



ST. JOHN'S
EPISCOPAL CHURCH
2023 ANNUAL MEETING

MEETING DATE: JANUARY 22, 2023

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Contents

SECTION ONE – CLERK’S REPORT: ANNUAL MEETING MINUTES 2022 2

SECTION TWO – RECTOR’S REPORT 5

SECTION THREE – SENIOR WARDEN..... 6

SECTION FOUR – TREASURER’S REPORT 7

SECTION FIVE – ASSOCIATE RECTOR/ASSOCIATE for PASTORAL CARE REPORT..... 13

SECTION SIX – MUSIC & LITURGY..... 16

SECTION SEVEN – COMMUNICATIONS /CHILDREN & YOUTH MINISTRY 21

SECTION EIGHT – TECHNOLOGY MINISTRY 24

SECTION NINE – COMMITTEES & MINISTRIES..... 29

ALTAR GUILD..... 29

BUILDING COMMITTEE 29

CENTERING PRAYER 30

COMMON TABLE..... 31

EUCCHARISTIC MINISTERS & READERS..... 32

GRIEF AND LOSS SUPPORT MINISTRY..... 32

OUTSIDE THE BOX 33

POLAR PACKS 34

RECEPTION COMMITTEE 34

USHERS 35

FUN NUMBERS 2022..... 36

SECTION ONE – CLERK’S REPORT: ANNUAL MEETING MINUTES 2022

Clerk’s Report: **2022 Annual Meeting Minutes**

January 23, 2022

At 9:00 AM the Annual Meeting was called to order by Rev. Rob Stevens

Rob opened the meeting commending the vestry leadership, Senior Warden Chuck Silva, Junior Warden Gerry Simpkins, and Treasurer Kelly Boston who had made wise decisions not to attend in person because of respective illnesses.

He asked for a motion to approve 2020 and 2021 Annual Meetings minutes.

Ted Ballard made the motion which was seconded by Ann Tarlton and the motion was subsequently approved.

Vestry and Convocation Nominations: Rev. Anne Williamson introduced the slate of new candidates to serve on the Vestry and on Convocation:

Anne thanked Carol Rensselaer for her years of service on Convocation:

Vestry Members: Andy Bangs, Tom Gruen, Anne McSally. Vestry Clerk: Steve Falci

Convocation Members: Samantha Deflitch, Steve Falci, Carol Gruen, Sarah McEvoy, Chuck Silva, Jennifer Stevens

John Tabor made the motion to approve both slates, Christine Sieve seconded and the slates were subsequently approved.

Treasurers Report: Jeff Croteau presented Kelly Boston’s Treasurers Report.

2021 financial performance exceeded expectation and we begin 2022 in a strong financial position. Pledge and plate offerings and parking revenue covered our operating expenditures. The draw from the endowment in 2021 was primarily used to finalize our loan commitment to the Diocese and to fund special capital projects, most notably the Livestream Infrastructure Initiative. Several capital improvements projects were completed on the Church and Thaxter Hall and we expect the completion of Roberts Hall in 2022.

The Vestry approved a 2022 Operating Budget of nearly \$1.1 million. Revenues come from parishioners and parking revenue. We are nearly at 91% of target pledge dollars. 2022 goals are to recruit an Associate Rector, maximize parking revenue and manage expenses. We expect to pull a lower percentage (3.9%) from the endowment. Expenses have been approved with diligence:

Staff pay increased in line with Diocesan guidelines. Last year no increase was given
Includes 4.5% increase in health insurance
Proper funding for upkeep of facilities

2022 Annual Pledge Campaign: Ally Dudas provided an update on the Campaign. To date there are 206 pledges totaling \$500,899. Goal remains 300 pledges and \$550,000. Ally referenced the film *Encanto* as an inspiration for community working together and encouraged those who have not pledged to do so.

Building Committee: Rob gave the report in Gerry's absence. The connector is happening. External bricks are being put on Roberts Hall. Rob noted the long time contributions to our community of Lew and Judy Roberts who were the founders of Common Table. The Elevator has been inspected. It is our hope that the construction of Roberts Hall will be completed by late Spring or early summer.

Rob commended the work of the Building Committee; Barry Heckler- Chair, Gerry Simpkins, and Reggie Baird.

Basic maintenance in 2021 included replacing the control panel, repairs to the cupola, closing the economy shop for fire safety and cleaning up the church basement. A hearing aid loop is being installed for the center section of the downstairs part of the church. Solar panels will be installed on the roof of Thaxter Hall.

Rob finished by noting that we had enough money to complete construction of Roberts Hall and, that while \$1.4 million was pledged, we have actually received closer to \$1.5 million.

Fun Facts: Ashley Wade presented a summary of facts related to Communications, Youth Ministries, Worship and Liturgy and Outreach:

Communications:

51 people , including 20 youth, attended a parish retreat at Merrowvista

There were 61 small group Zoom meetings

153 Realm accounts; a number we would like to see grow.

312 daily reflections received by 311 people

Traffic to website; 6,500 clicks, a 216% increase over prior year

791 email addresses receive communications

570 Facebook followers, 200 Instagram followers, 146 Twitter followers, 380 YouTube subscribers

60% of viewers on YouTube are not from our subscribers

Youth Ministries:

12 youth took part in a Rite 13 celebration outdoors at Warner House.
26 children and 4 youth members rehearsed 5 times and performed the Christmas Pageant
Only able to run service programs for the last 4 months. 20 youth members gathered in the Fall where they cooked together 5 times
10 Dondero students took part in choir school and performed 3 times; Number has now grown to 14 and the choir will perform 3 times in the Spring

Worship and Liturgy:

We had in person, virtual and hybrid services

246 in person and virtual services combined

Virtual services have been viewed 40,000 times

That content has been watched for more than 3,600 hours by people in 14 countries and 20 states.

Lessons and Carols was the most viewed service with 590 unique views

Outreach:

18 Polar Packs provided to unhoused or marginally housed people

51 Common Table lunches served

5,100 meals produced out of the Thaxter Hall kitchen

5,000 baked goods

3,000 – 4,000 meals per month produced out of our kitchen through partnership with Gather, Common Table and Youth Group Ministry

This equates to at least 40,000 meals produced over the course of the year

Rob commended the breadth of Ashley's contributions, her ability to adapt and noted what a gift she is to our community. Rob thanked Rev. Nathan Bourne for his contributions to our community, noting what a gift he was to us. He also thanked the community for our role in raising him and for our love for Nathan. He also noted that Nicole Benevenia is in process for ordination.

Rob is looking for a new full time priest as our community requires 2 full time priests. He is looking for an Associate Rector who would fit in at St. John's, who would be "not temporary", as the tenure of a Curate would be. It is Rob's hope that he would find a priest by the Summer.

Rob thanked the outgoing Vestry members, Karen Barsanti, John Bolduc, Ellie Sanderson, and Jeff Croteau, for their service, which was extended by a year due to COVID.

Rob thanked the staff for their contributions and varied gifts they bring to our community. It is a staff that loves and cares for one another, has the ability to disagree and work through disagreements to come to a better solution.

After a few questions, *Chris Sieve made the motion to adjourn the meeting, it was seconded by Lacey Bangs, and the annual meeting came to an end.*

The Annual Meeting concluded at approximately 10:00 AM.

Respectfully Submitted,

Steve Falci

Clerk

February 20, 2022

SECTION TWO – RECTOR’S REPORT

January 16, 2023

Dear St. John’s,

2022 was one of my favorite years of ordained ministry. This past year was not easy, but together this community thrived. As we emerged from a global pandemic that has not completely relinquished its grip, the desire to connect was palpable and the community of St. John’s “showed up!”, whether it was to welcome the Presiding Bishop on All Saints Sunday or simply care for each other with a kind word or note. This community was present in a real and powerful way that continues to inspire.

The SJC staff is second to none. Anne, Rebecca, Jen, Olin, Michelle, and Ashley, your talent, love and dedication is unmatched, and we are ALL better for it. Counting you all as my colleagues in ministry is one of my greatest blessings.

The vestry of SJC, I applaud you. During trying times, you were steady and present providing calm and intentional leadership always with the right touch of humor. Chuck, Kelly, Gerry and Steve, as our officers led the way. Thank you!

We will dedicate Roberts Hall this weekend. Thank you to all that made the project a possibility. Reggie Baird and Gerry Simpkins deserve all the accolades, as constant stewards that guided us to completion. Thank you!

Finally, Thank YOU. If you are reading this, you are a vital part of this community. We have much to celebrate. We are by all accounts a healthy and thriving community. Thank you for “showing up” and sharing your gifts and light.

My prayer is that we will not rest in this good news, but rather be emboldened to continue to discover and rediscover ways to share the Light with this world in ways big and small. As we often sing at SJC “Let it shine, let it shine, let it shine!”

Peace be with you,

Rob

SECTION THREE – SENIOR WARDEN

2022 was a great year for St. John’s. From liturgy, to music, to youth ministry and technology, Rob and his team were firing on all cylinders. In-person attendance kicked back up toward pre-COVID levels, raising the energy level in all services. Financially, despite increasing our revenue target by 10% from 2021, we exceeded our 2022 annual appeal revenue goal, and parking revenue remained strong, contributing to a year-end surplus that will set us up as well-positioned for 2023.

Probably the most significant event of last year was the completion of the Roberts Hall construction project and related accessibility and other improvements. As I write this report, the only punch-list items remaining are the installation of the final set of railings on the front ramp and a final tweak of the steam radiator controls. The Hall itself has been broken in with a couple of receptions, and comments have been universally favorable. Thanks to all of you for your patience and support, and to the Vestry and Building Committee for your oversight and guidance. A special thanks to Barry Heckler who, as chair of the Building Committee, led the building and budgeting review process throughout. Eternal thanks to Junior Warden Gerry Simpkins for his continuous, steady and often-unheralded service – Gerry completed what was probably his busiest year yet, providing almost daily on-site support. Finally, a million thanks to Reggie Baird, who managed the overall construction process, liaised daily with contractors and inspectors, kept the process moving, and solved the dozens of problems that arose during the year. It was a true team effort, and we hope you all enjoy the result.

