroll

ATTENDANCE AT SERVICES IN 2020

Frankly, we're not sure how to calculate our attendance numbers for 2020. For most Sunday services we have only three or four people in the building – the readings and music are all prerecorded.

If you stream services via Facebook Live, you can see in real time how many households are watching. But this doesn't account for multiple viewers in the same household. It also doesn't take into consideration the number of viewers who watch directly through our website. Not to mention those who watch the service after the fact or on the Hingham public access cable station. Facebook counts pageviews but that may simply pick up people scrolling by or watching for a few minutes.

So, while our Average Sunday Attendance was 251 in 2019, we're simply not certain how much engagement there was in 2020. On the positive side, we have had many tune in regularly from all over the country (including the mothers of our clergy).

The good news is that God knows the precise number of how many have been inspired by our online music and liturgy throughout this year. But we really have no idea.

Presentation of the Parish's Financial Statements

The Church Office monitors and reports on Saint John's performance of our fiscal objectives. These fiscal objectives are evidenced in the Program Services provided by Church; and in the servicing of Saint John's core Management Operations and General Infrastructure.

We offer a grateful thank you to the many members of our community who manage the collection, counting, and depositing of monetary offering to the Church on a weekly basis.

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

- Statement of SJE Financial Position entering 2021
- Status of Endowment and Other Restricted Funds in 2020
- Statement of SJE Financial Activities during 2020
- Unrestricted Financial Activities Budget for 2021 (2 exhibits) and
- Major Improvements & Repairs Budget for 2021

Bradley Galko, CFA
Finance Committee Chair

Saint John the Evangelist
Statement of Financial Position

	As of December 31st		
	2018	2019	2020
Cash and Investments			
Cash account balances			
Checking	\$ 37,320	\$ 52,200	\$ 44,147
Savings	233,399	285,196	369,976
Rent Escrow	2,296	4,300	7,051
Flower Guild	16,191	16,363	14,183
Needlepoint Guild	14,096	14,592	14,185
Cornerstone Capital Campaign	-	-	201,237
Rector & Discretionary	16,309	26,707	27,129
Total	<u>\$ 319,611</u>	<u>\$ 399,359</u>	<u>\$ 677,908</u>
Permanently Restricted Investments			
Endowment Funds: DIT	\$ 1,597,405	\$ 1,835,182	\$ 1,956,976
Total Cash and Investments	<u>\$ 1,917,016</u>	<u>\$ 2,234,541</u>	<u>\$ 2,634,884</u>
Liabilities			
Paycheck Protection Program Loan	\$ -	\$ -	\$ 85,000
Restrictions on Cash and Investments			
Temporarily restricted by donor:			
Rent Escrow	\$ 2,296	\$ 4,300	\$ 7,051
Flower Guild	16,191	16,363	14,183
Needlepoint Guild	14,096	14,592	14,185
Transportation (Linden Ponds Bus)	-	11,763	10,163
South Africa Mission	2,609	15,038	14,650
Rector Sabbatical Grant Fund	4,141	2,979	2,286
Rector & Curate Discretionary	16,309	26,707	27,129
Special Gifts	855	1,855	4,960
Other / Reserve	-	(47)	(61)
Total	<u>49,747</u>	<u>93,551</u>	<u>94,547</u>
Temporarily restricted by Vestry:			
Playground Reserve	1,407	1,407	1,407
Plant Reserve	27,479	37,479	47,479
Major Projects Reserve	494	14,798	6,671
Vestry Strategic Reserve	15,000	11,480	-
Outreach Reserve	3,781	-	-
Youth Education Reserve	9,844	9,844	9,844
Cornerstone Capital Campaign	-	-	201,237
Total	<u>64,755</u>	<u>75,008</u>	<u>266,638</u>
Permanently Restricted Funds	<u>\$ 1,597,405</u>	<u>\$ 1,835,182</u>	<u>\$ 1,956,976</u>
Total Restrictions on Cash and Investments	<u>\$ 1,711,907</u>	<u>\$ 2,003,741</u>	<u>\$ 2,403,160</u>
Total Unrestricted Cash and Investments	<u>\$ 205,109</u>	<u>\$ 230,800</u>	<u>\$ 231,723</u>

