



*St. John's in the Mountains Episcopal Church*

*Annual Reports 2023  
for Annual Meeting  
January 28, 2024*

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**January 28, 2024**

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*Immediately following the announcements*

Call to Order

Prayer

Acceptance of Agenda

Approval of the 2023 Annual Meeting Minutes

Election of Vestry Members

3 Seats, each for 3 year terms

Election of Diocesan Convention Delegates

3 Delegate seats for one year

2 Alternate seats for one year

Treasurer's Report for 2023

Presentation and Reception of the 2024 Budget

Comments by the Wardens and the Rector

Prayer & Adjourn

Continued conversation on the 2024 budget

**Vestry Meeting immediately following the service held in the choir alcove**

## 2023 Parish Statistics

2023 Total Average Sunday Attendance: 43

In-person: 35 (80%)

Online: 8 (20%)

Baptisms: 1

Confirmations/Receptions/Reaffirmations: 0

Weddings: 0

Burials: 3

**Mission Statement**  
**To be a welcoming Christian community of faith: loving and forgiving,**  
**questioning and learning, inviting and serving**

St John's in the Mountains  
Annual Meeting Minutes  
Sunday, January 29, 2023

Fr Rick called the meeting to order at 11:15

Fr Rick appointed Roger Nicholls Clerk.

Acceptance of the Agenda. Dick Kramer moved; Mary Stiles seconded. Approved.

Approval of the 2022 Annual Meeting of January 30, 2022.

Zarina Castro moved; Bill Robinson seconded. Approved

Treasurer's Report. Wendelyn Duquette.

Reception of the CY 2023 Annual Budget.

Barbara Baraw moved; Dick Kraemer seconded. Budget Received

Election of 2023 Vestry

Deb Clark, 1 Year Term. Nat Kinney, 2 Year Term

David Small and Andy Rodman, 3 Year terms

Sandy Duncan and Roger Nicholls to complete a 2-year term

Barbara Baraw moved; Zarina Castro seconded. Approved.

Election of Diocesan Convention Delegates.

Deb Clark, Barbara Baraw, and Cheryl Vince were nominated as Delegates.

Motion to approve made by Dick Kraemer and seconded by Mary Stiles. Approved.

Sabbatical Team Report.

Bill Robinson, Deb Clark, and Rev Zarina presented the Report.

Comments were made by Co-Warden and Rector

Closing Prayer: Fr Rick closed with a blessing and prayer.

Motion to Adjourn: Dick Kraemer moved to adjourn, and Emily Bland seconded.

Meeting Adjourned at 12:20 PM.

Rector's Annual Report  
St. John's in the Mountains Episcopal Church  
Stowe, Vermont

January 28, 2024

The Rev. Dr. Richard R. Swanson, Rector

We, the people and clergy of St. John's in the Mountains, took a huge risk in 2023. Stepping into a new vision of our congregational life following the 2022 sabbatical season, we committed ourselves to deepening our relationship with God, each other, and the wider community. Deepening relationships requires the openness to change, willingness to explore the unknown, and take risks in being God's people in new ways. Deepening relationships also take time. We have begun to take small steps into God's dream for St. John's in the Mountains. Below are a few of the highlights.

In March, we welcomed Dr. Sara Huff to St. John's in the Mountains as Music Director. A small group of parishioners, Natalie Hubbs, Audrey Coty, Deb Clark, and Rich Reed joined Deacon Zarina and me in conversations with her, including the opportunity to listen to her play hymns and preludes/postludes. Since joining us, Sara has composed three pieces of music for our worship, including a setting of the Lord's Prayer. Sara was the driving force in our first community-wide celebration of Advent Lessons and Carols. Together with Natalie Hubbs, parishioner and guest choirmaster, Advent Lessons and Carols we celebrated the spiritual journey leading to Christ's incarnation. Stowe Community Church and Blessed Sacrament Roman Catholic Church also participated in the service.

The Vestry initiated two new ventures: an art ministry and a wedding ministry. The Visual Arts leadership team of Deb Clark and Nat Kinney gave us a taste of how the church can come alive with visual art as music to the eyes. On June 27, we hosted our first Art Opening with the art by friends of the parish Maryellen Sullivan and Bob Fahey. On September 14, we began our second exhibit with the work of parishioner Gina Jenkins, and her friend Phyllis Rachel Larrabee titled *Pollage: A Collaboration Between Friends*. The 2024 Visual Art series continues with an opening of Peter Given's oil, acrylic, and watercolor paintings in early January.

Sandy Duncan, Mary Stiles and I initiated a new wedding ministry that Bishop Shannon MacVean-Brown has approved. We developed and published new wedding policies that allow clergy from protestant denominations to wed couples at St. John's in the Mountains. It is not traditional for clergy outside the Episcopal Church to lead services of Holy Matrimony in Episcopal church buildings, and therefore it was important to have the bishop's support of this ministry. Bishop MacVean-Brown was excited to see us stepping into a new expression of our

ministry that reaches across new lines and builds new relationships. More to come in 2024 on our wedding ministry

The Audio-Visual ministry at St. John's in the Mountains is vibrant and expanding. Nearly 20% of our Sunday worshipping congregation joins online, either on Zoom or on YouTube Live. Parishioner Donald Clinton administers the AV ministry, enabling parishioners and friends to join us from home or from long distances every Sunday at 10:00 a.m. Thank you, Donald.