For further details on the 2022 achievements, I refer you to the individual reports from Rob, Kelly, Gerry, the members of Rob’s team and the various ministry reports.

We are already off to a strong start in 2023, having generated a small revenue surplus last year. The 2023 Annual Appeal is already closing on our targets, with 216 people and families having pledged over \$518,000. (If you have not yet gotten your pledge in, this would be a great time to do so!)

Thanks and thanks again to Rob, Anne, Jennifer, Ashley, Olin, Rebecca and Michelle for making last year such a success. Thanks as well to our officers: Treasurer Kelly Boston, Junior Warden Gerry Simpkins and Secretary Steve Falci - and the vestry: Lizzie Bristow, Veronique Doherty, Ally Dudas, Barry Heckler, Chris Nettleton, Randy Philbrook, Anne McSally, Tom Gruen and Andy Bangs.

Respectfully Submitted,
Chuck Silva
Senior Warden

SECTION FOUR – TREASURER’S REPORT

Treasurer’s Report

Our 2022 financial performance exceeded expectations and we start another year in a position of financial strength, which is reflected in our budget planning for 2023.

During 2022, we changed audit firms shifting from Plodzik & Sanderson Professional Association to Nesseralla & Company, LLC a public accounting firm from Plymouth, Massachusetts. The change was necessary as our old firm experienced staffing challenges and could not commit to a 2022 engagement. We continue to operate on a three-year rotating cycle - compilation, review, and full audit. I am pleased to report that we had a had a successful review of the 2021 financials by our new auditors. We will have a full audit engagement for our 2022 financials, which is scheduled for May 2023.

2022 Operating Revenue & Expenses

We are reporting on *preliminary* 2022 financial results. Final audited results will be available once our audit is completed in early summer. Our operating income is higher than our operating expenses therefore we are ending the year with a surplus. A detailed "line" item report of 2022 revenue and expenses is posted on the St. John's website, www.stjohnsnh.org, in the Annual Reports section.

Revenue Summary:

2022 operating revenue totaled \$1,085,909, about \$48K more than our budget of \$1,037,929. Nearly 66% (compared to 61% in 2021) of our income was from pledge and plate offerings. A big “Thank You” to our community for your continued generosity during this past year. As a community, each year but especially this year, you continued to fill the “plate”.

Parking revenue (Metered, Leased and Passes) was much higher than budget primarily related to the unplanned full lease extension with Cambridge Trust and favorable parking revenue from downtown patrons. Revenue associated with parking was at \$349K, about \$73K more than our budget of \$276K.

In prior years, Choir School expenses were partially offset by special fundraising activities. As these activities did not occur in 2022 and as Choir School is an important ministry of St. Johns, we instead financed this ministry from general operating income. Your generous pledge and plate offerings along with other revenue allowed us to fully support this ministry which will continue to benefit children throughout the seacoast.

In the table below, you will find the operating revenue, by category, for 2022 compared to our 2022 budget, including a brief explanation of some of the variances:

Revenue Category	Actual 2022	% of Total	Budget 2022	% of Total	Act vs Bud Variance		Comments on Variances
					\$	%	
Pledge Offerings	\$ 609,021	56.1%	\$ 550,000	54.5%	\$ 59,021	10.7%	2022 Goal was \$550K & 300 pledges, actuals higher than budget assumptions
All Parking	\$ 348,650	32.1%	\$ 275,767	27.3%	\$ 72,883	26.4%	strong parking due primarily due to extension of CT Lease
Plate Offerings	\$ 101,737	9.4%	\$ 169,500	16.8%	\$ (67,764)	-40.0%	budget included \$110K of deferred, only using \$50K and \$60K will be used in 2023
Program & Outreach Reimbursement	\$ 4,315	0.4%	\$ 27,362	2.7%	\$ (23,047)	-84.2%	not seeking program reimbursement from Choir School
Building & Ground Income	\$ 6,500	0.6%	\$ 2,250	0.2%	\$ 4,250	188.9%	includes reimbursement from CT which was not planned in budget
Facility Usage	\$ 6,187	0.6%	\$ 3,000	0.3%	\$ 3,187	106.2%	higher income than planned
All Other	\$ 3,575	0.3%	\$ 4,424	0.4%	\$ (849)	-19.2%	
Investment Income	\$ 3,641	0.3%	\$ 3,726	0.4%	\$ (85)	-2.3%	
Grants & Gifts	\$ 2,283	0.2%	\$ 1,900	0.2%	\$ 383	20.2%	
Prior Year Pledges	\$ -	0.0%	\$ -	0.0%	\$ -		
Total Operating Revenue	\$ 1,085,909	100%	\$ 1,037,929	103%	\$ 47,980	4.6%	
Endowment Draw	\$ 63,404		\$ 63,404		\$ -	0.0%	
Total Op Revenue & Endowment Draw	\$ 1,149,313		\$ 1,101,333		\$ 47,980	4.4%	

We withdrew our budgeted 2022 endowment draw of \$63K as planned. As we enjoyed a pre-endowment draw operating surplus, these funds will be carried over to fund 2023 for programming.

Expense Summary:

Our 2022 expenses totaled \$1,052,836, about \$48.5K lower than our budget of \$1,101,333.

Our largest category of expense is people: Clergy and Lay staff. The favorability in the expenses is primarily related to our Associate Rector position, which we had assumed for 2022 budget purposes would be filled on July 1. This position remains open. While Rob actively continues his efforts to find the right candidate to complete his team, our staff continues to thrive. The enthusiasm with which they continued to fulfill the mission of the church is felt all around us with all generations.

Several cost categories spent higher than budget. The majority of the overspend was in Building & Grounds as we had unplanned repairs for the leaky window trim and Thaxter Hall roof, and had to replace the chair storage carts. The 2022 parish pledge to the Diocese ended up higher than budgeted, as it is driven by our overall income which was higher than budgeted. Higher administrative expenses reflected increases in communications, administrative and internet expenses. Music was higher than budget assumptions associated with choral scholars and a much needed cart to move instruments.

Expenses were lower than planned for outreach and programs (adult, youth, and children's) as we continued to fully return to in-person worship during the year. Both income and property taxes were lower than budget assumptions. Despite higher parking revenue, income taxes were lower than budget assumptions due to a credit from a prior tax period. Property taxes were

favorable due to the extension of the Cambridge Trust lease, which increased their reimbursement for property taxes related to the portion of the parking lot that is leased to them.

In the table below, you will find operating expenses, by category, for 2022 compared to our 2022 budget, including a brief explanation of some of the variances:

Expense Category	Actual 2022	% of Total	Budget 2022	% of Total	Act vs Bud Variance		Comments on Variances
					\$	%	
Personnel	\$ 650,323	61.8%	\$ 714,818	60.6%	\$ 64,495	9.0%	essentially due to Assoc Reactor opening vs. planned hire in Jul 22
Building & Grounds	\$ 112,280	10.7%	\$ 98,398	8.3%	\$ (13,882)	-14.1%	includes add'l repairs, most recent is the roof repair planned for Thaxter Hall
Diocesan Pledge	\$ 125,184	11.9%	\$ 113,304	9.6%	\$ (11,880)	-10.5%	budget assumptions lower than actual
Income Taxes	\$ 38,798	3.7%	\$ 48,367	4.1%	\$ 9,569	19.8%	lower due to overpayment in 2021
Administrative/Offices	\$ 41,403	3.9%	\$ 38,413	3.3%	\$ (2,990)	-7.8%	higher expenses related to communication & internet expense including a WIFI mesh purchase
Music	\$ 33,286	3.2%	\$ 26,150	2.2%	\$ (7,136)	-27.3%	includes higher Choral Scholars & one time purchase of a cart to move instruments
Property Taxes	\$ 19,658	1.9%	\$ 27,737	2.3%	\$ 8,079	29.1%	lower due to CT lease extended which was not planned in budget
Insurance	\$ 17,362	1.6%	\$ 16,857	1.4%	\$ (505)	-3.0%	
Outreach	\$ 4,435	0.4%	\$ 7,000	0.6%	\$ 2,565	36.6%	lower than budget assumptions
Adult/Children/Youth Programs	\$ 8,315	0.8%	\$ 8,589	0.7%	\$ 274	3.2%	
Worship	\$ 1,732	0.2%	\$ 1,700	0.1%	\$ (32)	-1.9%	
All Other	\$ 59	0.0%	\$ -	0.0%	\$ (59)		
Total Operating Expenses	\$ 1,052,836	100.0%	\$ 1,101,333	93%	\$ 48,497	4.4%	
Other	\$ -		\$ -		\$ -		
Total Op Expenses & Other	\$ 1,052,836		\$ 1,101,333		\$ 48,497	4.4%	

Expected Surplus/(Shortfall)	\$ 96,478	\$ -	\$ (96,478)	2022 Surplus is \$33K plus Endowment draw \$63,404
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With total revenue of \$1,085,909 minus total expenses of \$1,052,836, we anticipate ending the year with an operating surplus of \$33K.

Endowment (Long-Term Investment Funds)

Our endowment exists for two purposes: to help fund annual programming and outreach activities, while continuing to grow in the long term to fund future programming and outreach. The objective of the management of the investments of the Church is to preserve and enhance the purchasing power of the principal of the funds without taking unusual risks, employing a total return approach when possible and thereby providing real long-term financial support to the Church's mission.

Our endowment balance as of December 31st is \$1,429,713. We took one authorized withdrawal during 2022 of \$63,404 (or 4.1% of the 5-year average balance). This withdrawal was not needed to fund 2022 programming and outreach due to the operating surplus. These funds will be added to the 2022 operating surplus and will be used to fund 2023 programming and outreach. As we have all heard on the news, 2022 has been challenging for all investors. After very positive growth over the past three years, you will see we experienced a loss of \$233K during 2022.

