



The Annual Report
Of Ministry & Administration
for 2016
St. Michael's Episcopal Church

Presented at the
Annual Meeting
Sunday, January 29, 2017

16 Bradley Avenue, Brattleboro, Vermont 05301

www.stmichaelsvermont.org

802.254.6048

SAINT MICHAEL'S EPISCOPAL CHURCH

16 Bradley Avenue
Brattleboro, Vermont 05031-3429
802-254-6048
www.stmichaelsvermont.org □ jeanie@stmichaels-vt.org

PARISH STAFF

The Reverend Mary D. Lindquist, *Rector*

Ms. Jeanie Crosby, *Parish Administrator*

Ms. Susan Dedell, *Director of Music*

Mr. John Laamanen, *Sexton*

Ms. Darlene Rutnik, *Financial Administrator*

The Reverend Thaddeus Bennett, *Priest Associate*

The Reverend Alfred Cramer, *Priest Associate*

The Reverend Jean R. Smith, *Priest Associate*

The Reverend Phillip Wilson, *Priest Associate*

WARDENS & VESTRY

Ms. Sarah Benton, *Senior Warden, class of 2017*

Ms. Deborah Jones, *Junior Warden, class of 2018*

Mr. Richard Cogliano, *class of 2017*

Ms. Ronny Johnson, *class of 2017*

Mr. Bruce Lawrence, *class of 2018*

Mr. Doug Lilly, *class of 2018*

Ms. Lynn Billington, *class of 2019*

Mr. John Byrnes, *class of 2019*

Ms. Judith McBean, *class of 2019*



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St. Michael's Episcopal Church

Brattleboro, Vermont

ANNUAL MEETING OF THE PARISH

Sunday, January 29, 2017

AGENDA

Call to Order

Opening Prayer

Verification of Quorum

Appointment of Clerk of the Meeting

Minutes of the 2016 Annual Meeting

Reports Received by Title

Acknowledgements

Report from Buildings & Grounds Committee

Report from the Stewardship Committee

Report concerning Finance and Capital Campaign

Distribution of proposed 2016 budget

Report of the Nominating Committee

Candidates for Vestry & for Delegates to Diocesan Convention

Adjournment

St. Michael's Episcopal Church

Brattleboro, VT

Annual Meeting Minutes

January 24, 2016

The meeting was preceded by a slide show illustrating events in the parish during 2015, including those who had died during the year.

1. Call to Order/Opening Prayer

The meeting was called to order at 11:54. Mary Lindquist opened the meeting with a prayer.

2. Verification of Quorum

The acting clerk reported that there were 65 members present and there was a quorum.

3. Appointment of Clerk for 2016 Annual Meeting

Mary Lindquist asked for a motion to appoint Jeanie Crosby as clerk for this annual meeting. Moved by Sissi Loftin and seconded by Janet Cramer; motion passed.

4. Minutes of the 2015 Annual Meeting

Mary Lindquist asked for a motion to approve the minutes of the 2015 annual meeting with corrections of "2949" on the first page of the minutes changed to "2014" and on the third page of the minutes "Leash" changed to "Lesch" and "Wind Productions" changed to "Winged Productions." Moved by Ruth Tilghman and seconded by Jeanette Landin, the motion passed.

5. Reports Received by Title

Reports from the Rector, the Vestry and various committees and ministries were distributed in the Annual Report which was available on the website and in hard copy at the meeting. Mary Lindquist asked that these reports be received by title. Moved by Joyce Vining Morgan and seconded by Judith Hildreth, the motion passed.

6. Acknowledgements by the Rector

Mary Lindquist gave thanks to

- Janet Cramer for her wise work as senior warden for the last two years.
- Sarah Benton, who has been junior warden and will be senior warden this year, for her organization and calling to this ministry.
- Vestry, especially outgoing members Karen Guthrie, Jenn Karstad and Janet Cramer, who are all very strong participants with important contributions.
- Jack Lilly who has served as Vestry clerk and to Joanne Patalano who will be the new clerk for Vestry.
- Wayne Cook who oversees the financial life of the Church and is like a member of the staff, for his wisdom, competence and sense of humor.

Mary Lindquist announced that Wayne Cook will continue in this role while working with Jeanette Landin as she learns more about this ministry. Mary Lindquist gave thanks to all the staff -- priest associates, Music Director Susan Dedell, Pastoral Care Director Jane Sbardella, Sexton John Laamanen, Bookkeeper Darlene Rutnik and Administrator Jeanie Crosby. She gave special thanks to Deb Jones and Chris Landin who headed the very successful breakfast this morning.

7. Report from Building and Grounds Committee

Deb Jones, co-chair of the Building and Grounds Committee, said that Vince Johnson, also co-chair, is having health problems and asked that all keep him in their prayers.

She described the five-year that the Committee is working on preparing:

- Roofs – The Sanctuary roof has rotting areas and capital improvement funds will be drawn on for repairs. She said that estimates are being prepared and that the parish will be hearing more as the year goes on. Sissi Loftin asked about saving the slates for art projects and other offered ideas relating to using the slates in various fundraising efforts.
- Insulation in roof over the Bradley Wing
- Stained glass windows – restoration of one each year
- Rectory – upgrade and maintain the home for the Lindquist/Johnson family and later Rectors.

8. Report from Janet Cramer for Vestry:

Senior Warden Janet Cramer stated that the 2015 discussion of “Black Lives Matter” was an opening for voices to be heard and for collaboration among those different voices. She noted that the parish is part of one body with many different thoughts and that there are challenges in collaborating together. She also commented on hearing Presiding Bishop Curry’s comments on “Black Lives Matter” during the Trinity Institute webcast at St. Michael’s this weekend.

Janet Cramer said that letters, now available in the Common Room, had come to Vestry during their discussions. She said that the Vestry invited all to speak about their varying opinions and that while there was not unanimity, there was trust, illustrated by those who voted against putting up the “Black Lives Matter” sign expressed their support for the Vestry decision. She said that this action celebrated what the Vestry has been and will be. Mary Lindquist added that St. Michael’s is committed to continuing dialogue about our relation to racism.

A period of comments about these issues by several parishioners followed. Putting up the “Black Lives Matter” sign was supported by a majority of the group present. The Vestry will convene after the Annual Meeting and will discuss this sense of the meeting. Jean Smith asked that if the Vestry decides not to go forward to put up the sign, that they communicate their thinking with the congregation. Mary added that we need to continue in conversation in ways that people feel safe and listened to.

9. Report from Stewardship Committee:

Bruce Lawrence spoke for the Committee, which had goals of 125 pledges for a total of \$225,000. He stated that both goals were exceeded with 128 pledges for \$234,814 and that over 50% of pledgers increased their donations for 2016. He thanked all in the congregation on behalf of the Committee.

10. Report Concerning Finance and Capital Campaign

Treasurer Wayne Cook stated that the Stewardship Committee had worked hard and the results are a great help to the budget, including reducing the percentage of withdrawal from the endowment. Wayne described several ways that parishioners can paying pledges including credit card -- adding 3% for the charges to the church -- or Vanco. He says that using a credit card means that the money is more assured and that it is helpful to pay it quarterly in the first part of the quarter. He explained that Vanco charges 45 cents for each transaction so it is best to pay monthly rather than weekly. He added that the best way to electronically pay is to use your banks billpay in which there is no charge to payer or to the church. He spoke of handing the Treasurer job to Jeanette Landin in July when he would become “assistant Treasurer.”