Our new Open Arms Childcare Ministry was underway by mid-September when we welcomed Lily Dunlop to serve as the lead childcare support, with parishioners Deb Clark, Cindy Rodman, and Aba Grace assisting her. Since her arrival, our ability to directly support families with children has given parents the peace of mind to participate in Sunday services with comfort. Thank you, Lily.

In Lent of 2023, I began a series of Short Courses, 3 or 4-week classes on a variety of topics, held online and in-person. In the season of Lent, I lead a course on the *Book of Common Prayer*, in June, we discussed the Gospel of Matthew and how it is used in worship, and in November, Co-Warden David Small and I co-lead a course on faith, food-insecurity, and faith-filled response to crisis, based on the Book *Take this Bread* by Sara Miles. All of the courses were well attended and more are planned for 2024.

Expanding worship opportunities is central to the life of any congregation. In 2023, we continued to deepen our relationships with God and each other on Wednesdays at 5:30 p.m., through a meal, and conversation on scripture and the spiritual life while celebrating Holy Eucharist. Between the first Sunday in June and Columbus Day/Indigenous Peoples Weekend, we held a spoken service of Holy Eucharist on Sundays at 8:00 a.m. Starting on the First Weekend of Advent, we initiated a 4:45 p.m. service on Saturday evening with a light snack and hot cocoa at 4:15 p.m. that will continue through March 16, 2024. All three services address the needs of our worshipping congregation and visitors.

These are just the highlights – there are so many more stories that paint the picture of 2023. The Vestry chose to increase my time and compensation to full-time status in 2023. In doing so, I have been able to dedicate my time more fully to our shared ministry. Thank you to the Vestry who made all this possible: Mary Stiles and David Small, Co-Wardens, Sandy Duncan, Roger Nichols, Andy Rodman, Nat Kinney, Deb Clark, and Treasurer Wendelyn Duquette for their leadership, vision, and support. Thank you to our staff: Heidi Dwyer, Parish Administrator, Dr. Sara Huff, Music Director, Kristin Wells, Sexton, Fritz Laport, Bookkeeper, Lily Dunlop, Open Arms Childcare support, and Donald Clinton, AV Minister. I thank you, every member, friend, and loved one of St. John's in the Mountains for expressing your faith in Jesus Christ through your hearts, hands, gifts, and prayers.

Your brother in Christ,

Fr. Rick

## Deacon's Report

The Rev. Zarina Castro

This was a year of many changes for me. And for my relationship with you, my parish family.

Early in the year, I began to feel called to decrease my committee and Sunday service involvement at St. John's. I turned 69 last year, and following my full retirement from my litigation practice, was trying to discern what God was calling me to do in this phase of my life. I spoke with Rick about this, ran a proposal by the Bishop, and entered into a new letter of agreement with the bishop and the parish that has me serving on the first, third and fifth Sundays of each month and every other Wednesday at the evening family Eucharist, and relieved me of my work on committees of the parish.

I also began planning for a Sabbatical (my first in 25 years as a deacon!) for four months from August through November. My plans had been to do three things: attend my first CREDO; take a vacation with two friends to the Maritime provinces of Canada; and deepen my involvement with the Poor People's Campaign.


I did attend the CREDO retreat, and was greatly enriched by the experience. I was the only deacon. The week covered four areas of health – spiritual, emotional, physical and financial. The presenters in each of the areas were wonderful, and the individual sessions offered us, which I took full advantage of, were focused and insightful. I just wished I had been able to access this experience at the beginning of my ministry. I am grateful for the parish's support in making contributions to the Church Pension Fund on my account that enabled me to do this now.

My friends and I spent months on Zoom making plans for our vacation, my first in decades that was not visiting my mother. We planned an August sojourn in Canada. When the summer came round, however, the wildfires in Canada, including in Nova Scotia, were making the news. Then the news of the air pollution from the smoke came out. After deliberation, the three of us decided to postpone the trip. I was really disappointed, but did convince my two friends to each visit me in Vermont in the fall. Those visits were both great.

After the floods in July, I saw a blurb on Front Porch Forum about the need for foster families since some had lost their ability to continue fostering. I had thought of becoming a foster parent again over the past years, and this need rekindled that interest. I applied, and by mid-August had a foster child in my home. He is a nine-year-old boy. He loves my dog Bear, cat Dragon, and guineafowl Felix. He and my son Arec get along well. He is both delightful and challenging. I do feel that my gifts with challenging kids are well utilized with him in the house.

Because of that huge change to my family life, I have cut back some on my involvement with the Poor People's Campaign. I remain committed to its work, and will continue to help with the planning of events, and with communication to St. John's and the diocese of its activities.

I always try to go out into the world rejoicing in the power of the Spirit.



Zarina Castro



## **Reflections on 2023**

### **A Vestry Report to the Parish**

At the start of the year, the Vestry made the bold move to ask Fr. Rick to serve our Parish as a full-time rector. Building on the energy and enthusiasm that Fr. Rick brought back from his Sabbatical, we identified specific areas for growth and spiritual development to work on throughout the year.