Below is a summary of our endowment activity over the past five years:

Endowment Values Last 5 Years					
	2018	2019	2020	2021	2022
Starting Balance	\$1,493,929	\$1,338,626	\$1,496,740	\$1,614,683	\$1,716,488
Growth	(\$90,303)	\$222,114	\$182,943	\$182,115	(\$233,371)
Withdraws: Operating	(\$65,000)	(\$64,000)	(\$65,000)	(\$80,310)	(\$63,404)
Gifts					\$10,000
Ending Balance	\$1,338,626	\$1,496,740	\$1,614,683	\$1,716,488	\$1,429,713
% of draw (5 Yr Rolling Avg)		4.5%	4.5%	5.4%	4.1%

We would like to continue to recognize that the work of our Investment Committee: John Hebert, Sandra Pagel, and Gerry Simpkins who met in early January 2022. Their work is highly valued and appreciated.

Connected in Christ Capital Campaign

Key Highlights

(inception to 12/31/2022)

This is the sixth year for us to report on our Connected in Christ capital campaign, and we are in the process of financially wrapping up this project as the team completes the final finishes to the Roberts Fellowship Hall.

A full financial analysis of the project will be completed as part of the project close out but for now a few key highlights to share since its inception:

Our final, adjusted capital campaign income was nearly \$1.975 million, which includes the nearly \$200K which was raised for the elevator.

Overall expenses to date are \$1.971 million leaving a slight surplus at the moment of \$2.9K.

Ultimately the project was completed within the overall (adjusted) budget, but we did have a few challenges along the way which resulted in these upward budget adjustments. These included higher than anticipated excavation costs (due to the remains of foundations from earlier structures on the site), an unrealistically low initial budget assumption on the cost of the rear patio and related drainage, and higher overall framing and woodworking expenses that mirrored generally higher construction costs during COVID.

We anticipate a few thousand dollars of final expenses as we finish closing out the punch list items of the projects - these will be funded by the surplus or the 2023 maintenance budget if needed.

Not only did we add beautiful space and increase accessibility but we also invested in our most precious asset for all to enjoy for many years. It has been my pleasure working with the building committee to ensure the project stayed the course and thank you for entrusting us with your generous contributions.

2023 Operating Budget

The Vestry is pleased to announce that we have approved a balanced 2023 Operating Budget of approximately \$1.2 Million. Most of our revenue stream comes from two sources: our Parishioners and the Parking Revenue. Our goal is to recruit an Associate Rector by July, maximize parking revenue with conservative assumptions and to continue to manage expenses accordingly. This year we anticipate that we draw from the endowment at a higher percentage (4.95%). Using our prior year surplus and endowment draw we will continue to affirmatively pursue our mission and deliver and build our programming.

2023 revenue is planned at \$1,180,440 which includes an endowment draw of \$75K, our 2022 operating surplus and the 2022 draw. About 66% of our income is planned from offerings: Pledge and Plate. Our Pledge assumption for 2022 is \$550K (our campaign goal from 300 pledges). As of the date of this report, we have recorded pledge commitments from 220 families or individuals totaling \$523K. Your pledges and contributions are what sustain our liturgy, music, education, community outreach, and many other activities that happen at St. John's.

Thank you very much for your continued generosity!! We are not yet at our goal, but history shows even during a pandemic that we can support an operating budget of this magnitude, so please return your pledge card with whatever amount is possible for you.

In the table below, you will find the operating revenue, by category, for our 2023 Budget comparing to 2022 Actual (preliminary) including a comment to explain the

Revenue Category	Actual 2022	% of Total	Budget 2023	% of Total	Act vs Bud Variance		Comments on Variances
					\$	%	
Pledge Offerings	\$ 609,021	56.1%	\$ 550,000	54.5%	\$ 59,021	10.7%	2023 Goal is \$550K & 300 pledges, 2022 actuals higher than budget assumptions
All Parking	\$ 348,650	32.1%	\$ 328,480	32.6%	\$ 20,170	6.1%	2023 includes conservative budget assumptions for metered parking
Plate Offerings	\$ 101,737	9.4%	\$ 111,500	11.1%	\$ (9,764)	-8.8%	difference YoY in a deferred offering (\$60K vs \$50K)
Program & Outreach Reimbursement	\$ 4,315	0.4%	\$ 1,000	0.1%	\$ 3,315	331.5%	2022 includes funding for summer programming, not planned in 2023 budget
Building & Ground Income	\$ 6,500	0.6%	\$ 5,000	0.5%	\$ 1,500	30.0%	2023 change due to reduced reimbursement (eliminated Compass)
Facility Usage	\$ 6,187	0.6%	\$ 3,000	0.3%	\$ 3,187	106.2%	2023 includes conservative budget assumptions for facility usage
All Other	\$ 3,575	0.3%	\$ 4,224	0.4%	\$ (649)	-15.4%	
Investment Income	\$ 3,641	0.3%	\$ 3,541	0.4%	\$ 100	2.8%	
Grants & Gifts	\$ 2,283	0.2%	\$ 2,216	0.2%	\$ 67	3.0%	
Prior Year Pledges	\$ -	0.0%	\$ -	0.0%	\$ -		
Total Operating Revenue	\$ 1,085,909	100%	\$ 1,008,962	100%	\$ 76,948	7.6%	
Endowment Draw	\$ 63,404		\$ 75,000		\$ (11,596)	-15.5%	2023 assumes 4.95% (in Bud 23) of rolling 5 yr average of endowment value vs. 4.1% in 2022
Prior Year Surplus & Endowment Draw	\$ -		\$ 96,478		\$ (96,478)		2022 Surplus is \$33K plus Endowment draw \$63,404
Total Op Revenue & Endowment Draw	\$ 1,149,313		\$ 1,180,440		\$ (31,126)	-2.6%	

Notable budget assumptions for revenue include:

Pledges of \$550K, aligned with the 2023 Annual Campaign goal of \$550K.

Plate of \$112K, which includes an already generous contribution received.

Parking revenue assumptions (\$328K) aligned with strong revenue streams for the past three years including the planned renewal of the Cambridge Trust parking lease.

Eliminated program reimbursement related to Choir School.

4.1% endowment draw (of the rolling 5-year average balance) for operations per our investment policy.

In the table below, you will find the operating expenses, by category, for our 2023 Budget comparing to preliminary 2022 Actuals including a comment to explain the variance:

Expense Category	Actual 2022		Budget 2023		Act vs Bud Variance		Comments on Variances
	\$	% of Total	\$	% of Total	\$	%	
Personnel	\$ 650,323	61.8%	\$ 745,643	63.2%	\$ 95,319	12.8%	primarily due to Assoc Rector opening vs. planned hire in Apr 23.
Building & Grounds	\$ 112,280	10.7%	\$ 116,981	9.9%	\$ 4,701	4.0%	allowance for unforeseen repairs & increase in utilities included in 23 budget assumption
Diocesan Pledge	\$ 125,184	11.9%	\$ 134,709	11.4%	\$ 9,525	7.1%	increased planned in 23 budget assumption
Income Taxes	\$ 38,798	3.7%	\$ 52,170	4.4%	\$ 13,372	25.6%	22 lower due to overpayment in 2021
Administrative/Offices	\$ 41,403	3.9%	\$ 45,221	3.8%	\$ 3,818	8.4%	
Music	\$ 33,286	3.2%	\$ 30,850	2.6%	\$ (2,436)	-7.9%	22 includes one time purchase of a cart to move instruments
Property Taxes	\$ 19,658	1.9%	\$ 19,768	1.7%	\$ 110	0.6%	
Insurance	\$ 17,362	1.6%	\$ 18,809	1.6%	\$ 1,448	7.7%	
Outreach	\$ 4,435	0.4%	\$ 6,000	0.5%	\$ 1,565	26.1%	22 lower than 2023 budget assumptions
Adult/Children/Youth Programs	\$ 8,315	0.8%	\$ 8,589	0.7%	\$ 274	3.2%	
Worship	\$ 1,732	0.2%	\$ 1,700	0.1%	\$ (32)	-1.9%	
All Other	\$ 59	0.0%	\$ -	0.0%	\$ (59)		
Total Operating Expenses	\$ 1,052,836	100.0%	\$ 1,180,440	100%	\$ 127,604	10.8%	
Other	\$ -		\$ -		\$ -		
Total Op Expenses & Other	\$ 1,052,836		\$ 1,180,440		\$ 127,604	10.8%	
Expected Surplus/(Shortfall)	\$ 96,478		\$ (0)		\$ (96,478)		2022 surplus applied to 2023 operating budget to support programming

Notable budget assumptions for expenses include:

Full staff to support programs, care, and outreach including full benefits for a new Associate Rector (starting April). Reflects anticipated aggregate compensation expense increase of 4-6%, in line with Diocesan guidelines.

Health insurance premiums increased this year by ~2%.

Our contribution to the work of the Episcopal Church in NH.

Maintenance funding (in Building & Grounds) for our facility upkeep and repairs with a conscious budgeted increase for unforeseen expenses.

Administrative/Office expense higher due to the enhanced audit engagement in 2023 (full audit vs. review.). And a new budget line for technology purchases below the capitalization threshold.

Income & Property taxes aligned with income assumptions.

We budget to "break-even" as a non-profit organization and manage our budget as close to that as possible. As a reminder, we have other important self-funding programs, such as Common Table, that are part of our mission, but not part of the operating budget.

In summary, 2022 was exceptionally strong year financially due to the continued generosity of our parishioners, parking program and prudent operations for the past several years. We are confident that 2023 will be no different.

The Vestry posts our meeting minutes each month, and at any time, if you have any questions and/or concerns, please feel free to contact me.

