



ST. JOHN'S NORWOOD
Chevy Chase-Bethesda



ANNUAL PARISH MEETING REPORT APRIL 10, 2016

TO THE GOOD PEOPLE OF ST. JOHN'S

Grace and Peace to you. In light of our Annual Parish Meeting, we'd like to take a moment to look back with you over the past year and highlight some of the good things we've accomplished together. Some Highlights from 2015-2016

MUSIC

Our Music Director, Anne Timpane, helped us take the next step toward the completion of our Berghaus organ (Nave) by adding another significant "stop." This addition was made possible by a bequest that has become the "Joyful Noise Fund." You can read more about this new addition [here](#).



VISION PROCESS

The first phase of the Vision Process took 18 months to complete and culminated in the articulation of a [Vision Statement](#) to help direct St. John's' outward ministry to the broader community. This vision statement was adopted by the parish at the last Annual Parish Meeting in April 2015. In December, the Vision Implementation Committee (VIC) was created at the direction of the Vestry and tasked with heading up the second phase of the vision process - the part where we as a congregation 1) grow in our own understanding and appreciation of those needs (of our local community) identified in the vision statement and, 2) identify those activities that St. John's will engage in over the course of the next decade or two as a way of implementing our vision.

The first step of this second phase of the Vision Process was the recruitment and commissioning of three teams called Vision Pillar Teams (VPT) - one for each of the three pillars of the vision statement. The VPT were commissioned last Sunday (April 3) and are tasked with leading the Parish through a 4 week-long educational period (each) in autumn 2016 of learning and reflection on the topics associated with each of their assigned Vision Pillar. This period of education will be the precursor to the solicitation of ideas from you for possible future activities and ministries of St. John's in the local community.

DREAM TEAM

The DREAM team [*Designing a Renewed Environment for All Members*] - Commissioned by the vestry to reinvigorate the internal ministry of St. John's towards all of those who attend (both members and visitors) focused their attention this past year on the visitor experience and our new member process. Some of the highlights of their work include the redesign of the West Ave Lobby, new pew cards and "Kids Kits" (interactive child-friendly activity kits for use in church during services) - both of which are expected to appear in pews by summer - a new membership packet for people intending to join the church, initiating a process of redesigning our website, launching an inquirer's "Coffee With The Rector" on the first Sunday of every month for church visitors and prospective members, and the development of an educational course for people wishing to learn more about what it means to be an Episcopalian.

J2A PILGRIMAGE



In June, our church sent off 19 teenagers and 3 chaperones on a pilgrimage to the Galapagos Islands as they explored the intersection between Faith and Science. The Journey to Adulthood program is one of the many successes of our excellent Church School Program that continues to be central to the growth and health of our congregation.

TO THE GOOD PEOPLE OF ST. JOHN'S

PROPERTY

Working together, the Finance and Property Committees have completed a property capital replacement analysis that will inform and guide our major expenditures and needs in the coming 20 years. Some of the notable property improvements and updates from this past year include the replacement of a boiler, the replacement of the air conditioning unit for the chapel, the kitchen plumbing and grease traps brought up to current code, and the installing of new masonry for the Tower entrance patio and steps.

In addition to this, and thanks to a Norwood Parish Fund grant, the West Avenue Lobby underwent the first of a two-phased update at the direction of the DREAM Team in an effort to make our welcoming spaces more hospitable to parishioners and visitors. The second phase of the update will be completed before the end of summer 2016 and will include 1) an electronic monitor to showcase church highlights in pictures as well as display the week's announcements, and 2) wall hangings that feature the St. John's "Core 4": Worship, Grow, Build Community, and Make a Difference.

OFFICE

In the church office, important improvements have been made to our technology in thanks to our Parish Administrator, Karen Berry. These include the launching of e-Crossroads (our electronic newsletter) and the installing of a new database system.

PERSONNEL

After a process lasting at least two years, the Personnel Committee now has our first personnel manual. In addition, the committee has developed and implemented a new annual staff review process, as well as a Rector review and 5-year contract.