On the programming front, we launched a Visual and Performing Arts Ministry and a Wedding Ministry. If you look around the church today, you can see the current Art exhibit that launched on January 9th. We hope this is the first of many that we'll be hosting in 2024. (Please note: There is a detailed report from the Arts Ministry included elsewhere in the Annual Report.) While we did not host any weddings in 2023, we have begun taking steps to let the local community and others know that St. John's in the Mountains offers couples the opportunity to celebrate their marriage in a beautiful, intimate church setting. Weddings are not limited to members of SJITM and can be performed by our clergy or by ordained clergy from several other denominations here in Stowe and beyond. As weddings are often planned many months in advance, we expect that it may take a year or longer to see this ministry begin to bear fruit, but we look forward to welcoming newcomers and visitors into our church home.

With regards to spiritual growth, we supported Fr. Rick in the launch of his "Short Courses." These are time-limited, adult faith formation classes on a variety of topics throughout the year. In order to maximize their accessibility, these classes were offered both in-person and online and had solid attendance. The Vestry also championed an 8:00 AM Sunday summer service and a 4:45 PM Saturday evening service during the winter months. These new services are in-person only and differ from our standard 10:00 AM service or Wednesday evening service. For example, the summer service has no music, while the winter service features piano music that is easy to sing. It appears that these new service times are attracting visitors and Parishioners who would otherwise be unable to attend our typical Sunday morning or Wednesday evening gatherings. We are excited to see these services gain traction.

Food insecurity was another area of focus for the Vestry this year, and it took center stage during Lent when Co-Warden David Small challenged Parishioners to bring in a Green Bag full of donations each Sunday for the Lamoille Community Food Share. This work culminated in a fundraiser / Parish dinner that successfully raised the desired funds while also providing us with a fun fellowship opportunity. Our work with the Food Share has continued beyond Lent. Presently, we have a dedicated "Green Sunday" each month where Parishioners can bring a Green Bag for the Food Share and funds collected in the offering plate are automatically directed to the Rector's Discretionary Fund.

The final area of focus for the Vestry in 2023 was Stewardship and our initial Seasons of Giving Campaign. We will look to build on our success of this past year by continuing to grow our pledge base and expand the ways in which we think of Stewardship. (Please note: There is a detailed Seasons of Giving report included elsewhere in the Annual Report.)

Respectfully submitted by Mary Stiles, Co-Warden  
January 9, 2024

## **2023 Treasures Report – St John's in the Mountains**

January 16, 2024

I am pleased to report that we did very well with respect to the vestry-approved budget. Our expenses were about \$6,500 below our budget as was our income, resulting in a Net Operating Income that was almost exactly as budgeted. The church chose to invest in a full-time minister and other budget items that required \$92,000 in support from our operation investments. While we did utilize \$92,000 from the investments to support the budget, the positive performance of our investments reduced our overall loss to just less than \$49,000, over \$43,000 better than we budgeted.

Not only did we enjoy the support of a full-time minister, but we were also able to make some important investments in our Music Ministries. In 2023 we received on loan, a much-improved piano and hired a musical director both involving unbudgeted expenses. In spite of these additional expenses, our final Net Ordinary Income was only \$145 more than anticipated in the budget.

On the Income side while we were under our budget goal by \$7,700 it is worth noting that our core support from the congregation, Plate, Pledge, and Regular Support, was almost \$11,000 more than our budget and this year's pledges are stronger still with more households pledging their support. We hope to continue to build on this increased support from the congregation. Misc. Income and rental income budgets proved a bit optimistic, as one-time donations in 2023 were not as strong as in 2022 and the investments in wedding ministries will take time to get established.

December finds us almost complete in our movement of our investments to the Vermont Community Fund which provides several layers of investment oversight. We are also excited about the additional services that they offer, to assist us in growing our funds.

This year's budget is yet to be voted on by the vestry. They are considering several budgets that support either a full-time, a  $\frac{3}{4}$  time, or a  $\frac{1}{2}$  time minister. All predict the need for continued support for our operations from our investments. There is approximately a \$20,000 difference between having a full vs a  $\frac{3}{4}$  time minister and \$20,000 between a  $\frac{3}{4}$  and  $\frac{1}{2}$  time minister. The vestry has provided documents to better explain the impact of less than full-time minister at St John's. Your thoughts on each of these options are encouraged as the Vestry makes its final decision on a budget for 2024.

Respectfully submitted,

Wendelyn Duquette, Treasurer

## **2024 Seasons of Giving Report to the Vestry**

Based on the previous year's timeline, The Seasons of Giving Campaign started the week of August 27th with Fr Rick's letter to the parish as well as an article in St John's Weekly from the Seasons of Giving Committee. The committee, comprised of Pete Johnson, Nat Kinney, Andy Rodman, David Small, and Barbara Cunningham (our publicist) decided to rename the campaign Seasons of Giving as we believe support for St John's ministries must be a year-long process. We started the 2024 program late and realized by the end of the campaign we must start the 2025 pledge year in January 2024 to raise sufficient funds for the parish's needs.

The campaign was grounded in thoughtful articles pertaining to generosity and the act of faithfully giving which were written by members of the committee and published in St John's Weekly. In addition, at the ten o'clock services parish members Roger Nicholls and Nat Kinney reflected on the importance of giving and why it is significant in their personal life. Furthermore, Mary Stiles and Fr Rick produced two videos where they conversed about Faith and Generosity.

Ingathering Sunday was November 12th. We will have a celebratory brunch after the ten o'clock service on January 21st.