Wayne reminded people that 2016 is the final year of the capital campaign, which has a \$140,000 deficit at this time. He announced that he will continue his capital campaign giving for an additional year through 2017 instead of ending in 2016 and suggested that others might want to do the same to help offset the deficit in pledges. He said that the Endowment Committee has set aside some monies in the endowment funds for use in offsetting the deficit, if needed. He offered that there were additional copies of his budget graphics in the Common Room.

11. Distribution of Proposed 2016 Budget

Phillip Wilson asked why St. Michael's diocesan pledge is to go down \$700 in the 2016 year and wondered why that is happening. Wayne Cook a member of the Diocesan committee working on the issue of allocations and contributions to the Diocese, said that St. Michael's is number 3 in the contributions to the diocese and suggested that next year this contribution would probably go up.

Jean Smith said that folks here speak about what St. Michael's means to them and the honor of being able to give and noted that it is important for us to think of what the diocese does for us and to remember how blessed and honored we are to be able to give to the diocese.

Jack Lilly asked a question about the local ministry amounts in the graphic budget materials and Jeanette Landin spoke about how they are combined categories to make the illustrations easier to read.

In response to Sissi Loftin's question about giving more to the diocese, Mary Lindquist spoke of the opportunities, such as the Alleluia Fund, to give to the diocese. Phillip Wilson suggested that St. Michael's contribute the same amount as last year to the diocese rather than the smaller amount this year. Mary announced that the Vestry will be approving a final budget in February and suggested that people communicate before then with the Vestry on this question

12. Report of the Nominating Committee

The Vestry members whose terms are now completed constitute the nominating committee for the next class of members. Janet Cramer presented the slate developed by the nominating committee:

Lynn Billington
John Byrnes
Judith McBean

There were no additional nominations from the floor and Ruth Tilghman moved and Jenn Karstad seconded that the Clerk cast one vote for the slate.

13. Candidates for Vestry and for Delegates to the Diocesan Convention

The Nominating Committee recommended that the delegates to represent the parish at the annual diocesan convention in November 2016 be Christopher Wesolowski and Darcey Mercier and that alternate delegates be Jenn Karstad and Jack Lilly. There were no nominations from the floor. Ruth Tilghman moved and Jenn Karstad seconded that the Clerk cast one vote for the slate.

14. Other

Phillip Wilson stood and spoke in appreciation of Mary Lindquist's ministry with children and helping to make a safe for children in a natural, organic way. John Daly offered "Contemplation is what allows her to do that."

15. Adjournment

Annie Landenberger moved and Joyce Vining Morgan seconded that the meeting adjourn. The motion passed unanimously at 12:49 pm

Respectfully Submitted, Jeanie Crosby, Clerk for Annual Meeting 2016



Rector's Report

From The Rector

Discerning the Spirit

It is perhaps a function of aging, but it seems as if these Annual Reports come faster and faster every year! I am thankful for the discipline of looking back on our ministries at the beginning of each year – otherwise, time seems to go so fast that it is hard to remember what happened in the last twelve months.

As many of you know, I have been involved with a Missional Leadership Cohort through Luther Seminary for an 18-month program, which ended last May. It was an enriching experience that has shaped my perspective of the church with some important insights:

- God's spirit goes before us.
- Therefore, it is not our job to create programs and ministries, but rather to listen and discern the movement of the Spirit in our midst (both in the church and in the world) and act on the promptings of the Spirit.
- We discern the Spirit primarily by listening deeply to those around us and to God's spirit within us. Where the Spirit is present, there is a sense of excitement, energy, possibility and newness.
- When we trust the promptings of the Spirit, ministries are created, sustained and thrive.

These thoughts help me see my role at St. Michael's as one who listens, discerns, blesses, oversees, encourages, empowers, protects, organizes and prays.

This last year, I have seen ministries bubble up from among our community. Some of these ministries have been responses to events in our world; other ministries have been responses to individual promptings. I've also observed ministries in transition in which discernment of direction is needed.

Ministries Emerging

- **Social Justice**

At last year's Annual Meeting, there was a spirited discussion about the "Black Lives Matter" sign. The decision on the part of St. Michael's parishioners to support Black Lives Matter led to a greater commitment by many in our community to respond in a faithful way to injustices we experience in our country and in our world. The Trinity Institute Webcast last January also prompted a renewed commitment to examine the issue of racism. This led to the creation of the Social Justice Ministry at St. Michael's, with a core group of leaders and many others involved throughout the congregation. The Social Justice ministry now has a clear sense of identity and mission. While Social Justice is closely related to St. Michael's Outreach ministry, the Social Justice ministry is more focused on the causes of injustice, while the Outreach ministry is more focused on practical and immediate alleviation of needs in our community, our nation and our world.

- **Children and Youth**

St. Michael's continued to welcome new children and youth into our congregation. Most notably, we expanded the Choir School to include a younger group of singers and an older group of singers. We also sent twice as many youth to Rock Point Camp in Burlington last summer.

- **Many Callings**

St. Michael's has an unprecedented number of people who are feeling called to become priests and deacons. We witnessed Paul Moberly's ordination to the transitional diaconate on January 7, 2017 and Sarah Benton and Jack Karn began their process of discernment to become vocational deacons. There are others in the congregation beginning to have inklings of callings to attend Divinity School.

- **St. Michael's Women's Retreat**

Last February, over 30 women from St. Michael's attended the first St. Michael's Women's Retreat in recent memory. The opportunity to be together in community, without a stated task but to nurture our relationships with God and with one another, was wonderful and life-giving. We are hoping to make this an annual event.

Ministries in Transition

- **Altar Guild**

Judy Walker and Sue Dyer with the help of Craig Newbert ably led the Altar Guild for three years; after Judy and Sue stepped down in April, we gathered the Altar Guild members to reflect on how this ministry has been done in the past and how we might think about going forward. While our conversation yielded many good ideas and while responsibility for the Altar is disbursed and done by many able Altar Guild teams, we still felt there was a need for one or two people to oversee and lead this ministry. Jane Sbardella, who has been a leader in Christian Education for many years and then our Parish Nurse and Pastoral Care leader, agreed to step down from her role in Pastoral Care in order to lead the Altar Guild. This has been a smooth transition for the Altar Guild, as Jane is an experienced Altar Guild member, has the important help of Craig Newbert, and knows all the people involved in this ministry. Many thanks to Craig and to Jane for her continued tremendous ministry at St. Michael's.

- **Pastoral Care**

The only down-side to asking Jane to lead the Altar Guild was her moving out of a leadership role in Pastoral Care. She led this ministry wonderfully for many years – both as the Parish Nurse and as a Pastoral Care leader. We have had several conversations about pastoral care at St Michael's and are planning a Pastoral Visitors training in February. I am very grateful to Lynn Billington (transportation), Joan Pinilla (prayer shawls) and Anita Crosson (Intercessory Prayer) for continuing to lead parts of our pastoral care. I am also grateful to Jean Smith who is very active and involved in caring for our parishioners. At the same time, this ministry does not feel settled yet – we are still discerning how to move forward without one designated leader.

- **Hospitality**

After many years of faithful service, Ken Jacobs stepped down from his every-Sunday coffee-making in June. Many thanks to Deb Jones who has helped recruit a team of people to make coffee on a once-a-month basis. I have noticed that it seems we have fewer people signing up to bring food and refreshments to go along with the coffee. While we will continue invite people to host Coffee Hour, if the energy (and Spirit) is not there, we may have Sundays with no refreshments. This is okay and may spur more folks to want to help.