A NEW ASSOCIATE PRIEST

In April we were delighted to welcome the Rev. Elizabeth Tesi as our new associate priest. Elizabeth came to us with a strong background in pastoral care, and has been instrumental in helping us develop our pastoral ministry at St. John's. One of Elizabeth's many contributions to the life of our church this past year was the launching of a grief support group that meets monthly.

A NEW STAFF POSITION

In June we welcomed parishioner Anne Derse onto our staff with the creation of a brand-new position in response to the growth of our church. As the Community Life Coordinator, Anne plays a much needed supportive role for the ministries of St. John's including connecting parishioners to ministry opportunities, and providing a personal connection to our visitors and prospective members. Anne's responsibilities also include connecting people to people as a way of building community.

COMMUNITY

One new and exciting community building initiative launched this winter through Anne's leadership is a network of home dinners called Koinonia (koi-no-nee-ya). Koinonia Dinners are intended to take place once a month for a year-long period and are comprised of 7-10 parishioners each.

PLEDGES - Deepening our Foundation

In October we took a close and sobering look together at the financial health of our church, and our need to deepen our financial foundation in order to continue to thrive and to grow as a church community. The three-part sermon series that Sari delivered entitled "Deepening Our Foundation" had a dual objective: The first, and obvious goal was to help ensure St. Johns' continued thriving by inviting each of us to consider our part in making this church what it is – especially in terms of our financial contribution. The second (and more important) goal was to deepen our own understanding of the broader biblical invitation to radical generosity, and the inestimable blessings that we experience in our own lives when we are generous.

TO THE GOOD PEOPLE OF ST. JOHN'S

As a result, our church stepped forward with a staggering increase in pledging. As of today, our pledges stand at \$896,605 with 290 pledging households. This increase amounts to approximately \$100,000 over the previous year's pledges.

Along with all this good success, meeting our budgetary needs has remained challenging. The Vestry met for an extra sessions in December to talk about our 2016 budget, and at the January budget meeting, set our budget at a deficit, perhaps for the first time in St. John's history. The primary source of strain on our operating budget relates to the redevelopment of the property next door to the church (6801 Wisconsin Ave) and our intentional effort of securing the future of St. John's health and ministry in relation to this development.

LETTER OF INTENT WITH 6801 LLC

In December 2015, St John's negotiated a Letter of intent with the developer of the property next door through the faithful leadership and dedicated work of our Development for Community Committee (DCC). This summer, we expect to take the next step in our negotiations by establishing a Memorandum of Understanding (MOU) with the 6801 developer.

AID TO SYRIA

In December, St. John's Outreach Committee sponsored a Christmas fundraiser to benefit the Syrian Refugees in Europe through the work of Episcopal Relief & Development. Together, we raised \$5,520 toward this worthy cause, five thousand of which was matched dollar-for-dollar through a generous contribution from the Norwood Parish Fund for a total of \$10,520.

It's been a lively a year at St. John's! Thank you for the contribution each of you makes to the life and health of our church family. You are the building blocks of our community, and we are honored to serve you.

Yours in Christ,

Sari Ateek, Rector
Roxy Wolfe, Senior Warden

ST. JOHN'S STAFF

The Reverend Sari Ateek, Rector
The Reverend Elizabeth Tesie, Associate Rector
Anne Timpane, Director of Music Ministries
Nancy Derr, Church School Director
Karen Berry, Parish Administrator
Liz Luck, Parish Secretary
Pamela Terry, Children's Chapel Minister
Cynthia Grimes, Director of Youth Ministries
Jesus and Dora Antayhua, Sextons

Music Ministries 2015

DIRECTOR OF MUSIC MINISTRIES: ANNE TIMPANE

Over the past year, the music program has done the following to help support the life and work of St. John's