The brunch will be prepared and hosted by Tim Heath-Swanson, Donald Clinton, Emily Heymann, and Oliver Kelley.

A goal to raise \$95,000 in pledges was set at the August 6th initial Seasons of Giving meeting. To date, we have received 35 pledges raising \$102,110. This is \$7,110 above our 2024 goal and \$11,326 above pledges received for 2023. In addition, we increased our pledging units from 31 to 35 for 2024.

The Seasons of Giving Ministry will be active year-round as we move into 2024 planning for 2025, continuing to focus on growing St John's new ministries focusing on art, music, weddings, and food.

Respectfully submitted,

David K, Small  
January 9, 2024

# St. John's-In-The-Mountains Profit & Loss Budget Overview

January through December 2024

Full Time      3/4 Time      1/2 Time

	Jan - Dec 24	Jan - Dec 24	Jan - Dec 24
<b>Income</b>			
1000 · 01 PLATE, PLEDGE & REG SUPPORT			
1001 · Annual Pledges	102,110.00	102,110.00	102,110.00
1002 · Plate Offerings	7,500.00	7,500.00	7,500.00
1003 · Regular & Seasonal Support	10,000.00	10,000.00	10,000.00
Total 1000 · 01 PLATE, PLEDGE & REG SUPPORT	119,610.00	119,610.00	119,610.00
1010 · 02 Other Operating			
1013 · Misc. Income	10,000.00	10,000.00	10,000.00
1014 · Rentals, Net	2,000.00	2,000.00	2,000.00
Total 1010 · 02 Other Operating	12,000.00	12,000.00	12,000.00
1020 · 05 Non- Assesed Income			
1021 · Outreach Income	10,000.00	10,000.00	10,000.00
Total 1020 · 05 Non- Assesed Income	10,000.00	10,000.00	10,000.00
Total Income	141,610.00	141,610.00	141,610.00
<b>Expense</b>			
2000 · 10 Personnell			
2001 · Rector Compensation	86,968.43	70,661.85	54,355.27
2002 · Other Wages	20,187.60	20,187.60	20,187.60
2003 · Subcontractors	10,488.00	10,488.00	10,488.00
2004 · PR Taxes	1,656.00	1,656.00	1,656.00
2005 · Benefits			
2006 · Medical / Dental Insurance	24,024.00	24,024.00	24,024.00
2007 · Pension Assessment	15,045.00	11,975.00	8,061.00
2008 · Other Benefits	1,000.00	1,000.00	1,000.00
2009 · Mileage	290.00	290.00	290.00
Total 2005 · Benefits	40,359.00	37,289.00	33,375.00
2011 · Payroll Fees	540.00	540.00	540.00
Total 2000 · 10 Personnell	160,199.03	140,822.45	120,601.87
2020 · 11 Church Work			
2021 · Outreach Funds to Other Orgs.	10,000.00	10,000.00	10,000.00
2022 · Liturgy and Worship			
2024 · Liturgy & Altar	1,000.00	1,000.00	1,000.00
2025 · Music	3,094.20	3,094.20	3,094.20
Total 2022 · Liturgy and Worship	4,094.20	4,094.20	4,094.20
2026 · Other Parish Programs			
2027 · Christian Formation/Spiritualit	480.00	480.00	480.00
2029 · Convention/conferences/vestry	480.00	480.00	480.00
2030 · Hospitality/welcome/Good Shep	480.00	480.00	480.00
2031 · Misc Parish Prog.	480.00	480.00	480.00
Total 2026 · Other Parish Programs	1,920.00	1,920.00	1,920.00
Total 2020 · 11 Church Work	16,014.20	16,014.20	16,014.20
2040 · 12 Buildings and Grounds			
2041 · System Contracts for Bldg	2,000.01	2,000.01	2,000.01