Generational Shift

I cannot conclude my report without mentioning the deaths of two stalwart and very influential leaders at St. Michael's: Dodo Rice and George Lewis. Both Dodo and George were very involved at St. Michael's and their influence cannot be overestimated. Their passing points to some generational changes taking place in our congregation. It is very hard to lose these folks that we love, but it is inevitable that we must treasure the gifts and teachings they have left us and welcome new generations of leadership.

Sabbatical Planning

By the summer of 2018, I will have been the rector of St. Michael's for seven years! I have let the Vestry know that I am hoping to take a sabbatical during the spring (mid-April) and summer of 2018. I am grateful that St. Michael's has made provisions for their rectors to take sabbaticals and look forward to a time of renewal both for myself and for our congregation.

Thank you

- Thank you to Sarah Benton who served as Senior Warden for 2016. Sarah has been a wonderful support to me and a wise and insightful leader to our Vestry and to our church. Her growing ministry in social justice as well as her call to become a deacon have been amazing to behold in her time on the Vestry. I am so grateful for her love and devotion to St. Michael's ministry and mission, her willingness to lead and learn and her faithfulness. I will miss having Sarah as my Senior Warden, but know that she will continue to grow in pursuing her call to the diaconate.
- I am grateful to Deb Jones for serving as Jr. Warden for 2016. Deb has such a deep passion for ministry and a tremendous love to people, not just St. Michael's people but all people. She has tremendous skill at discerning the Spirit and great enthusiasm in encouraging all of us to follow. I look forward to working more with Deb as Senior Warden.
- Thank you to Sarah Benton, Richard Cogliano and Ronny Johnson, our out-going Vestry members. Each has brought tremendous gifts for ministry and leadership to the Vestry. We will miss them greatly!
- Thank you to Jeanette Landin who served as treasurer for the first half of 2016 and to Wayne Cook who stepped back into the treasurer role for the second half of 2016. Wayne has worked countless hours together with our bookkeeper, Darlene Rutnik, to keep the finances well-organized and balanced. Wayne's generosity, devotion, intelligence and care for St. Michael's are tremendous and we are so blessed to have him serve St. Michael's in this capacity.
- Many thanks to Joanne Patalano, who served as clerk in 2016. Joanne's attention to detail and tremendous organizational skills have been a real asset to our Vestry. Joanne's compassion and vitality have also been a gift to the Vestry.
- I continue to be grateful for the Staff of St. Michael's Church. While I receive much public support for St. Michael's ministry, it is really our tremendous staff who should be thanked for doing so much. I am utterly dependent on them! Thank you to Jeanie Crosby, Susan Dedell, John Laamanen, Darlene Rutnik, Phillip Wilson, Jean Smith, Al Cramer and Thad Bennett. I feel so fortunate to share in the work of ministry together.

Of course in all we have done and all we do, we are upheld and guided by the powerful love of God in Jesus Christ. God has blessed us richly this year and it is my hope that we continue to grow together in our trust and our love of God through our ministry in Christ's name.

Yours in Christ, Mary

WORSHIP

The Holy Eucharist was celebrated on 52 Sundays.
There were 55 mid-week celebrations of the Holy Eucharist.

During 2016 we offered 52 weekly Contemplative Services Thursdays at 5:30 pm and 52 sessions of Saturday morning Centering Prayer.

Rite I Morning Prayer was celebrated occasionally on Thursday mornings during the program year.

Holy Baptism was celebrated 4 times (Ivettlis Escalera, Eleanor Horton, Annabel Horton and Lilly DeLeon).

Bishop Ely confirmed Jayne Fritz, Bruce Lawrence, Vince Johnson and Susan Nichols. Bishop Ely received Darcey Mercier into the Episcopal Church.

The Blessing of a Marriage was celebrated 2 times (Mark Genszler and Christo Allegra, Jay Pomponio and Larry Earle).

Home Communion was conducted 27 times.

Holy Communion was brought to nursing home residents (Pine Heights, Thompson House and Hilltop/Bradley House) once a month.

The Burial office was conducted on 5 occasions (Peter Zachary, Kenneth Carpenter, Dorothy Rice, Anne Batton and Jonathan Field).

Average Sunday attendance in 2016 was 149.



Reports from Worship Ministries

ALTAR GUILD

Being on the Altar Guild is a combination of housekeeping, handling holy things, and the decoration of God's house.

I accepted the directorship of the Altar Guild in the spring of 2016 and work closely with Craig Newbert. Thanks to Sue Dyer, Judy Walker and Craig for their service in this capacity for the last 3 years. Thank you to Laura Lewis for continuing to take over the responsibility of Altar Guild during the summer months at Christ Church.

We welcome Kiersten McKenney to the Altar Guild and a big thank you goes to Madelyn Howard for her dedication and service for over 40 years on Altar Guild.

Thanks to Marie Lawrence for her coordination of the altar flowers. This has been a big help to all of us.

“One of the most loving gifts that can be given to the Church is that which one makes herself.” With her attention to detail, Lori Palmer sewed our new green hangings for the pulpit, lectern, and altar. To match the hangings she made the Chalice Veil, the Burse, and Mary's Chasuble. They are exquisite!

A work bee was held on 29 October. We polished, shined the brass and silver and cleaned the sanctuary, readying the church for Advent and Christmas services.

Thank you to all the Altar Guilders for preparing the altar for Sunday services, special services, and being ready to serve and prepare after musical events. We currently have 18 members ranging from 9 to 90 years of age divided among 5 teams serving 2-week stints. If you would like to learn more about the duties of Altar Guild, please contact jane.sbardella@gmail.com

Jane Sbardella and Craig Newbert

SACRAMENTAL HEALING

Jesus himself was a healer and through his healing he revealed the kingdom of God: “a hope we can hold onto that will hold onto us.”

Jesus’ ministry on earth was very much a ministry of healing. As followers of Christ, we believe that we are called to continue this ministry of healing in Jesus’ name. This healing takes many forms – physical, spiritual and emotional – and is an important part of the church’s ministry. A “healing team” of parishioners called to this ministry support those who request prayers of healing for themselves, for others, and in thanksgiving. Everyone who comes for prayers is anointed with oil that was blessed by the Bishop and distributed to each parish at the end of Diocesan Convention. This sacrament of healing is scheduled on most Sundays following the 8 AM service and again during Communion at the 10:15 AM service. No prayer request is too big or too small. We know it may not always be easy to come forward, whether it is for the first time or the 100th time. We are humbled and honored by your asking us to pray for and with you.

Our team meets once a month for meetings that offer spiritual support for each other and an opportunity to read and discuss faith, prayer, and what it means to heal and be healed. Confidentiality is essential to our work; we do not discuss any concerns or prayer requests brought to us by parishioners outside of the “sacred space” of the prayer encounter. We did an overnight retreat at Hallelujah Farm in April, welcoming interested parishioners of St Mary’s in the Mountains to join in our training. Betsy Bates, Janet Cramer, Robin White-Diamondstone, Judith Hildreth, Margit Lilly, Sissi Loftin, and Carolyn Taylor-Olson and new team members Megan Buchanan and Jeff Lewis offered prayers with anointing during liturgy, in homes, or at the hospital by request during 2016. We operate with a shared leadership; individual team members take quarterly responsibility for arranging meetings and doing administrative tasks. We encourage members of the parish who would like to learn more and to explore sharing in this ministry to speak to a member of the Sacramental Healing team. You will then be invited to join in our study and prayer as you discern if this is a ministry that fits for you and St Michael’s.