- Continued working with the Primary Choir, Children's Choir, Alleluia Choir, St. John's Choir, and Norwood Ringers to provide a variety of music for our worship services and increase the musical skills of each of the group's members
- Worked in conjunction with Church School Director, Nancy Derr, to share music with church school members by visiting classes to work on the Christmas Pageant, as well as coordinating music for and helping with the presentation put on by our 6th grade church school class.
- Hosted Theodicy Jazz Collective and contracted with other professional musicians (Palm Sunday bagpiper and Easter brass) to play during our services
- Encouraged young instrumentalists by having them play during our worship services and events
- Provided special music for services and events including the annual Youth Appreciation Dinner, Oktoberfest Stewardship Dinner, Carol Sing, Christmas Eve, Broadway & Chocolate, April Third Sunday supper, Maundy Thursday, Good Friday, and Easter Sunday
- Participated with St. John's Choir members in the Absalom Jones celebration at the Cathedral
- Prepared the St. John's Choir to lead the Bethlehem Prayer service with the Holy Land simulcast from Washington National Cathedral
- Welcomed new members to each of our musical groups
- Organized the substitute organists, pianists and soloists who shared their music with the congregation throughout the summer while the Director of Music Ministries was away

Church School 2015

CHURCH SCHOOL DIRECTOR: NANCY DERR

The **church school** program can be divided into three parts. Our upstairs hall has five classes, beginning with the three year olds. Each class has two or three teachers, who are well-known to the church, trained and supervised, who teach from the lectionary curriculum "Living the Good News." Parents are welcome any time. We make an effort to form communities from the families whose children are in each church school class, via get-togethers as well as through the fun of putting on the big Christmas pageant. Classes have between twelve and eighteen children enrolled; we welcome children whenever they are able to come. Our teachers take the diocesan course, "Safeguarding God's Children."

The third through fifth grades meet in classrooms in our church basement. These ages are very enthusiastic about their skits and crafts and attendance is steady. Our sixth grade class performed the musical "Moses and the Freedom Fanatics," about the exodus from Egypt, to an enthusiastic audience.

The seventh and eighth grades are combined, in the Youth Room, and as they become thirteen, they are marking that transition with an interview, a preparatory brunch, and a ceremony, which we call Rite 13. The 9th and 10th grades have completed their Self and Society units, and have chosen their 2017 pilgrimage destination, to Banff. Of the few dozen new families with children who have joined St. John's since September, seven of them brought new teens to the J2A class. The 11th and 12th grade classes presented a moving forum, speaking about the transformation that their own pilgrimage wrought. Several high school seniors will be honored in May at the Youth Appreciation dinner as the church school says goodbye to them.

Our church school program's success is based upon the quality and reliability of our adult volunteers, as well as our church's

commitment to the Journey to Adulthood program. Seeing older teens at St. John's in force on Sunday mornings -- as well as having a second teen-based program in the Youth Group in the evening -- gives younger teens, who are vulnerable to dropping out, a reason to stay. Our powerful older-teen program is unusual and it sustains the younger teens. Also we have events, like our Bible presentation and our spring musical, as well as our popular Heart to Heart exchange, which unify our church school classes and build morale.

Our goals throughout the ages we serve remain community building and character building, which we see as spiritual endeavors. Our thirty teachers are helped each Sunday by Nike Refshauge, who supplies the classrooms. She creates two church school receptions during the year to support our performances, brings cakes for the Rite 13 groups, sews the costumes, and she has helped me throughout my eighteen years as director of the church school. Every Sunday Jesus Antayhua sets up and cleans the classrooms that we share with Oneness School. We have seen at times well over 200 children and teens, but not all at once: on a normal Sunday our attendance ranges from 140 to 165.

Our church school program is supplemented by two other ministries. The **nursery** is open from 8:50 to 12:30 every Sunday morning, staffed by two early childhood educators, Nancy Sawyer and Maria Ostlund. Our **Youth Group** is led by Cynthia Grimes, who leads a week-long camp in West Virginia in mid-July, dedicated to re-building homes for people in need. This outreach activity has been the core of the Youth Group mission for decades, and every year new teens commit themselves to it, because of the unique and strenuous experience of helping others through re-building and camping out. Every Sunday evening from 5:30 to 7:30 the Youth Group meets for recreation and discussion. They plan their fund-raisers and four annual weekend outings. Youth Group is open to all 7th through 12th graders.