4:21 PM  
12/19/23  
Cash Basis

# St. John's-In-The-Mountains

## Profit & Loss Budget Overview

January through December 2024

	Jan - Dec 24	Jan - Dec 24	Jan - Dec 24
2042 · Bldg - Cleaning and Maintenance	6,653.00	6,653.00	6,653.00
2043 · Repairs	6,000.00	6,000.00	6,000.00
2044 · Summer Grounds Maintenance	5,000.00	5,000.00	5,000.00
2045 · Winter Grounds Maintenance	2,500.00	2,500.00	2,500.00
2046 · Utilities	8,200.00	8,200.00	8,200.00
<b>Total 2040 · 12 Buildings and Grounds</b>	<b>30,353.01</b>	<b>30,353.01</b>	<b>30,353.01</b>
<b>2050 · 15 Office &amp; Administration</b>			
2051 · Audio Visual	480.00	480.00	480.00
2052 · Bank Charges	384.00	384.00	384.00
2053 · Computing Expense	240.00	240.00	240.00
2028 · Communications/newsletters/Adv	2,500.00	2,500.00	2,500.00
2054 · Copier expenses	3,800.00	3,800.00	3,800.00
2055 · Diocesan Assessment	25,000.00	25,000.00	25,000.00
2056 · Insurance - Worker's Comp.	435.00	435.00	435.00
2057 · Insurance general	2,320.00	2,320.00	2,320.00
2058 · Internet & Web site	1,680.00	1,680.00	1,680.00
2060 · Office supplies	750.00	750.00	750.00
2061 · Postage	1,000.00	1,000.00	1,000.00
2062 · Telephone	2,500.00	2,500.00	2,500.00
<b>Total 2050 · 15 Office &amp; Administration</b>	<b>41,089.00</b>	<b>41,089.00</b>	<b>41,089.00</b>
<b>Total Expense</b>	<b>247,655.24</b>	<b>228,278.66</b>	<b>208,058.08</b>
<b>Net Ordinary Income</b>	<b>(106,045.24)</b>	<b>(86,668.66)</b>	<b>(66,448.08)</b>
<b>Change from budget prior</b>		<b>(19,376.58)</b>	<b>(20,220.58)</b>
<b># of years this loss could be sustained</b>	<b>5 years</b>	<b>6 Years</b>	<b>8 Years</b>
<b>Investment balance:</b>			
Year end 2023	559,796.00	559,796.00	559,796.00
1 Year end 2024	453,750.76	473,127.34	493,347.92
2 Year end 2025	347,705.52	386,458.68	426,899.84
3 Year end 2026	241,660.28	299,790.02	360,451.76
4 Year end 2027	135,615.04	213,121.36	294,003.69
5 Year end 2028	29,569.80	126,452.70	227,555.61
6 Year end 2029	(76,475.44)	39,784.04	161,107.53
7 Year end 2030		(46,884.62)	94,659.45
8 Year end 2031			28,211.37
9 Year end 2032			(38,236.71)

11:29 AM

01/18/24

Cash Basis

**St. John's-In-The-Mountains**  
**Balance Sheet Prev Year Comparison**  
**As of December 31, 2023**

	Dec 31, 23	Dec 31, 22	\$ Change
<b>ASSETS</b>			
<b>Current Assets</b>			
Checking/Savings	18,245.34	7,970.94	10,274.40
Accounts Receivable	-788.90	0.00	-788.90
<b>Other Current Assets</b>			
303 · Undeposited Funds	808.70	1,920.00	-1,111.30
<b>Total Other Current Assets</b>	808.70	1,920.00	-1,111.30
<b>Total Current Assets</b>	18,265.14	9,890.94	8,374.20
<b>Fixed Assets</b>			
400 · Church	1,179,200.00	1,179,200.00	0.00
401 · Furniture and Fixtures	161,783.46	161,783.46	0.00
402 · Land	415,000.00	415,000.00	0.00
<b>Total Fixed Assets</b>	1,755,983.46	1,755,983.46	0.00
<b>Other Assets</b>			
301 · Schwab Endowment Account - 4286	429,796.39	581,975.58	-152,179.19
302 · Schwab Outreach Account - 0633	0.00	47,178.86	-47,178.86
304 · VCF			
Operations	92,119.53	0.00	92,119.53
Outreach	37,880.47	0.00	37,880.47
<b>Total 304 · VCF</b>	130,000.00	0.00	130,000.00
<b>Total Other Assets</b>	559,796.39	629,154.44	-69,358.05
<b>TOTAL ASSETS</b>	<b>2,334,044.99</b>	<b>2,395,028.84</b>	<b>-60,983.85</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts Payable	-1,797.88	0.00	-1,797.88
<b>Other Current Liabilities</b>			
601 · Committed Funds			
601g · g George Spear Mem Fund	3,196.00	3,196.00	0.00
601a · Memorial Garden	558.21	558.21	0.00
601e · Youth Mission	2,586.83	2,586.83	0.00
<b>Total 601 · Committed Funds</b>	6,341.04	6,341.04	0.00
602 · Payroll Liabilities	1,304.49	238.93	1,065.56
<b>Total Other Current Liabilities</b>	7,645.53	6,579.97	1,065.56
<b>Total Current Liabilities</b>	5,847.65	6,579.97	-732.32
<b>Long Term Liabilities</b>			
700 · Accrued Sabbatical Reserve	500.00	2,000.00	-1,500.00
<b>Total Long Term Liabilities</b>	500.00	2,000.00	-1,500.00
<b>Total Liabilities</b>	6,347.65	8,579.97	-2,232.32
<b>Equity</b>			
800 · Net Assets Without Restrictions			
810 · Net Assets Building & Grounds	1,755,983.46	1,755,983.46	0.00
820 · Other URNA	583,115.55	583,115.55	0.00
<b>Total 800 · Net Assets Without Restrictions</b>	2,339,099.01	2,339,099.01	0.00
850 · Net Assets With Restrictions			
851 · Outreach Fund	37,178.86	47,178.86	-10,000.00
<b>Total 850 · Net Assets With Restrictions</b>	37,178.86	47,178.86	-10,000.00

11:29 AM

01/18/24

Cash Basis

St. John's-In-The-Mountains

Balance Sheet Prev Year Comparison

As of December 31, 2023

	Dec 31, 23	Dec 31, 22	\$ Change
899 · Retained Earnings	171.00	87,558.52	-87,387.52
Net Income	-48,751.53	-87,387.52	38,635.99
Total Equity	2,327,697.34	2,386,448.87	-58,751.53
TOTAL LIABILITIES & EQUITY	2,334,044.99	2,395,028.84	-60,983.85