For the Healing Ministry, *Janet Cramer*



MUSIC AT ST. MICHAEL’S

St. Michael’s is blessed with many musical gifts and an enthusiastic and supportive parish and staff. We have an excellent choir and a thriving choir school. Both choirs not only provide musical ministry to the parish, but serve as an outreach to the wider community. St. Michael’s also generously hosts Winged Productions, which offers a variety of events that enrich both our parish and the wider community.

The St. Michael’s Choir is a talented, lively, and committed community. Currently numbering 29 members, the choir serves as music ministers in a variety of services and offerings. They are “on duty” for approximately 40 weeks of the year, providing music leadership and inspiration on a weekly basis. They frequently sing at extra services, memorial services, with particularly intense duty during the seasons of Holy Week/Easter and Advent/Christmas. Highlights of our past year include a beautiful spring sung Evensong, a festive celebration on St. Michael’s day, Paul Winter’s extraordinary *Missa Gaia* on the Feast of Saint Francis, and a beautiful Advent Lessons and Carols. The Choir rehearses at 8:45 on Sunday mornings with additional Thursday evenings throughout the year and has an annual weekend retreat. The level of commitment in the choir continues to touch me deeply.

The Choir School has taken solid root, and we now offer two separate programs. Primer level choir school (ages 6-8) meets on Thursdays at 3:45-4:30, and The Choir School meets on Tuesdays at 3:45-4:45. As we almost complete our third full year, these choristers are becoming increasingly adept at learning (and reading) music, have

begun studying how to sing harmony, and have stepped up in liturgical leadership. One of the many highlights of our year was the premier of the mystery play *The Man Who Defied God*, which was also presented at St. John's Episcopal Church in Charlestown, MA (Tom Mousin's parish). We had a wonderful spring program after that, as well as the 3rd annual "Festival of Lights" in December. For me, one of the most rewarding sights is the Choir School students mingling with the adult choir members in the (very crowded!) choir area — everyone working together and lifting their voices in praise and prayer. The Choir School programs are free and open to all children who love to sing, regardless of church affiliation.

Winged Productions has also finished its third year. This program is co-designed and directed by Paul and Susan Dedell and seeks to engage both the parish and the wider community in a variety of events that speak to our spiritual journey. This year, in addition to producing the Lenten mystery play, we hosted the third annual Altered States Workshops in November featuring Charles Mays, Jr., who led a day-long workshop in exploring *The Roots of the Spiritual*. Charles then sang a concert later that evening, joined by both the adult choir and the Choir School. We were also pleased to host a concert program by hornist Jean Jeffries with Peter Shea, tenor.

This year was also the 25th anniversary of my time at St Michael's, and I am so grateful for the love, support, and encouragement that I receive from my fellow staff members, clergy, choir singers, and the parish family at large. Not to mention a really great shindig in September! Thanks be to God!

Respectfully Submitted, Susan Dedell, Director of Music



Reports from Christian Formation

CHRISTIAN FORMATION/ADULT EDUCATION

The "Sunday Forum Committee" schedules forums for the church year that starts in September. The committee meets over breakfast on the first Wednesday of the month; if you want to come to a meeting, please contact Nancy Barber for the date and time. The forums are held each Sunday from 9-10AM in the Meeting Room. All are welcome.

Mission Statement

The Adult Forums will offer a diversity of topics covering:

- different interests such as outreach, scripture, contemplative Christianity, spirituality, tradition, community interests, etc.
- experiences of faith
- the basics of Christianity and the Episcopal Church, for both those new to the church and those who want to rediscover their roots, and
- specialized topics for deeper understanding

In the context of:

- small, high-commitment/confidential small group offerings,
- open, low-commitment offerings (forums), and
- a balance between content and discussion.

All offerings are to be connected to our context (Christian, faith community) and all topics should ask the question, "How does this connect to our faith?" or "So what?"

This year from January 2016 to January 2017, Forums topics have included:

- the Baptismal Covenant,
- some personal and some spiritual stories,
- discussion with our parish members seeking ordination,

- our Prison Ministry, and
- social justice.

This year we will hear again from our Prison Ministry and our ordinands, but we are turning more towards social justice issues that concern us all. The committee is considering whether we might delve into how to deal with our new presidency, leadership, talking to people when we strongly disagree, the economy, diversity, and men's issues, for example.

Once again, thank you to all our presenters this year, and to all in our parish, for your enthusiastic participation in the Sunday Adult Forums. This has been a rich forum year indeed.

Please speak to any committee member if you have any suggestions for topics or speakers.

Respectfully submitted:

Bill Ames, Nancy Barber (chair), Karen Guthrie, Mary Lindquist, Annamarie Plubar, Ruth Tilghman, and Phillip Wilson

EDUCATION FOR MINISTRY

Education for Ministry, or what is commonly referred to as "EFM," is a program designed for lay persons to deepen our knowledge, experience, worship and spiritual lives. It is a program that meets weekly and, over the course of 4 years, studies Hebrew Scripture, the New Testament, Church history and the evolution of the Church in the present times. Through weekly conversations, we learn to think theologically on the readings in a manner which helps one move toward our individual ministry in today's world.

Individuals enroll in EFM one year at a time. The curriculum has recently been revised providing more current and enlightening reading. The weekly meetings and discussions reflect the meetings of the early Church asking "What does my faith mean when I leave the walls of St. Michael's and go into our community each day?"

St. Michael's has had a vibrant EFM group for many years. There will be informational meetings in the Spring for individuals to explore if they would wish to enroll in the program for September 2017.

Submitted by *Linda Rice, EFM Mentor*



CHRISTIAN FORMATION FOR CHILDREN AND YOUTH

Christian Education for children and youth is made up of many programs: Workshop Rotation, Godly Play, Youth Forum and special activities. We have a Sunday morning rhythm of having education for all ages from 9-10am and Godly Play for young children during the first half of the 10:15 am service. Youth Forum now meets after the 10:15 am service (11:45-12:45 pm) every second and fourth Sunday.

WORKSHOP ROTATION

Workshop Rotation classes are held from 9-10 am on Sunday mornings for kids age 2-10 years old. In this curricular model, children study one story for 4-5 weeks using different approaches every week (drama, art, science, video, cooking, etc.). The strength of the curriculum is that it is very active and engaging for the children, and we can incorporate many different adults from St. Michael's to share their gifts with the children. Many thanks to the Workshop teachers and assistants from 2016 who each oversaw one story series: Alix Fedoruk, Tara Castine, Lydia & Eben Taggart, Mary Lindquist, Karren & Steven Meyer, Gwen Mousin, Kate McGinn and Jane Sbardella.

GODLY PLAY

Every Sunday at 10:15, the children of the parish are welcome to come to Godly Play. While the adults are participating in the Liturgy of the Word, the part of the service that includes all the readings and sermon, the children have a Liturgy of the Word that is tailored to younger minds. Bible stories are told with the help of props that illustrate the stories. Children are encouraged to listen to the story and then to wonder about the story. After the story telling, children are invited to do respond to the story in a variety of ways. Their choices are art or playing with the props of a particular story.

Every Godly Play session has a storyteller and a doorkeeper. The storyteller memorizes the story so that in the telling they can easily manipulate the props. The doorkeeper helps by introducing the children to the room, taking attendance and generally providing an additional adult presence.