Adult Forums on Sundays 2015-2016

CHAIRS: CAROLYN PEIRCE AND ANNE WAKE

The goal of the committee continues to be to arrange Sunday forums that address both the outreach and the spiritual needs of the St. John's Community. We try to tap into the rich resources within the church as well as find speakers from outside the parish that can address specific topics of interest.

Summary of outside speakers :

- The Rev. Dr. Naim Ateek, "Christians in the Holy Land: Understanding the Struggle"
- Michael Levi, "Exploring the Quaker Faith"
- The Rev. Gayle-Fisher Stewart, former member of DC Police Dept. " Race and Justice"
- David Grant, "Promoting Non-violent Resolution of Localized Conflicts"
- Dr. John Haught, "Science and the Quest for Cosmic Purpose."
- Dr. Neil Barnard, President, Physicians Committee for Responsible Medicine
- Ambassador Phil Wilcox, "An Israel/Palestine Historical Overview"
- Dr. Hedieh Mirahmadi, "Building Resilience Against Violent Extremism"
- Christine Bitzer, Seabury Resources for Aging, "Juggling Caregiving and Other Demands of Life"
- Mr. James Woody, ED, BWS and the Rev. David B, Wolf, ED, SMGW "Building Mission Partnership: St. John's, Bishop Walker School and Samaritan Ministry"

Speakers/groups from St. John's:

- Rector's and Associate Rector's Forums
- St. John's Development for Community Committee (periodic updates)
- St. John's Eco Action Team
- Clara Lovett on the Refugee Crisis
- Sunday Forum Co-chairs sharing Lenten Reflections

Outreach Committee 2015

CHAIRS: ALEXEI SILVERMAN AND LIZ EVERHART

Major activities in 2015: The Outreach Committee selected a joint grant proposal from The Bishop Walker School and Samaritan Ministry. The \$20,000 special grant consisted of funds raised during the 2014 auction. The grant will strengthen ties with both organizations and provide new volunteer opportunities for parishioners, as well as promote existing ones. Planning for volunteer opportunities with the two organizations is being implemented this year, with the co-chairs and two other members of the Outreach Committee serving on an advisory committee with the executive directors of both organizations.

Members of the Outreach committee and other parishioners also significantly supported the Transitional Housing Corporation to furnish a new apartment for participating families. Outreach distributed funds to the following local charities: Bishop Walker School, Samaritan Ministry of Greater Washington, Seabury Resources for Aging, A Wider Circle, Bethesda Help, Bethesda Cares, Interfaith Works, Lutheran Social Services, Transitional Housing Corporation, and the Literacy Council of Montgomery County.

The Outreach committee also organized a Christmas fund raising event for Syrian Refugees that had a matching component from the Norwood Parish Fund – a total of \$10,520 was raised and sent to the Episcopal Relief & Development’s Syrian Crisis Fund; as well as sponsored a coat drive for the IRC (International Rescue Committee) in Silver Spring, and promoted a regular donation for week-day morning delivery of breakfast to Bethesda Cares.

The major activity for the first half of 2016 is the auction/gala sponsored by Outreach. This year’s event will benefit Bethesda Cares as a featured charity, as well as allow the Committee to make donations to other local organizations to be determined.

Outreach received a donation of \$17,000 from the Op Shop in December 2015. In March 2016, we voted to allocate the funds as follows in March 2016: \$3,000 each to THC, SMGW, and Interfaith Works; \$4,000 to AFEDJ (the American Friends of the Episcopal Diocese of Jerusalem); and \$4,000 to the International Rescue Committee (IRC) for aid to Syrian refugees via the Silver Spring office.