**Saint John the Evangelist
Endowment and Other Restricted Funds Performance in 2020**

Named Fund	Status	Purpose	% of Total			2021 Planned Distribution
			2018	2019	2020	
Mary A. Benton	Unrestricted		\$ 263,070	\$ 322,286	\$ 322,286	\$ 11,500
Frank J. Donaldson	Unrestricted		9,162	11,225	11,225	401
Gallop Fund	Unrestricted		160,488	196,613	196,613	7,015
General Endowment	Unrestricted		195,746	239,808	239,808	8,557
Gregerson Fund	Unrestricted		548,146	671,532	671,532	23,961
Barrett Fund	Restricted	Curate Discretionary	13,543	16,592	16,592	592
Hammond V. Hayes	Restricted	Rector Discretionary	39,708	48,647	48,647	1,736
Ethyl R. Thayer	Restricted	Church Infrastructure	297,995	365,073	365,073	13,026
Dana Budde	Restricted	Educational Programs	8,421	10,316	10,316	368
Adelaide Lincoln	Restricted	Flowers	2,168	2,656	2,656	95
Mabel Putnam Sowle	Restricted	Flowers	2,168	2,656	2,656	95
Virginia Wightman	Restricted	Flowers	2,166	2,654	2,654	95
Archibald H. Spalding	Restricted	Memorial Garden	11,674	14,302	14,302	510
Mary A. Lincoln	Restricted	Music	721	883	883	32
Diane Edson	Restricted	Music	5,420	6,641	6,641	237
Meed Memorial	Restricted	Rector Salary	36,808	45,093	45,093	1,609
Total Year-End Fund Balances			\$ 1,597,405	\$ 1,835,182	\$ 1,956,976	\$ 69,828
Balance by Fund Designation						
Unrestricted			\$ 1,176,612	\$ 1,351,753	\$ 1,441,463	\$ 51,434
Restricted		Other	367,542	422,251	450,274	16,066
						\$ 67,500
Total Endowment Fund			\$ 53,252	\$ 61,178	\$ 65,238	\$ 2,328
Gallop Retirement Fund		Clergy	\$ 1,597,405	\$ 1,835,182	\$ 1,956,976	\$ 69,828
Total Fund Balances			\$ 1,597,405	\$ 1,835,182	\$ 1,956,976	
Annual Endowment Distribution						
Less: Amount to be Reinvested in the Endowment			\$ 65,876	\$ 67,000	\$ 71,334	
Net Amount of Withdrawal for Next Year's Distribution			\$ 0	\$ 0	\$ 0	
% of Total Fund Balance *			3.97%	3.83%	4.08%	

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

Saint John the Evangelist

2020 Statement of Activities

	2020 Activity				2019***
	Unrestricted Activities Budget	Unrestricted Activity	Temporarily Restricted Activity	Permanently Restricted Activity	Combined 2019 Activity
Support					
Giving	\$ 613,000	\$ 616,730			\$ 656,839
Worship	7,200	20,400			8,400
Fundraisers, Net	52,000	6,775			47,961
Trust and Foundation	28,125	28,335			28,201
Other Support	58,650	67,780			51,356
Endowed Funds	68,956	2,378		(71,334)	0
Restricted Funds	20,500	12,186	260,032		101,745
Vestry Designated Funds				204,295	-
Investments					316,033
Total Support	\$ 848,431	\$ 821,162	\$ 262,410	\$ 132,961	\$ 1,210,235
Expenses					
Program Services					
Worship and Music	33,980	21,859	4,582		40,198
Outreach*	29,650	26,150	2,118		27,886
Education and Youth	15,454	7,556	-		15,459
Parish Family	4,400	3,673	1,710		12,760
Other restricted			38,012		5,383
Total	\$ 83,484	\$ 59,238	\$ 46,422	\$ -	\$ (3,895)
Management and General					
Plant	112,160	121,073	71,951		144,700
Administration	46,258	55,177		11,167	70,728
Reserves and Projects	20,000	-	4,992		26,520
Diocesan Assessment	84,887	84,887			75,016
Personnel	501,642	445,591	693		481,153
Total	\$ 764,947	\$ 706,728	\$ 77,635	\$ 11,167	\$ 798,117
Total Expenses	\$ 848,431	\$ 765,966	\$ 124,057	\$ 11,167	\$ 890,524
Surplus (Deficit) before Major Imp & Repairs, Other	\$ -	\$ 55,196	\$ 138,353	\$ 121,794	\$ 319,711
Designation of Funds and Non-Cash Activities**		(54,273)	54,273	-	(2,185)
Cash Flow	\$ -	\$ 923	\$ 192,626	\$ 121,794	\$ 317,525
Cash & Investments Beginning Balance	\$ -	\$ 230,800	\$ 168,559	\$ 1,835,182	\$ 1,917,016
Cash & Investments Ending Balance	\$ -	\$ 231,723	\$ 361,185	\$ 1,956,976	\$ 2,234,541

*B-Safe donation of \$4,744 has been re-classified to Outreach; restricted activity represents Laundry Love fundraising