Most Sundays we have two different sessions: one for the older children and one for the youngers. Christy Fritz is (usually) a storyteller for the older children in the room across the hall from the Godly Play room. We are adding to our stories to enrich the program for all.

Storytellers and doorkeepers this year included Christy Fritz, Jayne Fritz, Josh Fritz, Susan Heimer, Mark Horton, Annamarie Pluhar, Miranda Smith, Lydia Taggart and Rosie Wojcik.

Respectfully submitted, *The Godly Play Team*

YOUTH FORUM

The Youth Forum for the 2016-2017 school year is made up of 13 students ranging from ages 11 to 15. The year started with getting to know what the students already knew about God, Jesus, the Holy Spirit, the Bible and themselves in relation to God and what they wanted to learn about those topics. They asked questions such as, "What emotion does the Holy Spirit bring?" "How do you explain God to others?" "How do we interpret the Bible's teachings?" and "How do I live my life according to God's purposes?"

Their questions became the syllabus as they jumped into scripture to find the answers. They studied a variety of scriptures to learn that the Holy Spirit fills people with joy (Acts 13:52, Romans 15:13, and 1 Thessalonians 1:6). The students had fun with a Bible scavenger hunt to become more familiar with the books of the Bible. During Advent they studied Matthew 3:1-12 to learn about preparing the way for Jesus and they read several short stories about spreading the love of Christmas. As the year progresses, hopefully they will continue to find answers to their questions.

The Youth Forum members also participated in several community service activities, such as Christmas shopping for the kids at Groundworks Shelter. It is a pleasure to work with such a thoughtful and fun group of young people.

The Youth Forum is led by *Darvey Mercier, Jessica Watkins, and Pam Carr* after church from 11:45-12:45 on the second and fourth Sundays each month.



CONTEMPLATIVE CHRISTIANITY

The Contemplative ministry at St. Michael's is alive and well. Here are some highlights:

- The Centering Prayer group met faithfully every Saturday morning, alternative between practicing centering prayer meditation and reading Thomas Keatings' Invitation to Love and Cynthia Bourgeault's Centering Prayer and Inner Awakening.
- We continued to offer the opportunity to come together in silent meditation every weekday from 6- 7 am in the Chapel of Mary Magdalene, the First Apostle.
- We continued to celebrate our Contemplative Service on Thursday evenings from 5:30-6 pm in the Chapel. These services are led by Jean Smith, John Daly, Parker Huber, Margit & Jack Lilly, Carolyn Hammerlund and Mary Lindquist.
- St. Michael's helped sponsor a contemplative retreat in May called "Strong Heart, Clear Mind," led by Will Duncan and Ann Curry.
- A special workshop, "Contemplative Approaches to Climate Change," was offered in July, led by Dr. Robert Jonas.
- Participants in the contemplative ministry at St. Michael's include both community members and St. Michael's parishioners. We welcome all people who have an interest in contemplation as a tool to deepen their relationship with God and with one another.



REPORTS FROM MISSION AND MINISTRY

CHABHA: *Children Affected by HIV/AIDS*

Dear St. Michael's Parishioners,

We write to you about the recent closing of CHABHA, Children Affected by HIV-AIDS in Rwanda and Burundi. The two of us, Susanna Grannis, founder of CHABHA, David Lowenguth, Director of CHABHA since 2010 until very recently, send out great thanks to you. Many members of the parish saved change, donated money, and participated in events held on behalf of CHABHA. In addition, the gifts to CHABHA through the Outreach Committee made a big impact on the work in Africa. All in all, St. Michael's has been wonderfully generous over nearly ten years. Your generosity has meant thousands of children received health care, school fees, psychosocial care through home visits, gatherings, Life Skills Weekends, and skills training programs in Project Independence.

Your generosity has extended beyond needed financial support. St. Michael's has been the physical home for CHABHA for as many years, and we are so grateful for that. Also significant have been the human links made during visits to Rwanda. Several parishioners traveled to Rwanda and met many of the children. We visited in their homes, participated in the weekly gatherings that meant so much to the children, helped set up the first library, taught some girls how to make bags, and interacted with the young local leaders. Many more St. Michael's parishioners came to an evening of sharing that we visitors provided on our return. Always, the words of Jesu, Jesu(#602) "*Neighbors are rich and poor, neighbors are black and white, neighbors are nearby and far away... These are the ones we should love... This is the way should live with you,*" tell this story best.

Why must CHABHA close? The scope of the AIDS epidemic, still a terrible presence in sub-Saharan Africa, has shrunk, and world attention and funding to sustain our organization has shrunk. The ongoing conflict in Burundi has meant that the children we were supporting and their families have scattered for safety. CHABHA's partner organizations are working to secure funding to help our children and we hope to honor commitments made for this year. There remains some funding for the Girls' Club and the weaving program, ISANO.

We extend thanks from the children, leaders, donors, and Board of Directors. We have loved the work and the people, and we have loved sharing with you. With gratitude, *Susanna Grannis and David Lowenguth*



OUTREACH MINISTRY

The Outreach Ministry of St. Michael's Episcopal Church initiates, and supports efforts through which we, committee and parishioners alike, can manifest our Christian beliefs by helping those in need, locally, nationally and internationally. This work involves not only our "treasure", but also our "time" and "talents".

Acting on the resolution at Diocesan Convention 2012: "Resolved, that the 180th Convention of the Diocese of Vermont encouraged its members to cultivate mindfulness about poverty in our communities," we are trying to be mindful and helpful in the area of poverty, especially hunger.

The Outreach Ministry's resources come from various sources. Each fall the Committee composes a budget request, which we submit to the Finance Committee and Vestry to be included in the Parish's Annual Budget. The resources that originate from the Vestry after the Annual Meeting are disbursed in three, approximately equal areas: local, i.e. Windham County; national; international. In addition, the Outreach Ministry is fortunate to benefit from 50% of the two annual Tag Sales, the proceeds of which are disbursed exclusively among local organizations.

The Committee also undertakes various complementary fundraising efforts. In 2016 the proceeds from parking fees at the Heifer Parade (a record 58 vehicles that generated \$600) were allocated to Carry Me Home to help with the cost of shipping clothing to Syrian refugees (\$164 per 44lb box of clothing!). The Committee added \$100 in recognition of Julia Fedoruk's impressive efforts in gathering clothing.

The Pancake Supper last winter generated \$403 which was donated to the Putney Family Food Bag Program.

The proceeds of the Strawberry Spectacular were applied to the expenses of the Baton Rouge relief trip. In all these undertakings the sheer generosity of the parishioners of St. Michael's Episcopal has been stunning and deeply appreciated.

Despite all this, the need is always greater than our resources. The Outreach Ministry has concluded that in 2017 it will have to focus its efforts on the following areas: food insecurity; heat/shelter; health. A comprehensive listing of 2016 disbursements follows at the end of this report.

Arguably the saddest news for Mission and Outreach this year was the closing of CHABHA (Children Affected By HIV/AIDS), the inspiring project in Rwanda founded by parishioner Susannah Grannis. Over the years St. Michael's has been a critical supporter of this organization, and it pains us to see its demise.

Finally, it must be pointed out that the spirit of our beloved Deacon Joel Hill continues to guide the Outreach Ministry's deliberations. Not only do we continue to open our monthly meetings with "Joel's prayer":

Lord, when was it that we saw you hungry and gave you food? We saw you thirsty and gave you something to drink? We saw you a stranger and welcomed you? We saw you sick and took care of you? We saw you in prison and visited you? "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." (Matthew 25: 37-40. Episcopal Relief & Development Mandate) ..but we also always cognizant of and guided by her adage of 'giving from our abundance.' It is also gratifying that the Joel Hill Ministry Expo has become an annual event.