11:35 AM  
01/18/24  
Cash Basis

**St. John's-In-The-Mountains**  
**Actual to Budget**  
**January through December 2023**

	Jan - Dec 23	Budget	\$ Over Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
1000 · 01 PLATE, PLEDGE & REG SUPPORT			
1001 · Annual Pledges	93,621.60	90,000.00	3,621.60
1002 · Plate Offerings	7,514.44	6,000.00	1,514.44
1003 · Regular & Seasonal Support	11,600.14	6,000.00	5,600.14
<b>Total 1000 · 01 PLATE, PLEDGE &amp; REG SUPPORT</b>	<b>112,736.18</b>	<b>102,000.00</b>	<b>10,736.18</b>
1010 · 02 Other Operating			
1011 · Altar Guild & Flowers	0.00	360.00	-360.00
1012 · Interest	15.23	0.00	15.23
1013 · Misc. Income	13,214.46	23,000.00	-9,785.54
1014 · Rentals, Net	1,855.00	8,004.00	-6,149.00
<b>Total 1010 · 02 Other Operating</b>	<b>15,084.69</b>	<b>31,364.00</b>	<b>-16,279.31</b>
1020 · 05 Non- Assesed Income			
1021 · Outreach Income	19,801.78	21,000.00	-1,198.22
1022 · In-Kind Income	335.70	300.00	35.70
<b>Total 1020 · 05 Non- Assesed Income</b>	<b>20,137.48</b>	<b>21,300.00</b>	<b>-1,162.52</b>
<b>Total Income</b>	<b>147,958.35</b>	<b>154,664.00</b>	<b>-6,705.65</b>
<b>Gross Profit</b>	<b>147,958.35</b>	<b>154,664.00</b>	<b>-6,705.65</b>
<b>Expense</b>			
2000 · 10 Personnell			
2001 · Rector Compensation	84,236.04	83,999.13	236.91
2002 · Other Wages	22,034.20		
2019 · Wages - Other	0.00	13,995.00	-13,995.00
2003 · Subcontractors	6,883.50	15,500.00	-8,616.50
2004 · PR Taxes	1,741.42	900.00	841.42
2005 · Benefits	37,403.18	40,798.48	-3,395.30
2011 · Payroll Fees	1,303.93	504.00	799.93
2012 · Rector's Discretionary Account.	500.00	500.00	0.00
<b>Total 2000 · 10 Personnell</b>	<b>154,102.27</b>	<b>156,196.61</b>	<b>-2,094.34</b>
2020 · 11 Church Work			
2021 · Outreach Funds to Other Orgs.	18,760.76	21,000.00	-2,239.24
2022 · Liturgy and Worship			
2023 · Flowers.	-36.56	1,200.00	-1,236.56
2024 · Liturgy & Alter	867.39	993.87	-126.48
2025 · Music	3,488.09	900.00	2,588.09
<b>Total 2022 · Liturgy and Worship</b>	<b>4,318.92</b>	<b>3,093.87</b>	<b>1,225.05</b>
2026 · Other Parish Programs			
2027 · Christian Formation/Spiritualit	0.00	600.00	-600.00
2028 · Communications/newsletters/Adv	3,289.96	699.99	2,589.97
2029 · Convention/conferences/vestry	545.00	500.00	45.00
2030 · Hospitality/welcome/Good Shep	977.75	600.00	377.75
2031 · Misc Parish Prog.	433.90	300.00	133.90
2032 · Stewardship	66.00		
<b>Total 2026 · Other Parish Programs</b>	<b>5,312.61</b>	<b>2,699.99</b>	<b>2,612.62</b>
<b>Total 2020 · 11 Church Work</b>	<b>28,392.29</b>	<b>26,793.86</b>	<b>1,598.43</b>
2040 · 12 Buildings and Grounds			
2041 · System Contracts for Bldg	1,810.00	1,929.96	-119.96
2042 · Bldg - Cleaning and Maintenance	6,506.84	6,180.00	326.84
2043 · Repairs	1,102.27	5,799.96	-4,697.69



11:35 AM  
01/18/24  
Cash Basis

**St. John's-In-The-Mountains**  
**Actual to Budget**  
**January through December 2023**

	Jan - Dec 23	Budget	\$ Over Budget
2044 · Summer Grounds Maintenance	5,430.39	4,999.98	430.41
2045 · Winter Grounds Maintenance	2,276.00	2,202.00	74.00
2046 · Utilities	7,848.70	8,424.00	-575.30
<b>Total 2040 · 12 Buildings and Grounds</b>	<b>24,974.20</b>	<b>29,535.90</b>	<b>-4,561.70</b>
<b>2050 · 15 Office &amp; Administration</b>			
2051 · Audio Visual	0.00	600.00	-600.00
2052 · Bank Charges	585.15	207.36	377.79
2053 · Computing Expense	46.00	1,500.00	-1,454.00
2054 · Copier expenses	3,854.67	2,718.00	1,136.67
2055 · Diocesan Assessment	21,365.07	20,000.00	1,365.07
2056 · Insurance - Worker's Comp.	7.00	848.00	-841.00
2057 · Insurance general	2,300.50	2,065.00	235.50
2058 · Internet & Web site	1,774.40	1,532.40	242.00
2059 · Misc. expenses	200.44	0.00	200.44
2060 · Office supplies	661.94	1,695.99	-1,034.05
2061 · Postage	547.00	522.37	24.63
2062 · Telephone	1,406.98	2,283.56	-876.58
<b>Total 2050 · 15 Office &amp; Administration</b>	<b>32,749.15</b>	<b>33,972.68</b>	<b>-1,223.53</b>
<b>2070 · 16 In-Kind Expense</b>	<b>20.00</b>	<b>300.00</b>	<b>-280.00</b>
<b>Total Expense</b>	<b>240,237.91</b>	<b>246,799.05</b>	<b>-6,561.14</b>
<b>Net Ordinary Income</b>	<b>-92,279.56</b>	<b>-92,135.05</b>	<b>-144.51</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
3000 · Dividend / Interest Income	13,406.96		
3001 · Gain/Loss in investments	35,630.19		
<b>Total Other Income</b>	<b>49,037.15</b>		
<b>Other Expense</b>			
4000 · Investment Fees	5,509.12		
<b>Total Other Expense</b>	<b>5,509.12</b>		
<b>Net Other Income</b>	<b>43,528.03</b>		
<b>Net Income</b>	<b>-48,751.53</b>	<b>-92,135.05</b>	<b>43,383.52</b>