Below is an accounting of the funds raised for each Outreach Sunday in 2015:

Samaritan Ministry of Greater Washington	\$1,353.75
Seabury Resources for Aging	812.57
A Wider Circle	1,179.90
Bethesda Help	910.00
Literacy Council	1,011.00
Bishop Walker School	892.00
Lutheran Social Services	635.00
Interfaith Works	855.00
Bethesda Cares	1,191.25
UTO	691.90
Episcopal Relief & Development	1,185.00
Transitional Housing Corporation	1,500.00

More Ministries

Acolytes

CHAIR: CHRISTINE CURTO (FACILITATOR)

Twenty-seven Acolyte Guild members provided consistent ministry during 9am and 11:15am services throughout the church season. The Acolytes' ministry at St John's includes leading the choirs and clergy in procession; lighting and extinguishing candles; carrying crosses, torches, and the Gospel Book; welcoming the congregation to communion; assisting clergy who set the altar; receiving the congregation's offering to present it at the altar, and clearing the altar at the conclusion of services.

Major activities in 2015: The Guild members provided consistent ministry during 9am and 11:15am services throughout the church season. Two new Acolytes were welcomed, trained throughout the season, and will be commissioned in May. New Acolytes are welcome to join the Guild at any time of the year. Two senior Acolytes were sent off to college as they graduated from high school last year; one will graduate at the end of this season.

DREAM Team

CHAIR: TOM HEBERT

The full name of the DREAM Team pretty well says what it is all about; (Designing a Renewed Environment for All Members). DREAM was created by the Vestry to identify key opportunities to help ensure that our first-time guests and existing parishioners feel invited and, as appropriate for them, assisted into full, welcoming and meaningful participation in the life of our parish. In our first two years we have been focusing on the church's physical environment and signage that our guests encounter, ways in which the worship experience can be more calm and satisfying for parents with children, appropriate ways to help our guests learn more about the parish and the Episcopal Church, and when the time is right become members. The DREAM team is exploring exciting -- yet practical -- ways to draw upon our existing resources and support systems to make our parish warm, welcoming, and easy for our guests to learn more and feel part of something special, from day one. While this work continues, we will explore how we can help all participants in the parish, new and existing alike, move into their own personally satisfying and rewarding faith-related activities in and through the parish. Clearly, the breadth and depth of opportunities in our parish for such a deepening of experience will make this task easier. But we feel called to find new and faithful ways to help participants take the fullest advantage possible of these existing opportunities and to develop and provide new opportunities where possible.

Knorwood Knitters

CONTACT: BARBARA BRYAN-WILSON

The Knorwood Knitters have come out of hibernation and will resume meeting on March 14, 2016. They will continue working on charity projects such as scarves and hats, as well as providing prayer shawls to those who contact clergy, Stephen Ministers, or the Knitters.

Lay Eucharistic Ministers

CHAIR: SARI ATEEK+

There are approximately 25-30 parishioners who serve as Lay Eucharistic Ministers (LEMs) at St. John's services. The LEMs are informally divided into groups according to their service preference, either 9:00 or 11:15, but their function is the same--to support the clergy in leading readings and prayers and to assist in serving communion to the parish. Some LEMs are "vested," meaning that they wear a white alb and offer wine from a silver chalice or serve Bread during the Eucharist. Others are "unvested" and generally offer wine from a ceramic chalice. From time-to-time, LEMs also carry the cross and light and extinguish the candles when no acolytes are present. In addition to their Sunday morning duties, LEMs may also assist the clergy as need for special services, such as Ash Wednesday, and for weddings and funerals. A small number of LEMs also serve as Lay Eucharistic Visitors and take communion to parishioners who are not able to attend a service at the church. Thanks to a grant from the vestry, during 2016, the LEMs will be able to replace a number of their worn out albs.

Both the 9:00 and 11:15 LEMs would be delighted to have additional members. If this is a ministry that interests you--or you are just curious--please contact Sari Ateek, Richard Saltsman, or Penny Winder. We would be happy to talk with you.