The Committee was sad to lose the expertise of Jim Crosson, but it has been fortunate to welcome Judith Hildreth to its membership in 2016. We urge others to consider joining us. The Committee usually meets at 5:30 pm on the first Monday of the month.

If you are interested in joining the Outreach Ministry, feel free to contact one of the Committee members: Janet Cramer, Susan Wilson, Lori Palmer, Shirley Hodgdon, Laura Lewis, Jeanette Landin, Judith Hildreth, Craig Hammond, and Brian Morgan.

ORGANIZATIONS FUNDED FROM OUTREACH MINISTRY FUNDS FOR 2016:

Local:

Brattleboro Walk In Clinic \$1,500.00
Parks Place Diaper Bank \$600.00
Gathering Place \$250.00
Windham County Heat Fund \$3,424.85
Southern Vermont AIDS Project \$750.00
Putney Food Shelf Family Food Bag Program \$1,403.00
Loaves & Fishes \$500.00
Baptist Church Overflow Shelter \$1,500.00
SIT Peace Camp Port-A-John for Barn Dance \$125.00
Project Feed the Thousands \$1,200.00
Jerusalem Peace Builders \$500.00
WSESU (Windham Southeast Supervisory Union) Summer Food Program \$500.00
Project Feed The Thousands \$1,124.85

National:

St. Thomas Community Health Center, New Orleans \$2,500.00
Grace Episcopal Church, Baton Rouge \$250.00
Baton Rouge relief \$2,283.04

International:

CHABHA Children's School Fees/Health Cards \$2,500.00
Foyer Evangelique Universel Orphanage, Croix-des-Bouquets, Haiti \$2,000.00
Cristosal, El Salvador \$300.00

TOTAL: \$23,210.74 (of which \$15,000 is from the Church budget and \$7,578.57 from Tag Sales)

Respectfully Submitted, *Brian Morgan*, Convener.



PASTORAL CARE

Ten years ago the Parish Health Ministry was formed and in 2008 a Parish Health Nurse was hired. Ten dedicated women made up the team coordinating the services of food, transportation, financial and spiritual assistance to parishioners. On May 4, 2016, we held our last meeting. Pastoral care will always be part of my life and is very important to our Christian community. I felt it was time for new leadership and new ideas. Lynn Billington continues to coordinate rides to medical appointments and Sunday services. Joan Pinilla heads up the Prayer Shawl ministry and Anita Crosson heads up the Intercessory Prayer group. It is still important to remember our parishioners who are not able to attend church services. Dodo Rice's ministry will continue remembering parishioners with visits and small gifts over the holidays. Pastoral care at St. Michael's will continue to foster healing of body, mind, and soul. We are very fortunate to have so many caring individuals that carry on this ministry. *Jane Sbardella*

After Jane Sbardella stepped down from being the head of Pastoral Care, we decided to look at this ministry and try to figure out how to move forward. In June we had a conversation about pastoral care at St. Michael's that was open to the whole parish. We identified some ways in which caring for one another has changed in our culture and we thought about the challenge of being equipped to care for one another not only at St. Michael's, but

in our daily lives. Last fall, Jenn Karstad and Darcey Mercier attended a three-day training offered by the Diocese of Vermont called “The Power of Listening: Pastoral Care Training for the Ministry of the Baptized.” Jenn and Darcey brought back what they learned and will be offering training for others at St. Michael’s in February. In addition, Lynn Billington is serving as our Transportation Coordinator, Joan Pinilla heads the Prayer Shawl Ministry and Anita Crosson heads the Intercessory Prayer Group. *Mary Lindquist*



SOCIAL JUSTICE MINISTRY

Following the January 2016 viewing at St. Michael’s of the Trinity Institute Lectures on Systemic Racism, a number of people pledged to keep the discussion going. Our goal was to act as a steering committee to tap and focus that energy of many people in the parish already concerned about these justice issues. The following people met: Sarah Benton, David Carr, Jeff Hiam, Brian Morgan, Jean Smith, and Phillip Wilson as Convener. We developed the following Mission Statement and held a Sunday parish meeting inviting people to discuss it.

*The **MISSION** of the Social Justice Ministry of St. Michael’s Church is to make real Jesus’ vision of justice and love for all people as children of God, following where it leads and accepting its cost.*

We plan to do this by:

- educating ourselves and others to issues of inequality, their origins and effects on people;*
- relating the Christian Gospel to current issues of social justice;*
- building a community of awareness and response to issues of justice locally and globally;*
- connecting with other churches, faith traditions and secular organizations to bring about greater justice.*

Focus of this Ministry: While we support direct response to people in need, our focus is on the underlying systems that create that that inequality and need. Our focus is systemic justice rather than acts of mercy.

Activities this past year of the Social Justice Ministry:

1. Developed and held a 4 session Racism 101 class for members of the parish.
2. Met with Outreach Committee to find ways to support each other.
3. Supported and attended Black Lives Matter March in Brattleboro.
4. Pot Luck and Panel presentation on Vermont Rural Poverty.
5. Sponsor Adult Forums on justice issues: local, national, global
6. Working with the Rector planning the Martin Luther King Sunday worship.
7. Support Standing Rock demonstration in front of St. Michael’s.
8. Offer book Study during Lent on Racism: America’s Original Sin.

The Social Justice Ministry wants to hear additional ideas and issues that excite you. Our goal is to support and focus the people of St. Michael’s as we live out our Baptismal Vow in an intentional way “striving for justice and peace among all people, and respecting the dignity of every human being.” Book of Common Prayer



SCHROEDER FUND COMMITTEE

Members: *Ruth Tilghman, Ronny Johnson, Hollis Carlisle, Lynn Billington, Dan Drish and Alix Fedoruk*

We are responsible for two areas of expenditure of the Schroeder Restricted Endowment Fund: outreach and education.

Education:

We supported Paul Moberly at Virginia Seminary with both tuition and books with funds totaling \$3245.57.

We also supported EFM for scholarships for two people and other expenses for \$820.43

Three Campers at the Rock Point Camp were given scholarships for \$820.

We supported Jack Karn through Jerusalem Peace Builders for education and supplies for \$500.

Total for Education: \$5396.04

Out Reach: The bulk of our money and time goes to support the Help Fund. Each member of the committee spent at least 2 months at the Help Fund's weekly noon meetings. There was some change in the leadership at SEVCA and at other agencies, so some time was spent in orientating new people and restating the mission of Help Fund. Hollis was instrumental in facilitating this. Help Fund gives grants to individuals for: help with housing deposits, car repairs, back electrical payments. In general, the help is to keep families and individuals in their housing. SEVCA (Southeastern Vermont Community Action) is the main agency that collects the requests from all the other agencies in town. At the meeting, requests for grants are vetted; an individual grant may be up to \$250. We give \$500 per month to the Help Fund and then a lump sum at the end of the year totaling \$666.00.

A total of \$ 6166.00 was donated to the Help Fund.

Respectfully submitted, Ruth M. Tilghman, Convener of the Committee



WELCOME TEAM

The Welcome Team at St. Michael's was involved in hosting two events for newcomers, plus helping to create and lead St. Michael's Women's Retreat in February. Last spring the Welcome Team hosted a wonderful after-church brunch at the home of John Daly. In November, the newcomers were invited to a Newcomers' Tea at Hallelujah Farm's Lower Farm. Both were well attended by new parishioners, Vestry members and clergy and were notable for both the good food and the great fellowship. Mary Lindquist also offered one session of "Exploring the Episcopal Church" to help new parishioners get oriented to St. Michael's. Many thanks to those who participated in these events; they were successful in helping us be a warmer and more welcoming church for all who attended.