## Communications Report for the Year 2023

Barbara Cunningham ([cunningham.barbara@gmail.com](mailto:cunningham.barbara@gmail.com))

Fr. Rick Swanson ([frswanson12@gmail.com](mailto:frswanson12@gmail.com))

Emily Heymann ([emheymann@gmail.com](mailto:emheymann@gmail.com))

Communications include:

St. John's website ([stjohnsinthemountains.org](http://stjohnsinthemountains.org))

St. John's Weekly online newsletter

The St. John's Daily midweek online communications

Social media posts including Facebook and Instagram

Weekly submission to The Stowe Reporter

Publicity via radio and area newspapers

### St. John's Web Site

St. John's Web Site lists all Zoom information for worship services and meetings taking place at St. John's. Contact Heidi in the Church Office or Fr. Rick if you wish to comment or have suggestions for the website ([stjohnsinthemountains.org](http://stjohnsinthemountains.org)).

### St. John's Weekly and St. John's Daily

St. John's Weekly publicizes church news, communications from Fr. Rick, Deacon Zarina, the Vestry, and Committee Chairs as well as weekly and upcoming volunteer opportunities and events. St. John's Weekly and St. John's Daily(s) include Zoom links to worship services and meetings.

St. John's Daily's with Zoom links are emailed as day-before reminders to those on the contact list. These midweek emails also include Fr. Rick's notification of the death of a parishioner or family member, important reminders that are time-sensitive, corrections to announcements, and messages from Fr. Rick.

### The Stowe Reporter

The Stowe Reporter is published each Thursday. St. John's, as one of the faith communities, directs readers to St. John's website for access to Sunday Zoom services, in-person Sunday Holy Eucharist Services as well as information about diocesan services.

### Social Media (Facebook, Instagram)

Beginning in late Fall, Father Rick and Emily Heymann began collaborating with social media posts to promote regular and special services at St John's--using the official Episcopal fonts and liturgical colors to create a cohesive brand for the Church. The evangelical postings are found on Facebook and Instagram with links to St. John's website and other church communications.

Communications to the Broader Community

For announcements to The Stowe Reporter, other area newspapers, and radio stations.

Note: Suggestions to change or improve communications are encouraged and welcome!

Submitted by Barbara Cunningham

## **Pastoral Care Ministry 2023 Annual Report**

The Pastoral Care Ministry Team continues to serve St. John's in The Mountains parishioners in many ways. To be a welcoming Christian community of faith: loving, and forgiving, questioning, and learning, inviting and serving as we seek God and live into our mission in the world is our framework throughout the year.

Father Rick guides us as we work together. Roger Nicholls, Sue Nicholls, and Deb Clark continue to be members along and are thankful for new members Robert and Sharon Witbeck who served in Pastoral Care ways at their previous church before joining St. John's. Welcome Robert and Sharon! Deacon Zarina Castro stepped away from the team in her now limited retirement time at St. John's. Thank you for your many years of being present and guiding us Zarina!

Monthly Zoom team meetings provided time for confidential updates and prayer about parishioners and friends with follow up including phone calls; emails; cards of encouragement, sympathy, and healing; communion; and visits. Discussion of potential projects, parishioner food provision, elder transport, Newcomer Gatherings, Wednesday Zoom Lunch; Sanctuary Art Wall Projects; and Lay Eucharist Ministry keep us moving forward. Through these activities of faith, we strive to bring Christ's love and healing.

Prayers of The People offered during Sunday service and in St. John's Weekly are reviewed weekly by team members. These include prayers that are ongoing along with new prayers for parishioners, loved ones, and the world to keep our attention in a current and vibrant way that is inclusive, contemporary, evocative, and traditional. Sue and Roger assist in choosing formats. Sue continues to send cards.

Elder transport as needed to a few older parishioners is served by Sandy Duncan, Kristin Wells, Roger and Sue Nicholls, Deb Clark, Barbara Cunningham, and Barbara Baraw. Being together when possible by attending Sunday church services and meetings is a blessing to all of us. Thank you to all who transport, you have angel wings.

Newcomer Gatherings occurred twice as a great way for new St. John attendees, Father Rick, and SJ members to meet, talk, and share their stories of life. Welcome to all. You deepen St. John's community. Thank you for being here.