As always, with gratitude for being part of the St. John's Community,

Kelly Boston, Treasurer

SECTION FIVE – ASSOCIATE RECTOR/ASSOCIATE for PASTORAL CARE REPORT

God who makes the impossible possible, quicken our hearts to follow the shepherds who went with haste to see Jesus and told the world what they had heard and seen. Enliven our imagination to the many ways to walk the Way of Love with Jesus. Strengthen our resolve to remain on the journey with Jesus as individuals, with family and friends, and in community to proclaim your word in the world; through Jesus Christ, your Son, and with the power of the Holy Spirit, one God, whose way is love. Amen. (from ‘Journeying the Way of Love’ during Advent)

I continue to be filled with gratitude for the privilege of serving at St. John’s, although no longer as Associate Rector. I am now in a new, very part time role (since August 2022) as Associate for Pastoral Care. I am so grateful to have this opportunity to thank some of the many people who have contributed to the life of St. John’s in so many ways.

Gratitude abounds for all who have given generously of their time and talent throughout 2022 in a rich variety of ways. Heartfelt thanks to all involved in the following ministries:

Adult Formation/Worship

Advent Reflection Series - Journeying The Way of Love: Our Advent offering this year took the form of a Sunday morning group and reflective Sunday evening services, focusing on the same themes. We drew from a resource of the Episcopal Church, ‘*Journeying on the Way of Love*’ as we committed ourselves anew to the work of becoming Beloved Community and growing loving, liberating, life-giving relationships across the human family of God.

I am so grateful to **Steve Falci, Derek Birch** and **Megan Glenn** for their reflections on Journeying the Way of Love themes: journeying as individuals (looking at the story of Mary and the Annunciation, with family and friends (the story of Elizabeth and Mary) and with the world (the birth of Jesus), respectively. Those reflections were then offered as Daily Reflections (The Daily Reflection ministry continues to be one of the greatest gifts in times that continue to be both joyful and challenging!). The Third Sunday of Advent ‘journeying in community’ was celebrated with the wonderful Festival of Lessons and Carols followed by a Festive Reception, using the new Connector!! Many thanks to the readers for Lessons and Carols: **Andy Bangs, Sam DeFlicht, Sam Ellis, Rebecca Hennessy, Lilliana Downs and Anne Martin, Suzi Raeside and John Stromgren.**

Blue Christmas Service – On December 21, the ‘longest night’ we offered our Blue Christmas Service, both in person and for the first time, livestreamed in conjunction with the Digital Mission of the Episcopal Church of New Hampshire. This service is offered to honor the

tension there can be between the joy of the festive season and the reality of loss and grief that needs space in which to be held. Many thanks to **Anne McSally** (who recently started the 'Exploring Loss' group at SJC) for offering the reflection, which again is available as a Daily Reflection.

The beautiful music for the Advent Reflection Series was offered by **Olin Johannessen, Jennifer McPherson, James Mulhern, Sue Nalewajk and Ashley Wade**. **Ashley, Olin and Jennifer** also offered the music for Blue Christmas. See the play lists on YouTube!

Walk in Love: Belonging, Believing, Becoming, Bestowing - There was a six week Lent program after church and before the Sunday evening Compline Service, offered by the Rev. Rob Stevens and myself which served as a preparation for Confirmation when Bishop Hirschfeld visited SJC on April 24, 2022. There were confirmations, receptions into the Episcopal Church, reaffirmations of Baptismal Vows and a baptism!

Ladder to the Light - Also during Lent we read Bishop Steven Charleston's book '*Ladder to the Light*' and offered a time of meditation online on Wednesday mornings from 11:30 – 12:00. Many thanks to **Diane Harvey** for co-leading that offering.

Good Friday Walk – Stations of the Cross on the Black Heritage Trail – we again partnered with the Black Heritage Trail of New Hampshire to offer an online experience of the Stations of the Cross paired with stops on the Black Heritage Trail in Portsmouth. This is the fifth year of this partnership and we are hoping to return in 2023 to an in-person offering as well.

'Wholehearted Faith' Book Group – Thank to **Steve Falci** and **Megan Glenn** for facilitating a discussion of this wonderful book by the late Rachel Held Evans. The group met twice over zoom in November/December 2022

Reading Between The Lines – RBTL is our weekly Bible Study, using a Lectionary based resource from *The Educational Center* to explore our stories through the stories of the Bible. RBTL began meeting again in person in the autumn, under new leadership: many thanks to **Diane Harvey**. RBTL meets on Wednesdays at 10:30am-12pm in the Philbrick Room; the time together concludes with Noonday Prayer. All are welcome!

Sacred Ground - Sacred Ground, a ministry of the Episcopal Church, is a film- and readings-based dialogue series on race, grounded in faith. Small groups are invited to walk through chapters of America's history of race and racism, while weaving in threads of family story, economic class, and political and regional identity. The third Sacred Ground Circle, facilitated on Zoom by **Steve Falci** and myself, finished in the Spring of 2022. I am grateful to Steve for his partnership in this endeavor. The conversations prompted by the Sacred Ground material, and our own stories, have encouraged good, hard, rich conversations, which we hope lead to informed thought and action.

Outreach

Reports are offered elsewhere on St. John's various outreach initiatives but I would like to highlight the generosity of the SJC community continues with support for the 2022 **'Fill The Hall' for Gather** event in June and the additional in-gathering of food in November (thank you to the **Outside the Box** Committee for their continued work to support Gather and other local organizations). There was also a very successful fundraising initiative for **Ukraine** which began in Spring 2022 with a \$2500 anonymous donor matching gift and raised over \$20,000 to send to **Episcopal Relief and Development** to provide cash, blankets, hygiene supplies and other needed assistance to families from Ukraine.

Pastoral Care

Pastoral care at St. John's is not a web of control but rather a network of support, organic and varied in nature, not perfect (perfectly imperfect as the staff have said about walking through these last three years) but beautiful. This network of support is seen in the generous gifts of time, talent and treasure offered by our wonderful St. John's community.

Here are examples of the care this community continues to offer:

writing, calling and emailing other parishioners, taking people shopping or shopping for them; knitting prayer shawls, **'Wrapped in Love'** making quilts for the Linus Project, thank you to **Joyce Hoelzer** for introducing this ministry to SJC ; collecting coats, hats and other warm clothing for the wider community; the new **'Exploring Loss'** group giving space and connection to those who are grieving,(thank you **Anne McSally** for the inspiration and facilitation of that initiative), the new **AudioFetch** technology to enable those with hearing assistance devices to connect directly to the sounds system (thank you **Olin Johannessen** for spearheading yet another technological innovation to meet a pastoral need!), delivering lilies and poinsettias to bring cheer; giving gift cards and donations for gift cards (we have again been able to give out an amazing number of supermarket gift cards to address food insecurity in this time); organizing and supporting food drives for **Gather** in June and November, providing housing support to prevent homelessness; funding and preparing Polar Packs (thank you **Ann and Peter Tarlton** for your inspiration and continued effort here!) for those experiencing homelessness; preparing meals – throughout the year – initially the weekly to-go meals by **Common Table** and since October 2022 back in person on Thursdays in Thaxter Hall! Food has been prepared and offered to those recovering from illness or surgery, and in November there were deliveries to mainly homebound community elders of wonderful apple crisps and applesauce prepared by the **youth of SJC!** I remain so grateful for all those who continue to pray for the needs of our community, the wider community and the world in these challenging times.

There is a role for clergy in the organizing and offering of pastoral care and there have been more baptisms, weddings and funerals in this last year, including in the Sanctuary – amen! -

with the added dimension of the ability to livestream services becoming more sophisticated. Being able to offer pastoral services that had been postponed, and to meet in church again, has been such a blessing. Rob and I continue to walk with members of the St. John's community and the larger community in times of joy and sorrow.

If you know of someone who is in need of support, or if you have time, talent or treasure to offer, please let me know: anne@stjohnsnh.org

Safe Church

There has been a pause in Safe Church training offered through the Diocese as they revisit the provision of online and in person Safe Church Training. Many thanks to **Christine Hudson** for her help in preparing for the change in training protocols and bringing our Safe Church Database up to date. As we await the new training offerings, I commend to you the Safe Church guidelines displayed on the notice boards in the Narthex of St. John's, in Thaxter Hall and at Tebbetts house. There is a new system for background checks and we will be reaching out to all who require a background check to reup using the new system.

Respectfully submitted,

The Rev. Anne C. Williamson
Associate for Pastoral Care

SECTION SIX – MUSIC & LITURGY

Weekly Worship

The year 2022 marked a return to a (new) normal for our weekly worship services. We began singing full hymns again, psalms and other service music, and the Easter Vigil marked our return to a sung Eucharist. Even though we were (and are) still in the middle of a pandemic, it felt like we were finally doing church again the way we knew how to do church.

We found our way back to Strawberry Banke for our Summer Sundays – thank you once again to Larry Yerdon and the team there for graciously welcoming us each week. Our services took on amore contemporary and simplified feel during this time. The “St. John's Trio” of myself, OlinJohannessen, and Ashley Wade provided music, along with other guest musicians on various occasions. These Summer Sundays in the garden are beginning to feel like tradition.

Our weekly worship has continued to evolve as we settle into this new normal. The opportunity to experience a great variety of music is one of the wonderful aspects of life at St. John's. All our musical ensembles and the congregation embrace this tradition with laudable enthusiasm.

We are grateful to worship together in person.

Parish Choir

Our Parish Choir continues to amaze me with their dedication to our church community. They are wonderful, loving, hardworking individuals, using the beauty of music to care for and love our community. It is a true joy to work with this ensemble.

This year held many exciting opportunities for the Parish Choir. During Lent, several soprano and alto members joined the tenors and basses to sing for Compline services on Sunday evenings. This was the first year that Compline would consist of an SATB ensemble. Under the direction of John Stromgren, the Compline Choir performed several evening services during the Sundays in Lent and were featured during the Good Friday service.