Lay Eucharistic Visitors

CONTACT: PENNY WINDER

Lay Eucharistic Ministers can also serve as Lay Eucharistic Visitors. LEV's are "sent forth" during one of the Sunday services with a "little black box" containing consecrated bread and wine. The LEV will take communion to, pray and visit with someone in the St. John's community who is unable to attend church. The LEV's do not take the place of clergy visits but instead are able to provide additional care and support to home-bound parishioners. If you, or someone you know from St. John's, are unable to attend church, please call the office to arrange a home visit.

Memorials Committee

CHAIR: RICHARD SALTSMAN

The Memorials Committee's ministry is to receive, acknowledge and record contributions to St. John's made in memory of someone who has passed away. Contributions are promptly acknowledged by dignified cards sent to the donor and to the next of kin. A permanent record is placed in the *Book of Remembrance* currently displayed in a case in the lower West Ave. lobby. Use of donated memorial funds may be suggested by the next of kin for specific St. John's activities or may be undesignated. In the latter case, the committee chair confers with clergy, other church leaders, and the family to identify an appropriate tangible item to be procured for the church and dedicated to the person memorialized. Depending on the circumstances, a dedication liturgy may be incorporated in a Sunday service.

The number of persons in whose name contributions are made varies widely from year to year, from a low of four to almost twenty over the past ten years. During 2015, there was one significant expenditure to replace all of the candles on the two seven-branch candelabra.

Families of recently departed members of the parish are encouraged to consider designating St. John's as the suggested recipient of memorial contributions.

Norwood Parish Library

CHAIR: TONI HARTMAN, LIBRARIAN

Since 2008, your library has continued to grow in support of St. John's Mission of "Building Community at the Crossroads of Faith and Life." We are an active member of the ecumenical Congregational Library and Synagogue Association.

(www.tcla.org).

Every year the Library Council adds to the materials that support and inform the many ministries of our parish from Worship to Outreach to Stephen Ministry, to Church School, to Bible Study, the Adult Forum, Pastoral care and more. The library is supported by budget funds and also gifts to "Friends of the Library". All gifts are tax deductible.

This year we are especially proud of:

- Compilation of internet resources for spiritual formation
- More than 20 new books for the children's section; more than 50 new adult books from parish donations and budget funds
- Continued weeding and updating the collection to reflect current and classical resources
- Research for individual, sermon and class inquiries
- Provision of free inspirational Care Notes for our community

The library is self-serve (follow instructions on library bulletin board and/or self check-out clip boards) for borrowing materials. The library is always open to parishioners whenever the church building is open. It is only closed when other regular meetings/events to be held in the library are scheduled through the Parish Administrator. Staff are usually in the library Sunday mornings and evenings and Wednesday afternoons.

Contact Toni Hartman, librarian, email: library@stjohnsnorwood.org for more info and to learn how to contribute your time, talent or treasure in support of your beautiful library. Instruction provided.

Personnel Committee

CHAIR: KURT ELLISON

Our Mission

The mission of the Personnel Committee is to advise the rector, wardens, and vestry on personnel matters related to the employees of St. John's Church. The committee is also mandated to hold personnel matters in strict confidence.

Accomplishments of 2015

2015 was a banner year for the personnel committee. We are particularly proud to have implemented a revised and updated personnel manual, updated every letter of agreement, and started a fresh annual review process all while accomplishing a leadership transition from Dr. Anne Wake to Mr. Kurt Ellison as chair of the committee.

In 2015 we welcomed two fabulous women to the staff of St. Johns: Karen Berry as Parish Administrator and Anne Derse as Community Life Coordinator. In a short time these two stars have proven themselves indispensable to our life at St. John's. We are lucky to have them on our team!

We have a wonderful staff at St. John's; our team continues to work hard for our parish. Our challenge as a committee is how to reward them accordingly – and that is a great challenge to have!

2016

In 2016, we look to keep up our good work with regard to continuing the review process, as well as providing the vestry with a clear salary schedule for all staff to ease the budgeting process. Much has been done in 2015 that has added to our personnel infrastructure which will make our work easier!