**for 2020, includes funding for Major Improvements and Repairs and temporary advances to Cornerstone Campaign

***Restated for 2020 classifications

**Saint John the Evangelist
2021 Unrestricted Activities Budget**

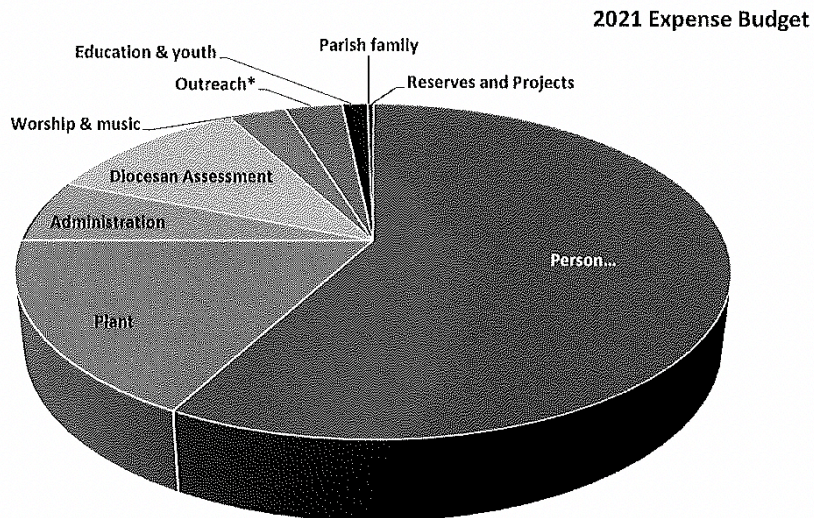
	2018 Actual	2019 Actual	2020 Actual	2021 Budget
Support				
Giving	\$ 571,188	\$ 656,839	\$ 616,730	\$ 573,000
Worship	15,231	8,100	20,400	5,000
Fundraisers, net	48,003	47,961	6,775	38,000
Trust and Foundation	33,319	28,201	28,335	30,464
Other Support	37,003	51,356	67,780	61,875
Endowed Funds	64,676	64,766	68,956	67,500
Restricted Funds	<u>20,482</u>	<u>26,603</u>	<u>12,186</u>	<u>14,400</u>
Total Support	\$ 789,902	\$ 883,826	\$ 821,162	\$ 790,239
Year over Year %	2.0%	11.9%	-7.1%	-3.8%
Expense				
Program services				
Worship & music	\$ 32,736	\$ 32,636	\$ 21,859	\$ 24,030
Outreach*	34,303	28,709	26,150	24,500
Education & youth	13,254	15,459	7,556	10,560
Parish family	<u>5,738</u>	<u>5,049</u>	<u>3,673</u>	<u>2,700</u>
Total	\$ 86,032	\$ 86,639	\$ 59,238	\$ 61,790
Management & general				
Plant	\$ 121,473	\$ 120,004	\$ 121,073	\$ 135,286
Administration	51,366	47,675	55,177	48,150
Reserves and Projects	-	-	-	-
Diocesan Assessment	68,196	75,016	84,887	88,000
Personnel	<u>416,566</u>	<u>479,991</u>	<u>445,591</u>	<u>457,013</u>
Total	657,601	717,899	706,728	728,449
Total Expenses	\$ 743,633	\$ 804,538	\$ 765,966	\$ 790,239
Year over Year %	2.6%	8.2%	-4.8%	3.2%
Surplus/(Deficit)	\$ 46,269	\$ 79,288	\$ 55,196	\$ -

*B-Safe donation of \$4,744 in 2020 has been re-classified to Outreach; 2021 budget allocation has been supplemented with a vestry reserve of \$5,000 (not included here)

**Saint John the Evangelist
2021 Unrestricted Expense Budget Analysis**

	2020 Budget	2021 Budget	Diff	% Diff	
Personnel	\$ 501,642	\$ 457,013	\$ (44,629)	-8.9%	Facilities management outsourced
Plant	112,160	135,286	23,126	20.6%	
Administration	46,258	48,150	1,892	4.1%	
Diocesan Assessment	<u>84,887</u>	<u>88,000</u>	<u>3,113</u>	<u>3.7%</u>	Estimated
Total Core	\$ 744,947	\$ 728,449	\$ (16,498)	-2.2%	
Worship & music	33,980	24,030	(9,950)	-29.3%	Impacted by Covid-19 pandemic
Outreach*	29,650	24,500	(5,150)	-17.4%	Impacted by Covid-19 pandemic
Education & youth	15,454	10,560	(4,894)	-31.7%	Impacted by Covid-19 pandemic
Parish family	4,400	2,700	(1,700)	-38.6%	Impacted by Covid-19 pandemic
Reserves and Projects	<u>20,000</u>	<u>-</u>	<u>(20,000)</u>	<u>-100.0%</u>	B/S Reserves used to fund '21
Total Discretionary	\$ 103,484	\$ 61,790	\$ (41,694)	-40.3%	
				-21.0%	Excluding Reserves & Projects
Grand Total	\$ 848,431	\$ 790,239	\$ (58,192)	-6.9%	

*2021 budget allocation has been supplemented with a vestry reserve of \$5,000 (not included here)



**Saint John the Evangelist
2021 Major Improvements and Repairs Budget**

Projects Identified	2020R Budget	2020 Budget
Urgent tree maintenance	Water/Rectory	\$ 9,000
Emergency furnace replacement	Water St	7,000
Fire Alarm - Phase III	Church	<u>9,000</u>
Total Budget	<u>\$ 53,000</u>	<u>\$ 25,000</u>
Year over Year %		-52.8%

Sources of Funding:

Budgeted Funds	\$ 20,000	\$ -
YE Balances/Transfers from Plant Reserves	10,000	25,000
Transfers from General Fund	<u>23,000</u>	<u>-</u>
Total	<u>\$ 53,000</u>	<u>\$ 25,000</u>

Note: 2020 Budget was revised mid-year to fund video equipment upgrades for streaming services during the Covid-19 pandemic