In October, we held our first Evensong since February 2020. The choir has enjoyed exploring some of the more traditional Anglican repertoire for this service – various settings of the Magnificat (Song of Mary) and Nunc Dimittis (Song of Simeon), Anglican chant, and hymns rarely sung during our morning worship services. We have also used recordings and written reflections from these services as a way to introduce the congregation to this ancient tradition.

We then switched gears and focused on preparing for Presiding Bishop Michael Curry's visit for All Saints Sunday, November 6th. Both adult and children's choirs held special rehearsals with a guest string quartet. Adam Gallant joined us on trumpet. *The service was certainly one of the highlights of my personal career!* The Parish Choir sang Herbert Howell's Psalm 23 from Requiem, Susan LaBarre's Blessing in the Leaving, and an arrangement of Pete Seeger's And I am Still Searching by Olin Johannessen.

Our program year continued with preparation for our Service of Lessons and Carols held on December 11th. The choir was excited to prepare for this beloved service and performed beautifully. Nearly 300 people were physically present that evening. There are currently 568 views of the service on our St. John's YouTube channel.

The Young Organist Collaborative

The Young Organist Collaborative is still moving ahead full-throttle. The program has 16 students enrolled, from the first year through sixth year of study. In April, Douglas Major and Mary Dolch gave masterclasses for current students at Christ Church, Exeter. In May, two of our students were featured in a Young Artists program hosted by radio host and organist, Michael Barone, at Methuen Memorial Music Hall in Methuen, MA.

In a June competition, two of our advanced students were awarded large scholarships for lessons in the 2022-2023 program year.

Respectfully submitted,
Jennifer McPherson
Director of Music and Liturgy

The St. John's Choir School

The Choir School and Youth Music Programs

Prepared January, 2023 by Olin Johannessen, Jennifer McPherson, and Ashley Wade

The Choir School is thriving under the direction of Olin Johannessen. Jennifer McPherson and Ashley Wade continue to support as assistant directors.

Beginning in fall 2021, our first operational year post-pandemic lockdown, we were fortunate to establish a more direct partnership with Dondero Elementary School, leading our program in their music room Tuesday and Thursday afternoons. We finished our spring 2022 semester with the first ever culmination recital held at St. John's during which our dedicated and enthusiastic St. John's-Dondero Choir School students showcased musical highlights from throughout their program year to a full house of grateful parishioners, family members, and supporters. The recital featured special guest collaborative musicians including Dondero Elementary music teacher, Mrs. Abigail Keller, as well as a curtain speech testimonial touting the benefits of our St. John's- Dondero partnership given by Dondero School principal Katherine Callahan. *Our hearts were full!*

Upon completion of the 2021-22 school year, our Choir School leadership team began dreaming of how to continue to grow this important and fruitful ministry, including visions of inviting students from the other two Portsmouth elementary schools into the program at Dondero, which would precipitate the need for an offering of transportation via our Choir School van, as well as expanding upwards into the middle school for a one afternoon per week program, and also recruiting new highly-qualified choral music educators to join our teaching staff to assist with our desire for growth.

Coming into the 2022-23 program year, meetings were held with our team and the principals of Little Harbour and New Franklin elementary schools, to enthusiastic responses and assurances of aid in recruitment. Recruitment materials were provided to these school administrators and were shared with families in grades 3-5. We received few inquiries about our program from these other schools, and answered all that came in in a timely and informational manner. Many efforts were made to identify a suitable volunteer van driver to complete a pickup loop between LHS and NFS to bring students to Dondero, however ultimately no students from these schools enrolled in our program, and we were left without a need for a driver.

We also worked to make inroads with the administration and choir teacher at Portsmouth Middle School, and were excited to be given the go-ahead to offer a middle grades Choir School program that would meet one afternoon per week in the PMS choir room. Sadly, after strong efforts at recruitment, our enrollment numbers in that program were below the threshold of what we felt comfortable with for the allotment of staff work hours, however, and we instead chose not to run that program, and ultimately invited those few enrolled students to join our

newly re-established Wednesday Youth Music program on-campus at SJC; we felt proud when three out of four of those enrolled middle school students chose to join our Wednesday on-campus program, and have been attending happily and participating fully since we brought back our Wednesday afternoon Youth Music program in September, 2022.

In addition to beginning the process of reaching out to other schools within the city with an interest in the expansion of our program's reach, we also spent considerable time and energy working to recruit additional highly-qualified choral and vocal music educators to bolster our Choir School and Youth Music staff. We are proud to announce that, effective fall 2022, we have welcomed **Christina DeMaio** as a substantial addition to our Wednesday Youth Music teaching staff on a part-time basis in addition to her weekly role as alto section leader/choral scholar in our Parish Choir.

Christina brings a wealth of youth performing arts education experience, as well as professionalism, empathy, and organization to our already capable staff, and we are amazed with the ways in which we are able to plan and execute some very ambitious lessons for our students on Wednesdays and Sundays, both in a choral music setting and in the more theatrical elements, specifically the return of our fully-staged Christmas Pageant, and the successful return of our Winter Musical Theater production, rehearsals for which began in early January, 2023.

St. John's Youth Music Program

As has already been written above, fall 2022 saw the successful return of our Wednesday afternoon Youth Music program on-campus at St. John's. Staffed by Ashley Wade, Jennifer McPherson, Christina DeMaio, and Olin Johannessen, plans were set prior to the start of the fall 2022 semester to run this multifaceted program in a way that would enable enrolled students not only to have a high-caliber choral music experience, similar to our Choir School students, but also to branch out into more theatrical performance opportunities such as our beloved annual Christmas Pageant, as well as the hopeful goal of bringing back our Youth Musical Theater production, which was most recently run during the winter season of the 2019-20 program year, prior to lockdown.

With the desire to run these two youth music programs partially in-parallel from a repertoire and curriculum standpoint through two fall performances - our big performance during the November 6 service, the Presiding Bishop Michael Curry's visit, and our Service of Lessons and Carols in December - we worked hard to establish effective communication among staff as well as a sensible weekly rhythm to our instruction in order to ensure superior preparation of our students regardless of whether they rehearsed twice per-week at Dondero, or once per-week at SJC. It is worth noting that all of these groups are run on a non-auditioned basis and are open to any interested students willing to make the commitment to participate fully.

With confidence and excellence, students in our combined Choir School/SJC Youth Choir went above and beyond as they prepared their most challenging piece yet, *Sing out my soul* by Marques L.A. Garrett. We are proud of the level of choral musicianship that went into preparing for this performance - truly a "stretch" piece for our young non-auditioned group. They performed with confidence and high quality, and we all have so much for which to be proud!

During the same service, the combined Choir School and Youth Choirs (this time including the younger Cherub Choir participants, also under the direction of Ashley Wade and Christina DeMaio) joined forces with the adult Parish Choir and string quartet on Olin Johannessen's arrangement of *And I Am Still Searching* by Pete Seeger.

In December this same group of dedicated youth choral musicians also performed two pieces during our Service of Lessons and Carols: one solo piece in two-part harmony, and one piece in collaboration with the Parish Choir - imagine all 25+ youth choir members, plus the 25-or-so adult Parish Choir members! It made for quite a festive and powerful performance. It is worth noting that on the very first day of our Wednesday Youth Music program, we began with 9 students representing 6 different schools across the Seacoast area.

After we worked through our October performance, and then the huge performance in November at the Service of All Saints, we pivoted to Pageant preparation, which saw our group of 9 balloon to nearly 20 students, including some of our Tuesday-Thursday Dondero Choir School students who chose to tack-on an additional day under our tutelage and join the Pageant cast! We felt honored by their and their families' trust and enthusiasm for our offerings, and continue to feel this way as we've moved into the preparation phase for our Musical Theater production with enduring and enthusiastic engagement from this enlarged Wednesday group of dedicated young student musicians.

When our Choir School program was resurrected off-campus at Dondero in fall 2021 we were saddened by the loss of the fellowship connection between our wonderfully dedicated volunteers who came each week to prepare snacks and enjoy conversation and connection with our youth participants. So, with the idea of bringing a midweek youth music program back to our SJC campus, we quickly seized the opportunity to reach out to these dedicated and loving volunteers to join us Wednesday afternoons and reestablish that connection between our faithful snack crew and our ebullient young singers. It has felt thoroughly fulfilling to experience the rebuilding of this connection point for our Wednesday attendees, both young and old!

In addition to beginning the process of reaching out to other schools within the city with an interest in the expansion of our program's reach, we also spent considerable time and energy working to recruit additional highly-qualified choral and vocal music educators to bolster our Choir School and Youth Music staff.

We are proud to announce that, effective fall 2022, we have welcomed **Christina DeMaio** as a substantial addition to our Wednesday Youth Music teaching staff on a part-time basis in addition to her weekly role as alto section leader/choral scholar in our Parish Choir. Christina brings a wealth of youth performing arts education experience, as well as professionalism, empathy, and organization to our already capable staff, and we are amazed with the ways in which we are able to plan and execute some very ambitious lessons for our students on Wednesdays and Sundays, both in a choral music setting and in the more theatrical elements, specifically the return of our fully-staged Christmas Pageant, and the successful return of our Winter Musical Theater production, rehearsals for which began in early January, 2023.

Our students, regardless of where and when they choose to enter into our instructional spaces, continue to grow both as musicians and young people each week, building confidence as they learn to listen and support each other in their music-making and community-building together.

Prepared by Olin Johannessen, Jennifer McPherson, and Ashley Wade
Directors, The Choir School at St. John's and St. John's Youth Music Program

SECTION SEVEN – COMMUNICATIONS /CHILDREN & YOUTH MINISTRY

2022 picked up on the momentum of 2021 and continued to crescendo right through Christmas Eve and the end of the year. Our re-emergence into a more normal existence together is felt in so many places. I feel a renewed sense of reciprocity between what we, the staff, envision and work toward, and what is coming back to us in presence, energy, and enthusiasm.