Special Thanks to

Dr. Anne Wake for her years of chairing the committee; Jay Everhart and Colleen Parent for their great work on the Personnel Manual; Sue Rohan and John Stewart for agreeing to join the committee.

The Staff and Clergy of St. John's, for their service and dedication to our parish: The Rev. Sari Ateek, The Rev. Elizabeth Tessi, Nancy Derr, Anne Timpane, Anne Derse, Karen Berry, Liz Luck, Jesus and Dora Antayhua.

Property Committee

CHAIRS: SUZANNE WELCH AND LUCAS SNYDER

Meetings: every second Monday at 7 pm. Join us for a meeting or for one of the popular Beautification Days on Saturday mornings every other month where we tackle building maintenance projects and grounds care. We are always happy to see new faces!

2015 Property Committee Highlights:

- Second boiler replaced, boiler maintenance contract entered into
- New waste removal contract reached for substantial savings
- Kitchen plumbing and grease traps brought up to current code
- Formal analysis obtained of our property reserves and liabilities
- Repair of tray ceiling lighting in West Ave entrance
- Tower entrance patio and steps remade, strategic replacement of various pavers and stone treads in the Memorial Garden and Wisconsin Ave entrance
- New energy efficient windows installed in the basement classroom known as the Sky Room
- WiFi extended to two Sunday school classrooms in the basement

Stephen Ministers

STEPHEN LEADERS: TONI HARTMAN, JOHN MERTENS AND PENNY WINDER

St. Stephen was the first person commissioned by the apostles to provide caring ministry to those in need. Since 1990, when the Stephen Ministry began at St. John's, there have been six Stephen Leaders, and five different groups have completed a fifty-hour training course. The Stephen Leaders have been responsible for recruiting, selecting, organizing, training and supervising a total of thirty participants, six men and twenty-four women. As commissioned Stephen Ministers, they are assigned to care receivers with whom they will have confidential, one-on-one regular meetings for as long as needed.

Some situations are short term and others longer. They include loss of a love one, a job, good health; family or relationship problems, illness in the family; major life changes/adaptations, retirement and divorce. The Stephen Ministers bring their own individual gifts to their ministry by virtue of their life experience, their training and education. Typically, they spend many years in this caring ministry, forming strong bonds with their care receivers and each other.

Tellers

CHAIR: PENNY WINDER

"How does the money get from the collection plate to the church bank account?"

Did you ever wonder about what happens to the money collected at each service? Are you curious to know how the Treasurer knows what you've put into your envelope? Is it important to you to have the correct information about your donation(s) so you can properly fill out your income tax returns?

Well, there is a group of people who sit around a table every Sunday morning counting the cash, emptying the envelopes, recording what was in the envelopes, tallying totals to put on forms that go to the Treasurer, and tallying the total of all checks to record on the bank deposit slip. Currently the roster of "Tellers" is made up mostly of people who go to the 11:15 a.m. service. Currently each team of three or four people rotates five weeks. It would be wonderful if parishioners from other services joined in.

If you are detail-oriented and willing to volunteer, an additional team or two would translate into rotating on a six or more week basis. The counting does not have to be done only on Sundays after the last morning service. Each team has the flexibility to make its own schedule. It could be done after the 10a.m. service (perhaps while your child is in Sunday School). It could be done by a team some night after work. It could be that one or more teams do it regularly after all combined services.

Welcome Ministry

CHAIR: SUZANNE WELCH

The purpose of the Welcome Ministry is to make sure than anyone who comes through our doors at St. John's feels welcome, desired, and significant and that their return is important to the Church. Members of the Welcome Ministry include Welcome Teams serving at the 9 am service and Ushers and Greeters serving at the 11:15 service and their general functions include greeting those who come into church, being available for questions, assisting with collection of the offering and in some cases communion. Greg Murdock coordinates the Welcome Teams at the 9 am service, many of whom include entire families. The Welcome Teams serve generally once a month from September through June. RoseMarie Fonseca coordinates the Greeters and Greeters generally serve once a month. Suzanne Welch coordinates the 11:15 Ushers as well as the Welcome Ministry work. Ushers serve a particular month, four months of the year and during special services. This is a fun and easy way to get involved at church when you are there anyway and we are always looking for new people to get involved, young and old alike.