Respectfully submitted: *Leigh Marthe, Liz Vick and Mary Lindquist*



PRISON MINISTRY

A bit more than 2 years ago we began our ministry to prisoners at Southern State Correctional Facility (SSCF) in Springfield, Vermont. So who are "we" and what is this ministry? Back in 2015 Rabbi Jim Levinson and I started to lead worship there, and continue this and a broader prison ministry now. Joining us are lots of volunteers both from St. Michael's and the larger faith community. When offered this opportunity to lead worship at the prison, we immediately liked the approach of hosting and leading our worship in an interfaith way. There's plenty of sectarianism in prison ministries throughout our country and in Vermont, but here was an opportunity for Jews, Muslims and Christians of any orientation and background to celebrate our life as children of God together. In this manner we also share our common Abrahamic background where we learn from one another and we practice tolerance and diversity as we explore both what we do share and what we do not share. And we build, strengthen and support a better life within prison walls. While we do work closely with prisoners as they prepare for release or have been recently released, our focus has largely been pastoral and restorative for those still behind bars.

In worship we read from the Hebrew and Christian bibles and from the Quran, and from these readings we share our traditions, and celebrate our various customs, beliefs and even biases. Our sermon time is interactive, based on scripture but with profound sharing of our lives. We go deep, and through prayer, honest love for one another, sometimes tears and sometimes alleluias, we always seem to come out the other end, into the light, amazed at what God just done with us. Whatever the faith or even lack of faith some may have, Jesus is at the core of our time together. The guys, including Muslims and Jews, know that Jesus is especially present with all people on the margins - the poor, orphans, widows, foreigners including refugees, the sick, the stranger, and prisoners - a place where in one way or another we've all spent time at some point in our lives.

We celebrate the Holy Eucharist. The inmates are hungry. They devour the bread. They dip into the grape juice. They do this with great reverence with one another just as Muslims and Jews do with those outside their faiths at the end of Ramadan or at a Seder. We cement community, are led in a soulful "Amen" by Jim, and sent out with a prayer often led by one of the inmates.

We visit one on one with inmates. We organize special events, like the Holiday Carol sing last month. We provide books, prayer shawls, yarmulkes, and this year deodorant. We connect inmates with families and we've spoken with groups like the Moment for Peace at Gallery Walk and a Vermont UCC convention.

Many parishioners have volunteered, as musicians and just as guests. The inmates love guests. Volunteers are golden. But perhaps the greatest gift is that you all as a parish have embraced this ministry as your/our own with your volunteering, with your support in our parish budget, with your presence in spirit and prayer. And because they know this, the inmates know that they are not alone, and that somewhere out there someone really does love and believe in them; and that among those "someones" are the people of St. Michael's. Thank you, and God bless you. If you'd like to learn more and perhaps get involved, please join us at our forum on prison ministry, Sunday, February 19th.

Craig Hammond and Jim Levinson



BUILDINGS AND GROUNDS

The members of this team are Greg Allen, John Byrnes, Rich Cogliano, Josh Fritz, Vince Johnson, Deb Jones, Ross Kinney, Bruce Lawrence, Alan McBean, Steve Meyer and Lucia Osiecki. The team had six business meetings and completed two "Clean Up Days." Major issues this year have been:

- two-month preparation for the new childcare center
- persistent leaking and then flooding of the hot-water baseboard heat in the Church

Electrical: This year, Dompier replaced the lights on the Putney Road church sign with low voltage, energy efficient, adjustable timers which match the parking lot timers. Ditch digging was provided by Lucia Osiecki, Vince Johnson and Ross Kinny. Dompier also replaced three outlets in daycare, one in the kitchen for coffee, the stair hallway light and the Chapel dimmer switches.

Heating/Plumbing: In the spring, Pinney, the plumbing contractor for our large renovation, repaired the baseboard hot-water heat in the Church. By Christmas, as the cold set in, the baseboard hot-water leaked again, this time with extensive buckling and damage to the floors. So far, this repair has been at no expense. Finish Line Construction removed the damaged flooring and installed plywood in time for Christmas. Vince Johnson coordinated the efforts including who's paying.

Flooring: Oak boards are being stored at the McBean's. When they are acclimated to the temperature of the church, they will replace the temporary flooring (bear with us!). The Choir Room (Dunham Room) floor has separated again and will continue to ebb and flow with the seasons. The tile at the Elevator Entrance was repaired and replaced by John Brynes but will continue to separate due to moisture in the adjoining concrete. The new pre-school requested a rug which was installed and then adjusted with a special carpet pad by Vince Johnson, Deb Jones, Ross Kinney and Lucia Osiecki.

Roofing: Phoenix Roofing did an exhaustive inspection of the Church roof, gave us detailed specifications and our first bid for replacing the north side of the Church (currently with no insulation). Good news.....Phoenix has learned that there is grant money for helping churches to insulate. Two more bids will be obtained; all three will be presented to the Vestry for approval.

Parking Lot: The fencing for childcare was removed and replaced with one that meets state regulations (and is lower maintenance!). The storm drains have been partially cleared and cleaned; an excavation company will need to finish the work. There is also a broken drain pipe closest to the Rear Entrance which needs repair. Bell Company, the engineering firm who designed the outdoor drainage for the renovation, will work with an excavation company to repair it (hopefully at no charge).

Church: Ross Kinney put new castors on the Lectern; the ones for the Baptismal Font will be done this year. The glass door at the Main Entrance of the Church is cracked but still safe. Altar Guild is requesting that a wooden cabinet be placed above the sound system at the Main Entrance. Ross may be able to make this for us and is also repairing church pews; the location of where they'll be placed is yet to be determined.

Chapel: Since the automatic shades in the Chapel do not have a stop mechanism, they become stuck on the "On" position and cannot be retracted. To repair, the whole system has to be dismantled and it becomes a "two-person job." Our sexton, John Laamanen, and Vince Johnson have repaired this repeatedly and have requested a sign with instructions.

Sacristy: The ceiling was repaired, taped, primed by Ross Kinney and then painted by Greg Allen. The Piscena (where Altar Guild pours the unused, consecrated wine) was inspected for poor drainage, which seems to have resolved itself.

Bathrooms: The soap dispensers were replaced resulting in lower maintenance.

Undercroft: At the request of the Inclusion Group, the team considered covering the support columns as a safety measure. John Brynes looked into how this could be done; the Inclusion Group will let us know if and when they are purchasing the padding.

Rectory: The base of the lamppost at the Rectory was repaired by Ross Kinney. The Rector and her family did not want the invisible pet fence repaired. Ross also fixed the leak in the kitchen sink. The family's second floor bathroom needs an exhaust fan and still needs upgrading. The ground floor bathroom update was successfully completed by Finish Line Construction.

Change in Leadership: After two and a half years, Deb Jones is stepping down as Co-Chair of the team. Deb has been a "hands on" leader who never expects others to do what she doesn't want to do.

Bruce Lawrence has stepped in as Co-Chair and brings experience of being on similar teams from other churches. Lucia will continue to act as our Secretary alerting us to when we're meeting and preparing our minutes.