Highlights of my time this year include Sunday School classes, a Rite 13 Ceremony, Summer Theater Camp, Summer Sundays in the Garden, the Parish Retreat at Merrowvista, combined Children's and Adult choirs singing when Bishop Curry visited, wonderful volunteers continuing to serve or beginning new ministries, a bursting parish dinner, family gatherings, and a most joyful Christmas pageant!

CHILDREN / YOUTH MINISTRIES

Our theatrical endeavors were resurrected in June 2022 for the first Summer Theater Camp, and we are planning a second coming of that in June 2023. The amazing **Kendall Mood**, a Portsmouth native and St. John's kid, returned to the Seacoast after finishing her bachelors at Boston University and we seized the opportunity to create something special. There were 18

children and 5 Youth volunteers with two hired staff and the support of Olin Johannessen and myself.

The week culminated in a creative arts gallery and performance for families. The program was not free but offered a very fair rate to families and the option for financial aid. After a full year+ of no Youth or Children's Theater programs at SJC, this was a great success.

In May, we celebrated the milestone of Rite 13 with five youth members and their families, under the leadership of The Rev. Rob Stevens. During the rehearsal dinner when the teens were practicing for the Sunday morning ceremony in church, the parents of each student sat with Rob in the hall. One parent said memorably, "I didn't know any of you when I walked into this room today, but I knew you were my people."

You are my people, too.

Youth members cooked once a month throughout the academic year. Under the direction of Olin Johannessen, and the loving guidance of **Sue Nalewajk**, and the new addition of **Sara Marchessault**, the program provides a home cooked, hearty meal for residents of Cross Roads House and Dover Children's Home. In December the Pageant Families enjoyed a festive and delicious home cooked meal, prepared and served by the Youth of the cooking ministry and the adult leaders.

Other service opportunities that Youth have engaged with are serving at our Parish Dinner, apple picking and harvesting, and apple crisp and apple sauce making.

We celebrate the team of youth members who show up to consistently help with Acolyte duties, Children's music ministries, and technology assistance. There are several wonderful Youth leaders who will be graduating this year, and I am so grateful for their years of presence and service to this community! **Alice Weir** and **Josie Almeida** have been constants in my life and in the lives of our younger children throughout their whole high school career, and the mark they leave is beautiful and true.

Sunday morning Middle School Youth Group gatherings have been spearheaded by the amazing **Sara Marchessault**, a volunteer and a mother of one of the teens. I'm so grateful that we are routinely bringing the Rite 13 curriculum into the lives of the Youth members. The program was recently re-written and is a wonderful resource for thinking about God, faith, and spirituality while navigating the world as a young teenager.

Sunday School for children was led by a team of 5 adults and 4 youth sharing the duties of 2-3 "classrooms" and a nursery on Sunday mornings. I feel very fortunate to have dedicated individuals who share their experience of joy and wonder with our youngest members each week. The three gentlemen who lead the upper elementary class deserve a round of applause.

Brad Lown, Joe Weir, and Tom Gruen are prepared, laid back, and fun – they’ve created a whole culture in the upper elementary Sunday school, and I am deeply grateful for their commitment and care. We were happy to move the upper elementary class back into their old classroom this past fall, out of a temporary station in the Choir Room, as construction phased onward.

A standout moment in 2022 was the Giving-Easter-Egg Hunt. The children learned and discussed throughout Lent how to make meaning of the Easter message and we raised money for the children to offer to causes they identified as sacred: Hunger, Creation Care, and Refugee / Humanitarian Aid. Through the support of our community, they were empowered to give away over \$2K to causes they felt strongly connected to – collecting reusable wooden eggs was still so fun, and to engage with that second step – giving the eggs back – to watch the baskets overflow for the different causes they care about was a simple yet visible way for them to connect with the act of giving.

The result of these conversations with the Children and the money raised through the ‘giving egg’ effort is a newly formed relationship with Kittery Land Trust.

In 2023 we expect to partner on some Youth and Children’s educational and service projects. As I sought to deliver the donations to the best and most appropriate organizations to reflect the vision of the students, I was led to KLT as well as Gather Food Pantry, and Episcopal Relief and Development.

In all areas I seek to make connections and bring the Children’s lives closer to these causes they care about. An emerging relationship with KLT feels like a step in the right direction and brings me real excitement! I’m not sure we’ll ever do egg hunts any other way!

COMMUNITY + COMMUNICATIONS

A time to disconnect in order to reconnect was the theme of the Parish Retreat at Merrowvista last fall. We welcomed 67 humans, including 27 Children and Youth to play together at MV. Their staff was fully present to us as we breathed into the weekend, providing much opportunity to just be (and for kids to go hard). ***Save the date for Retreat 2023: September 22-24.***

Throughout the year we got back to throwing parties and hanging out. Families gathered for family nights, hikes, and community dinners. Rob hosted a receptions committee party for the volunteers who faithfully throw funeral and wedding receptions. And we had a Newcomers party last fall. In November we hosted the first Parish Dinner in Thaxter Hall with a fully

packed hall, and volunteer cooks and servers. Such a wonderful slow-down kind of dinner event – an experience that has been missing from our rhythm as a community for a while.

Our communications efforts continue with daily reflections, twice weekly e-news, website, and social media. Every week we are offering a St. John’s musical reflection and Gospel reflection. Communications are focused on spreading the word about what’s going on with our internal programs, stewardship efforts, and how we interact with the community around us.

When the new program year kicked off, Olin Johannessen designed and curated a robust ministry table showcasing 16 ministries, new and old, and gave people a chance to learn more and get involved. Volunteers formed a welcoming committee and helped to get people logged into their Realm accounts. Youth member **Zuri Wemple** took photos of many members and families to help us build a photo directory.

This year people gathered for over 100 in-person meetings, including RBTL, Centering Prayer, Exploring Loss, Wrapped in Love, Lent and Advent groups, OTB and book group. That number does not include Staff meetings, building committee meetings and any Youth / Children’s / Family meetings or food opportunities. RBTL and OTB also had zoom meetings in the first half of 2022.

Our community’s desire and drive to create and participate in opportunities for connection, conversation and formation have truly blossomed throughout the course of last year.

Respectfully submitted,
Ashley Wade
Director of Communications / Children’s Music & Ministries

SECTION EIGHT – TECHNOLOGY MINISTRY

St. John’s Episcopal Church

Annual Report: Technology Integration and Digital Content

Prepared January, 2023, by Olin Johannessen

Director of Digital Content, Associate for Music and Youth

I. Introduction, Overview

Since last year’s annual report, much growth and learning and stabilizing has taken place in the world of our technology and digital ministry. The production team for live-streamed services has grown from a one-man show to a small and dedicated team of parishioners young and old, with training and guidance from Olin. Our team has weathered periods of challenge; from late summer when persistent internet connectivity issues arose and we were able to utilize our new

technology's built-in redundancies so as to capture services live, then upload to YouTube afterward; to Christmas Eve when our 20+ year-old amplifier flew sparks and fried, and we were able to pivot to live sound amplification utilizing our outdoor portable PA system which could also be hard-wired into the audio mixer for accurate parallel experience between the live in-house, and online digital experiences. There is no doubt that our technological infrastructure has improved mightily in the last two years. Our engagement in digital offerings and YouTube subscription rates have continued to grow steadily and organically. In this report we will endeavor to give an overview of our continued journey into the digital realm, highlight notable areas of growth, and identify plans for the future.

II. A brief overview of Technology Integration in 2022

As the initially-named Director of Technology Integration, it is with pride I report that our digital presence in the virtual church space is robust and consistent. In short our technology, in the area of sound and video capture within the sanctuary, is effectively integrated into the weekly and seasonal schedule of the church's liturgical offerings. We spent 2022 in search of a rhythm, working to create a predictable and consistent schedule of livestreamed church services. Throughout the program year we broadcasted services of Thursday morning prayer, and Sunday Rite I and Rite II services weekly. We took on the challenge of broadcasting all 6 evening Compline services during Lent, finding creative solutions to the low lighting in the sanctuary as well as creating visual variety within the at-home experience beyond the singular focal point of the stationary choir. We broadcasted the midday services Monday-Wednesday of Holy Week, then pivoting to the evening services of Maundy Thursday, Good Friday, and the Great Easter Vigil. Lighting challenges were numerous, and tackled and dispensed with, thanks to the nimble and creative thinking of our team.

As we finished out the spring of 2022 and entered into summer, we entered a period of evaluation and self-assessment with the desire of maximizing our collective time and efforts so as to marshal the considerable forces of our technology in effectively reaching not only those who worship with us regularly, but also those who may less occasionally tune into a video here or there on our YouTube channel. We implemented some changes, both to our weekly schedule and also to our style of offerings. We added an "Instant Subscribe" button to every video that runs on our channel, which has helped us to capture both regular and casual viewers of our content and gain their subscription. When consumers of YouTube content subscribe to our channel, they are alerted on their device whenever we are "Live," or have pushed new content to the channel.

We were able to use our new camera and audio system to hold several recording sessions featuring different musical groups and soloists during the slower summer season. These videos helped us to pivot to a regular Tuesday Musical offering which has been delivered via our Daily Reflection email list since July, 2022.

Another YouTube feature we have been employing is the "Chapters" feature, in which we create a list of time-stamped events within each of our multi-element videos, such as our Sunday

livestreams. Viewers of these long-form videos can now click on a specific segment within the service and skip back or ahead to that exact spot in the service. Utilizing this function has allowed us to share these “jump cuts” to sermons and musical offerings with special guest musicians and preachers, and also push these specific spots within services out to our email list clients, effectively promoting our most shining moments of any given service with many who may have not seen it live and in-person, as well as driving up our view count on a weekly basis.

Finally, a YouTube featuring with which we are experimenting is the ability to add suggested videos at the end of any video we publish on our channel. Initially we have seen modest engagement when a different video is promoted at the end of one of our videos. This is a feature that we are only recently engaging, and further experimentation and study is required. We will continue with this practice as it makes sense, under the category of “it can’t hurt.”