St. John's Episcopal Church, Norwood Parish

	Actual			Budget
	2013	2014	2015	2016
Revenue:				
Pledge Payments	\$ 799,138	\$ 787,534	\$ 783,037	\$ 861,660
Other Offerings	58,951	82,121	91,752	59,263
Space Use - school	203,943	211,285	219,847	236,420
Other Income	4,416	7,890	588	600
Total Revenue	\$ 1,066,448	\$ 1,088,829	\$ 1,095,223	\$ 1,157,943
Ordinary Expense:				
Salary & Payroll Related	593,562	637,928	616,806	684,242
Administration	74,419	79,011	76,350	137,017
Worship	15,083	14,913	9,108	13,996
Stewardship	2,180	1,749	1,616	2,000
Christian Education	18,132	23,882	24,069	24,964
Parish Life	9,590	4,540	6,544	10,952
Outreach	88,055	92,714	102,602	96,955
Property	180,909	180,033	184,932	189,900
Debt Service	20,407	14,932	29,688	15,930
Reserves	67,895	39,120	23,000	70,520
Total Ordinary Expense	\$ 1,070,234	\$ 1,088,822	\$ 1,074,715	\$ 1,246,476
Net Ordinary Income	\$ (3,786)	\$ 7	\$ 20,508	\$ (88,533)
Other Revenue	\$ 79,266	\$ 671,097	\$ 102,435	\$ 58,230
Other Expenditures	\$ 53,661	\$ 26,756	\$ 55,000	\$ 29,697
Net Other Income	\$ 25,606	\$ 644,342	\$ 47,435	\$ 28,533
Net Income	\$ 21,819	\$ 644,349	\$ 67,943	\$ (60,000)
ASSETS:				
Current Assets				
Operating	\$ 290,058	\$ 159,779	\$ 240,503	
Reserves	215,344	251,431	206,367	
Designated/ Restricted	169,132	1,045,543	1,079,323	
Restricted Cash (NPF/Joyful Noise)	671,592	866,996	1,025,597	
Total Bank Accounts	\$ 1,346,126	\$ 2,323,749	\$ 2,551,790	
Accounts Receivable	-	2,225	2,225	
Total Current Assets	\$ 1,346,126	\$ 2,325,974	\$ 2,554,015	
Fixed Assets	10,789,805	10,330,135	10,330,135	
Other Assets	95,593	411,280	510,196	
TOTAL ASSETS	\$ 12,231,524	\$ 13,067,389	\$ 13,394,347	
LIABILITIES AND EQUITY:				
Liabilities				
Current Liabilities				
Accrued Expenses	74,435	40,182	61,823	
Accrued Funds - Ministires	44,784	103,962	164,350	
Prepaid Pledges	99,560	85,955	89,896	
Total Other Current Liabilities	\$ 218,779	\$ 230,099	\$ 316,070	
Long-Term Liabilities				
Reserves	266,874	253,611	234,893	
Other Long-term Funds	89,865	106,719	98,617	
Loans Payable	415,620	396,821	432,446	
Total Long-Term Liabilities	\$ 772,359	\$ 757,152	\$ 765,956	
Total Liabilities	\$ 991,138	\$ 987,251	\$ 1,082,026	
Equity				
NPF/Joyful Noise/CHF	681,592	1,971,660	2,204,495	
Net Earnings	10,558,794	10,108,478	10,107,825	
Total Equity	\$ 11,240,386	\$ 12,080,138	\$ 12,312,321	
TOTAL LIABILITIES AND EQUITY	\$ 12,231,524	\$ 13,067,389	\$ 13,394,347	