We welcome anyone who loves to work with their hands and bodies. Our goal is to improve the look and function of St Michael's using our time and talents to save money while creating fellowship. Come join us!

Submitted by: *Vince Johnson*



STEWARDSHIP

Our Annual Pledge Campaign theme this year was, “Offering to God from the Gifts God has Given Us.” For this campaign, we did many things we had done in past years: we sent out a stewardship brochure with pictures and figures and asked a few people from the congregation to speak at our Sunday services about why St. Michael’s was important to them (many thanks to Jayne & Caleb Fritz, Matt Wojcik and Diana Bingham).

This year, we set two specific goals. We hoped to raise \$245,000 and to receive 130 pledge cards. We felt that these goals were attainable, but would be a stretch with an increase of \$20,000 and 5 pledges over the 2015 goals. And once again, we were overwhelmed by the response of the congregation! Over 50% of you increased your pledge and we not only met our goals but exceeded them. As of this printing, we have received 133 pledges for a total of \$262, 282. 11 of these pledges are new pledges.

Meeting our pledge goal allows St. Michael’s to fund the current ministries of our church. Surpassing our goal will allow St. Michael’s to depend less on its endowment draw in 2017 to save more for St. Michael’s future and give St. Michael’s the means to grow new ministries.

We are very grateful for your generosity and for your tremendous support of St. Michael’s ministry. THANK YOU!!! The Stewardship Committee: *Janet Cramer, Bruce Lawrence (Vestry Representative), Mary Lindquist, Brian Morgan and Michael Wilmott*



Reports from Administration & Finance

VESTRY

Report from the Senior Warden for 2016:

It has been an honor and privilege to serve as your senior warden this past year. As I reflect, it has been a year of energy, openness, respect, and love. St. Michael's is full of life and busy with many ministries including some new ones - what a blessing to be a part of and to witness!

Our worship is rich and full. We celebrated Susan Dedell's 25th anniversary as our choir director and recently celebrated the ordination of Paul Moberly to the transitional diaconate. Our choir school has expanded into two groups and we have a new social justice ministry, who along with all of you are discerning God's call of us as individuals and as a parish as to how to live our baptismal covenant in the world. I am grateful to and for our rector, our associate clergy, our staff, our leaders, and all of you, who serve God in ways too numerous to list and for the love and compassion we share with each other, with those who come through our doors, and with the stranger on the street. Here are some vestry highlights:

At our annual retreat, we talked about our current ministries and how to support, thank, and recognize those ministries that happen both inside and outside our walls.

We talked about and discussed pastoral care as it was/is a ministry in transition.

Each monthly meeting began and ended with prayer remembering God is in the center.

In May, we began a book discussion of "Joining God, Remaking the Church, Changing the World," by Alan Roxburgh which talks about moving from "fixing" the church to embracing a new path including moving out into our neighborhoods.

We welcomed the Horizon Early Learning Program into our building and into our midst.

The vestry supported two new ministries - the social justice ministry and the men's group.

We signed a letter of support of Paul Moberly for ordination to the transitional diaconate.

We signed a letter of support of Sarah Benton to move ahead in the ordination process to become a vocational deacon.

We participated in a mutual ministry review with Thad Bennett leading us in this process.

We addressed building needs including a new roof in the next few years.

Thank you for this opportunity to serve in such a remarkable place and for your trust and encouragement this past year.

Sarah Benton, Senior Warden



ENDOWMENT COMMITTEE

The value of our collective endowment funds at the end of the year was \$1,439,459, with \$40,425 in the General Investment Account and \$1,399,034 in the Restricted Endowment Funds. Compared with 2015 there is \$27,191 more in the accounts, due to capital gain in the markets.

The collected Restricted and Unrestricted Endowment Funds are invested through the Trust Department of the Greenfield Savings Bank, Greenfield MA. Writing in his final report as Chair of the Endowment Committee on September 22, 2016, Bill Ames noted that during the entirety of his Chairmanship, seven years or more, the average annual return on our funds has been in excess of 8.5%. This puts the Senior Vice President and Senior Trust Officer, Stephen B. Hamlin, CTFA in the top quartile for investment managers nationally.

There has been a draw of 3% from the General Investment Account to fund St. Michael's annual budget. The Restricted Endowment Account draw was 5% during the year, in part because these funds are used to support the Schroeder Fund, designated for social and educational needs. At \$312,803 the Schroeder fund is the largest component of our Designated-Non-operating funds.

In December 2016 the Vestry elected members of the incoming Endowment Committee, following Bill Ames stepping down as Chair and the resignation of Betsy Swift. Bill Ames is continuing as a member of the committee. Janet Cramer was confirmed as the new Chairman, with a one-year term; Doug Switzer, a one-year term; Bill Ames, a two-year term; and Steven Meyer and Steve Harrison newly elected with three-year terms. Mary Lindquist, our Rector, and the Senior Warden are also members of the committee. The committee meets four times a year on the last Sunday of the month following the end of each quarter. At that time they monitor the funds' performances and recommend adjustments to withdrawal rates, should that seem appropriate to market conditions.

As of December 31	2013	2014	2015	2016
Restricted Endowment	\$1,413,667	\$1,450,209	\$1,361,332	\$1,399,034
General Investment Account	\$42,276	\$41,324	\$50,926	\$40,425

Respectfully submitted, *Janet Cramer, Chair; Bill Ames, former Chair; and 2016 members Mary Lindquist, Rector; Sarah Benton, Senior Warden; Wayne Cook, Treasurer; Betsy Swift and Doug Switzer.*



CAPITAL CAMPAIGN COMMITTEE

The Capital Campaign which began in 2011 with total pledges and gifts of \$821,110 is in its **final year in 2016**. We said the campaign would go for five years, 2011 through 2016. Here are some stats for our progress so far:

- We got a loan from the Diocese for \$450,000 so we could go forward with the improvements. We still owe \$175,325 on the loan. The loan is due in full by April 1, 2019.
- There are 101 paid up pledges and 37 open pledges. Total dollars received are \$794,325.
- Outstanding pledge payments are \$37,578. A potential write-off of \$24,825 in pledges leaves \$12,753 in active pledges not paid up.
- Using the \$12,753 toward the remaining loan amount of \$175,325 leaves us with a remaining payoff of \$162,570.
- We have \$39,301 in the building fund to use toward paying off the loan, which reduces the balanced owed to \$123,269.

To meet the shortfall we are asking parishioners, if possible, to extend your pledge for another year or two. If you have not pledged or have become a new member since 2011, it would be appreciated to contribute toward the beautiful Church we now have.

We are very blessed with the receipts so far. There are those who have exceeded their pledge for which we are most thankful. If you have not completed your pledge for the campaign, please do so. If you find that you cannot meet your pledge for 2016, please continue to pay for it in 2017.

Peace!

Wayne Cook – Treasurer and Monitor of Capital Campaign



NOMINATING COMMITTEE

We are pleased to announce this year's Vestry candidates for election for three 3-year terms: Janet Brocklehurst, Jeanette Landin, and Mark Horton. The candidates who are up to be elected as delegates for the Diocesan Convention are Karen Guthrie and Jeff Hiam. The Senior Warden Deborah Jones will also attend as a delegate. The alternates to be elected for Diocesan Convention are Judith McBean and Bruce Lawrence.

Class of 2017: Richard Cogliano, Sarah Benton, Ronny Johnson

Class of 2018: Deborah Jones, Bruce Lawrence, Doug Lilly

Class of 2019: Lynn Billington, John Byrnes, Judith McBean