III. Areas of growth, by the numbers

Being our primary outward-facing digital platform, our engagement with, and understanding of YouTube is essential. We track views on a weekly basis, respond to positive comments, flag, report and remove spam or inappropriate comments, and brainstorm strategies to help continue to grow our digital audience. Some numbers to help contextualize the benefits and engagement we enjoy from our YouTube presence:

From March 19, 2020-August 14, 2021 (from the day SJC joined YouTube up to the day before we offered our first live-streamed [not pre-produced] Sunday service):

Subscribers: 312 (from zero; there was no SJC YouTube presence prior to March 19, 2020)

Pre-produced videos: 350, comprised of pre-taped distinct liturgical elements including readings, sermons, prayers, musical offerings which were then edited together digitally and pushed to our YouTube channel

Live-stream videos: 146, these were done in a single-camera setup using laptop self-facing webcams mostly by individual clergy members for Thursday morning prayer services

Views, as calculated by YouTube: 60,900 views. YouTube defines a “view” as “a viewer-initiated intended play, and the video has been despammed by YouTube's algorithm. In other words, the video was played by a human on one device, and YouTube confirms it to be a legitimate view.” (source: <https://blog.hubspot.com/marketing/how-does-youtube-count-views#:~:text=What%20Counts%20as%20a%20View,to%20be%20a%20legitimate%20view> Accessed 1-16-22).

Watch time from subscribers: 75.3% not subscribed; 24.7% subscribed

Top geographies (I will only cite USA for the purposes of indicating that our audience is primarily here, but is also expanding): 71.3% United States; 10 other countries with more than 10 views)

From August 15, 2021-January 15, 2023 (from the day of our first livestreamed service until the last available day of data collected by YouTube):

Subscribers: 542 (plus 230 since we began livestreaming, which represents approximately a growth of 74%)

Pre-produced videos: 63 (this number would be even lower save for the 6-odd weeks in the fall of 2022 during which we experienced internet connectivity issues so severe that we were forced to tape services and upload later; these connectivity issues were discovered to be due to the addition of our internet-connected elevator camera required by NH State code, which is engaged only in an identified emergency situation when the emergency button is pressed)

Live-stream videos: 320, these were done in a multi-camera setup, initially using a humble two iPhone camera setup, pivoting to a four PTZ camera system beginning December 12, 2021.

Views, as calculated by YouTube: 51,500 (see above for the way YouTube calculates a “view.”)

Watch time from subscribers: 65.8% not subscribed; 34.2% subscribed (this represents nearly 10% growth in watch time from subscribers)

Top geographies: 70.9% United States; 10 other countries with more than 10 views

Analysis: we are seeing steady and organic growth in our subscriber count. Having subscribers consistently tuning in regularly helps us, as well as capturing their interest and pushing out to others who are connected to them on YouTube. There are ways of rapidly adding subscribers which we have opted not to use in the interest of allowing a holistic and steady pattern of growth to continue to develop. We continue to believe that the spiritual strength of our offerings must guide the growth of our digital platform and offerings.

We are capturing a greater percentage of viewership per video in our new livestream format. The shift away from live-streamed Thursday morning prayer services (typically 25-35 minutes in length) to the short-form “Gospel Reflection” videos, which are pre-produced and pushed live via YouTube and shared via our email database each Thursday morning, has garnered us more views weekly: up from an average of 25-30 views on the livestream Thursday morning prayer services, to an average of 45-80 depending on the week on the pre-produced Gospel Reflection videos. This has helped us to identify a new strategy of creating separate, non-service content that can be consumed in smaller bites, and allow our clergy to share the Word on completely different gospel readings mid-week, as well as highlighting writings appointed for use on the lesser feast and fast days of some of the more marginal saints from the Episcopal canon.

Having separate, non-liturgical offerings such as music videos has proven to be a big asset in drawing individuals to our content and by extension, our channel. The most viewed video on our channel (and is still growing in view count!), at 8,612 views, is the music video of “Jesus Christ is Risen Today,” recorded and edited by Ashley Wade, featuring Jennifer McPherson, organ, and Dr. Robert Stibler, trumpet, in April, 2020! We continue to dream and plan as a team to develop new ideas of how to create these separate content offerings and can do so as a result of our creative team, as well as our learning and growth with this new system of technology.

IV. Improvements to sound for those utilizing adaptive hearing devices

In the fall of 2022, after some research into assistive hearing technology, a new device was purchased and added to the audio system inside the sanctuary, called an AudioFetch. This device takes a direct signal from our digital mixer and broadcasts it over a dedicated WiFi signal, enabling any with a smart device to connect to that wireless signal and be able to establish connection with a direct audio signal for all spoken portions of our services, direct to headphones, earbuds, or Bluetooth-enabled hearing aids. We began running tests with a few individuals to establish a base of early adopters within the congregation and as of December have shared instructions on how to utilize this technology with our parish via email and in-person tutoring sessions. These instructions are now printed in the weekly Sunday bulletin and continue to be shared via email, and our usher team has taken on the task of assisting those who need help connecting to the system, or referring them to Olin for further assistance. The majority of users have reported very favorable results, some reflecting that it's the first time they've been able to hear our clergy in church in nearly 10 years!

V. Identifying areas of potential future growth

- a. Going into the next fiscal year of St. John's, a modest technology budget has been established. There are areas where we believe it is important to prioritize bringing in professionals to assist with our larger services, particularly when Olin, who also serves as Associate for Music, is needed as a singer and/or conductor with the Youth music program or Parish Choir. This modest budget is being established more or less as a paid-services fund for these predictable year-to-year expenses which are planned in advance for those larger services.
- b. There is continued interest in purchasing an additional camera or two, and research into this purchase will be done by Olin.
- c. As highlighted in the opening of this report, we have some equipment that has failed us recently, specifically the 20+ year old speaker amplifier on Christmas Eve. We are operating currently under power of a temporary replacement while consulting with our audio vendor about a potential overhaul of the speaker system inside the sanctuary and learning what sort of financial investment that may entail.
- d. There are additional issues within the area of lighting that are, in a more drawn-out timeline, going to need to be updated, hopefully with the addition of some more theater-style lighting, similarly to the spots currently in-use on the broad step, lectern, and pulpit areas. The addition of more of these units will assist us both with in-person and virtual church presentations. The purchase of a dedicated light board, which allows for remote control and fine-tuning of the lighting, will accompany this type of upgrade if and when it is greenlit.
- e. We are currently in the habit of renting additional microphones for special services, i.e. times when we have a choir performing upstairs during one portion of the service and a special

musical offering or separate choral performance downstairs. It is the wish of the technology department to ultimately be able to purchase more microphones to give us greater flexibility to run recording sessions, host more specialized musical groups and individuals, and to continue to offer our space as a viable recording venue for those involved with our music ministry, as well as outside renters and guests.

SECTION NINE – COMMITTEES & MINISTRIES

ALTAR GUILD

It is a pleasure once again to report on St. John's Altar Guild. At the present time we have 27 members, including three new members-Jo Ann Andres, Anita Baily and Annie Rainboth. I am very grateful for all members for their dedication and service to the guild.

Our primary purpose is to prepare the altar for all services, including weddings, baptisms, funerals and any specials services. We maintain a flower chart located in the narthex for those who wish to donate flowers in memory of a loved one or for a special event.

We welcome new members, men or women at any time as we continue to serve St. John's. If you are interested, please contact any Altar Guild member or Bertha Rocray at 363-4803.

Respectfully submitted,
Virginia Edwards, Secretary/Treasurer
Bertha H. Rocray, Directress

BUILDING COMMITTEE

It has been a very busy and exciting time since the 2019 installation of the new roof on the Church. Thanks to the exquisite architectural design by our historic architect, Michael Campbell, the construction coordination and oversight of our General Contractor, our own Reggie Baird, with the assistance of our Jr. Warden, Gerry Simpkins, and the superb work of our sub-contractors (Nesius Masonry, John Rogers Carpentry, Perry Bros. Construction, T.Roy Construction, Holway Electric, Fern Lessard Roofing, MJA Plumbing), we now have a safe, beautiful, handicapped accessible addition joining St. John's and Thaxter Hall—The Roberts Fellowship Hall.

This addition looks like its been here since St. John's, the oldest Episcopal Church and first two story all-brick Church of any denomination in the history of New Hampshire, was first constructed. It is truly a seamless connector between the Church On The Hill and Thaxter Hall.

With the Patio in the back, the Parish now has not only the new indoor space provided by Roberts Fellowship Hall but, also, a wonderful outdoor gathering area.

The Meeting Room, Storage and Maintenance Closets afford additional much needed space in Thaxter; the new Entry to Thaxter Hall is most welcoming and leads the way to Roberts Fellowship Hall, and Thaxter's Main Floor and newly renovated Kitchen.

Parishioners may now gain access to the Church from the entrance to Thaxter at the Lower Middle Parking Lot, by our new Elevator and Chair Lift—no more trudging up the brick sidewalk and front narrow steps, especially in bad weather, to attend Services.

A special “thank you” to our Sr. Warden, Chuck Silva, who pulled the laboring oar to keep the Project moving and within a manageable Budget, our Treasurer, Kelly Boston, who kept track of our Budget, all work done, completed and payment issuance, and Bob Nalewajk and Anne McSally who added valuable insight and suggestions at the Building Committee Meetings to help keep this Project on track and on schedule.

None of what will be enjoyed by all who come to St. John's, our Church On The Hill, could have been accomplished, especially during the challenging times with which we were confronted, without the good and hard-working folks referenced in this Report.

Thank you all for a job exceptionally well done, and one we can all be very proud of...forever.

Respectfully submitted,

Barry Heckler

SJC Bldg Cmttee

January 17, 2023

CENTERING PRAYER

Contemporary Centering Prayer is a contemplative form of silent prayer based on the ancient prayer practices of the desert fathers. Thomas Keating, a trappist monk and priest, is known as the principal founder of the revival of this form of Christian prayer. He has written and spoken extensively on Centering Prayer in books, interviews, videos and two movies. There is a Thomas Keating website as well as other online resources about him for anyone who is interested.

In recent decades Centering Prayer has seen a resurgence in popularity among Christians seeking a deepening personal relationship with God. On our spiritual journey through this life, in a world that can often be seemingly out of control, Centering Prayer helps us stay focused on what it means to be Christian.

A Centering Prayer group meets each Thursday morning in the Philbrick Room in the Parish

Hall at Saint John's from 10:30 - 11:30. After a short reading, there is a 20 minutes period of silent prayer and then a shared time for reflection and discussion. The hour closes with a short time of (non-silent) prayer. Anyone interested in joining our group or who would like to learn more about this type of prayer is always welcome to join us. If you have questions feel free to contact Dick Siener or Joan Christy care of the parish office, 1-603-436-8283.

Respectively submitted,
Joan F. Christy

COMMON TABLE

Rob, in a recent sermon during Epiphany, suggested that we might find small epiphanies in our lives, revelations, if we just took the time to look and listen. This insight happened for me at a recent large Common Table meeting when I realized how much serving as a volunteer means to those who make it happen each week.

We have thirty-three volunteers who plan menus, prep and cook nutritious meals, set up tables and chairs, purchase pantry items, serve the food indoors, package the food for the outdoor bag lunches and distribute it, put away the tables and chairs, clean up the hall and deliver meals to the home bound. And we get to know our diners and share a meal and hear each other's stories! We have the help of fifty or more bakers who provide for the Dessert Brigade and five folks who wash and clean the aprons and towels. Kids from Cornerstone School do community service each week.

Huge thanks to all of the above who serve Common Table. It is “more blessed to give than receive”.

Sue and Bob Nalawajk, our in-house chefs extraordinaire, outlined CT highlights from 2022:

1. We typically served 110 lunches each Thursday. Any leftover lunches were taken to Gather's food pantry.
2. We continued with parking lot distribution of bagged lunches until October 6 when we finally opened Thaxter Hall for indoor lunch service. Outdoor bag lunches continued.
3. The volunteers decided to keep both indoor and outdoor lunch service available for the foreseeable future as outdoor guests cite lingering issues with Covid transmission.
4. Many cooks provided meals ranging from meatloaf with mashed potatoes, roast pork with veggies to specialties like Reuben sandwiches with potato soup and rotisserie

chicken and corn salad.

This past year, students from Portsmouth High's culinary program have provided meals and service and most recently, chefs who work with Jay McSharry, owner of several local restaurants, have come to offer their culinary skills.

A huge thank you to St. John's, the staff and the Vestry for their support for this program for the last twenty-two years.

All are invited to come and enjoy delicious food and conversations. Your support financially will help continue this vital Common Table program of community fellowship and feeding the hungry.

Blessings to all!

Judy Roberts, Co chair with Suzi Raeside

EUCCHARISTIC MINISTERS & READERS

Lectors and Eucharistic Ministers, otherwise known as Readers and EMs

The past year has demonstrated the remarkable adaptability of this volunteer group! From one and all, the changes in services, inside, outside, taped, live, with wafer, no cup, to full Eucharist has shown the devotion of this group to our community of faith. We have lost some of our long-time participants whose service has been cherished, but we have gained some new helpers and will welcome new in the year to come. We all thank them for their dedication and service!

Respectfully submitted,

Lacey Bangs

GRIEF AND LOSS SUPPORT MINISTRY

The purpose of the "Exploring Loss" group is to serve as an informal, peer to peer gathering and to discuss the death of a person in one's life along with the ensuing loss experience. The group is open to St. John's Church parishioners.

Goals include the following: to bring parishioners together, to share stories and ideas surrounding the death of the person in their life, to discover additional needs that may exist and to assist one another in our church community.

The group met for six sessions between September and October then once in November and once in December 2022. Each session was for one hour generally on a weekday from 12:30 to 1:30 pm in the Philbrick Room. The December meeting included a beautiful tea and snacks provided by Sandra Pagel.

The group will meet weekly in January 2023 and then later in the season.

Over 14 people have shown interest and/or attended.

Anne McSally serves as the ministry's organizer and leader with review and guidance from the Rev. Anne Williamson and feedback from participants.

Respectfully Submitted,
Anne McSally

OUTSIDE THE BOX

Our Bishop Rob Hirschfield has said:

'God's love refuses to be kept in a box'. The Presiding Bishop gives us the vision of our 'Being the Beloved Community'.

We are members of St John's, who over the past 6 years, have joined together to invite a variety of speakers to join us after the Sunday morning service for a simple lunch and short informative presentation. This always leads to discussion and further questions. The variety of speakers have introduced us to new ways to carry God's love into the broader community.

We have learnt a great deal.

We are so pleased to be able meet in person again, after over 2 years on zoom. We love to get ideas and introductions from our fellow St John's friends. In December we were very interested to learn about a little-known childhood disease called PANS. Christine and Steve Falci's sixteen-year-old son is slowly recovering from this chronic disease. Some examples of our past speakers include: challenges in Afghanistan and the refugee family welcomed to Portsmouth, recently released incarcerated individuals, Gather Food Pantry, Immigration and Asylum support, Reparations, and climate change through 'Silent Spring'.

We have much to learn in 2023, we look forward to hearing about the impact of climate change on African communities, particularly on girls in Niger. Join us at our next meeting on February 26th. We also hope to learn about the challenge to people who are unhoused in the Seacoast region and more from the founder of 'I got Bridged'.

We welcome suggestions for speakers from everyone, please contact anyone of us:
Sandra Pagel, Carol Gruen, Sandie Dika, Linda Cheatham, Ned Thompson, Charlie Bickford, Ken Hale, Sooky Lassen

POLAR PACKS

Thirteen Polar Packs were distributed during the 2021/2022 winter, to include six each by Cross Roads and Salvation Army. Sixteen Polar Packs, eight with two person tents, have been pre-positioned for the 2022/2023 winter. We increased Cross Roads from six to eight, after conducting a survey, as they have expanded homeless services. Average cost per Polar Pack is \$250. Kittery Trading Post continues to be a strong supporter of our efforts, with close to a 30% discount on purchases and a very organized and efficient processing of purchase orders. We all appreciate the continued interest by many parishioners and welcome contributions to the Polar Pack fund.

Respectfully submitted,
Peter W Tarlton

RECEPTION COMMITTEE

It had been two years since we have had any type of reception. Staring with COVID and continuing on with construction on Roberts's Hall, we were not able to comfort families as we have done in years past. However, when 2022 arrived we were once again able to accommodate our parishioners.

There were 14 members of St John's who died In 2022 , many old friends and familiar faces. As always the committee provided food and a place to gather. St John's has the most generous people who give of their time and talents in abundance. We were able to have one happy occasion to celebrate Bishop Curry in November. The reception committee paired up with the coffee hour group to put this on. Even though the Bishop was not able to stay, we made sure he had a doggie bag to see him on his travels.

We are so grateful to have our beautiful Roberts Hall along with our newly refurbished Thaxter Hall in which to celebrate all number of people.

Respectfully submitted,
Suzi Raeside and Gladys Butterworth

USHERS

The St. John's Ushering Team got off to a great start in September and we are blessed to have nearly a full staff to usher on Sundays and at Funerals. Our goal is to always have 1 Head Usher and 4 ushers on the schedule on Sundays. There are a total of 27 Ushers on the current staff list with 18 of those Ushers being active each week. We currently have 5 Head Ushers to lead the teams each Sunday.

The St. John's Ministry/Job Fair in September enabled us to add 3 new ushers for the 2022/2023 program year. There are always a few ushers that go inactive each year, so ideally we will continue to look for a couple of more Ushers to add to the staff this year.

We are also excited to assist with folks that want to use our new **AudioFetch** hearing aid program and also with directing guests to our new Elevator and Chair Lift.

Our mission each week is to be a welcoming presence as the first faces people see as they enter church on Sunday. We also want to make sure our congregation and guests have a positive experience throughout our services!

Respectfully submitted,
Randy Carey

FUN NUMBERS 2022

Parish Life

67 Humans attended a Parish Retreat at Merrowvista (including 27 Children & Youth)
Over 100 in-person small group Adult formation meetings gathered in 2022
180 People have created a Realm account
Daily Reflections send to an average of 700 individual emails
Hours Reggie and Gerry spent working on Robert's Hall....countless

Communications

St. John's website had 16K unique visitors in 2022, including visits from 78 countries worldwide
The website recorded 7.1K clicks, which is a 204% increase year over year
724 email addresses are subscribed to receive our weekly communications
209K emails were sent in the last year, resulting in 140.6K emails opened by recipients, and 11.3K click-throughs. Our email open rate was 68%, which was a 14% increase from 2021 and 25% above the industry average
81 new subscribers joined our email communications in 2022
245 Instagram followers, including 45 new followers in 2022
553 Facebook likes, including 54 new page likes in 2022
542 YouTube subscribers

Youth and Children

5 Youth and their families celebrated Rite 13 on May 22, 2022
43 Children and Youth members performed in the Christmas Pageant
18 Children, 5 Youth, and 2 Adult Teachers were engaged by the 1st Summer Theater Camp.

Worship and Liturgy

350 Pre-produced videos
146 Live-streamed videos
300 people attended Lessons & Carols in person, currently 568 views on SJC YouTube Channel
Over 1.5K views of Presiding Bishop Curry's service at SJC
Currently 30 members in the Parish Choir

Outreach

13 Polar Packs given shared with unhoused or marginally-housed people
51 Common Table Lunches served, rain, snow, or shine
Over 5,000 baked goods from volunteers
Over \$20,000 raised for Ukraine and sent through Episcopal Relief and Development