With the addition of the Art Rail on the sanctuary north wall, the first art installation was exhibited for Valentines Day. SHOW YOUR LOVE of St. John's in February brightened and livened the sanctuary. Parishioners created an attractive display of paper cut out hearts upon which they wrote what they love about St. John's. Participation by so many filled the center of the wall with varied sized red and pink hearts which drew attention to all of us to learn what makes SJ vibrant.

All Saint's Day service to honor saints alive and at rest was celebrated with liturgy and photographs of parishioner's loved ones displayed on colorful ribbons streaming down from the art rail. Wednesday Evening Eucharist attendees hung the photos as part of the evening service. This loving and meaningful collection of photographs expressed our faith and raised up the importance of the day, a visible sign that speaks to our history and gives honor. Thank you to all who participated to bring this to fruition.

Blue Christmas, an important service supported by Pastoral Care, was held at Stowe Community Church on December 7. This service created by Pastor Dan Haugh and Father Rick Swanson, was a time to name the grief, loss, deaths, difficult changes, and transitions at this

time of year which can be very difficult. This service acknowledges varied aspects of our personal lives and our community life that often contrasts to the holiday season of excitement and joy. Being together, knowing and caring for one another, brings us to an awareness of living together in community at all times in our lives.

Robert Witbeck, previously licensed by the Episcopal Diocese of Massachusetts as a Eucharistic Minister in his former parish, is now a Eucharistic Minister at St. John's. Having completed the Vermont Episcopal Diocese Safe Church Training he is now licensed to deliver communion to parishioners at home, hospital, or a care facility. Sharon Witbeck also completed Safe Church Training and is a designated member for visiting parishioners. Please contact St. John's office to request "Home Communion". Roger Nicholls stepped away from being a St. John's Eucharistic Minister this year. Thank you Roger for your years of service to St. John's parishioners!

Thank you to Barbara Cunningham and Heidi Dwyer for all the communications and publications that are a part of Pastoral Care. Your support is essential.

Thank you for allowing me to serve in Pastoral Care. We all participate in Pastoral Care in various ways as St. John's parishioners and as we go forth into the world. How do you serve as a Pastoral Care Minister? May each one of us open ourselves to be Christ's love in whatever ways we come together. What ideas do you have to address our life together at St. John's? Please contact Father Rick or me through the parish office.

Deb Clark  
St. John's in the Mountains  
Pastoral Care Team Leader 2023

## **Dr. Sara Huff started as Music Director in March of 2023.**

Here are some of the highlights of music at St. John's:

- Steinway XR grand piano loan - this offered an amazing opportunity to play a range of music from classical to contemporary Christian on a historic instrument.
- Guest artists - this included members of the congregation: Natalie Hubbs (piano), Jill Witten (piano), James Grace (piano/vocalist); and from outside the congregation: Janelle Holmes, soprano (from Montana), Hannah Normandeau, soprano, and Shannon Keith, soprano (from Massachusetts).
- Advent Lessons and Carols - congregation members formed a choir for the event, with Natalie Hubbs directing, and sang two anthems from the classic *Carols for Choirs*. Dr. Huff played piano and organ for a total of eleven musical selections after each reading, plus a prelude & a postlude.
- Newly composed music: Dr. Huff composed new service music, including a *Gloria*, *Sanctus*, and *The Lord's Prayer*, after being inspired by the congregation's enthusiasm for new music!
- Fr. Rick and Dr. Huff participated in discussion and planning around service music and the various liturgical seasons, and came up with a plan for the 2024 year. They also discussed and made a plan to move back to using hymnals and the hymn board to decrease the need for printed music in the bulletin. Dr. Huff went through musical inserts that had been previously printed, created some new musical inserts, and organized them so the office is able to readily access them for the bulletins.
- Fr. Rick, Dr. Huff, and Donald (AV Team) discussed possible improvements to the sound system, and a plan is in the works to meet with AV Environments to facilitate some additional microphones and inputs. This is important if the church wishes to host guest artists/groups in the future.
- Music is being offered at the 4:45 p.m. service, with discussion around developing a repertoire of well-known hymns for singing during this service. There will be piano hymns during the offertory and communion.

## 2023 Building and Grounds

### Report to the Vestry

Through the efforts of many, St. John's in the Mountains buildings and grounds were maintained and tended to. Below is a summary of some of the projects in 2023:

Sanctuary - Installation of a picture rail system for the display of art, replacement of felt pads under all the pews to facilitate moving the pews, painting of the mid-section of walls, and maintaining lighting fixtures.

Undercroft - Decluttering and rearrangement of space for various ministries.

Parking Lot - Quotes were evaluated for the repairs or replacement of the asphalt in the parking lot and the pricing was way over the amount allocated in the budget.

Grounds - Replace burned-out bulbs in parking lot lights, thinned out perennials, maintained garden beds, and removed ground wasps along the walkway.

Miscellaneous – Lots of projects were quietly undertaken and completed by parishioners. We're grateful for the many parishioners who shared their time and talent on the above projects.

Respectfully submitted,

Andy Rodman  
January 11, 2024



## Outreach Committee Report Charitable Giving in 2023

2023 Outreach committee donations were made to the charities listed below:

<b>Outreach Donations</b>	
American Parkinson Disease Assn.- VT	\$200
Capstone Community Action	\$925
Central Vermont Council on Aging	\$600
Central Vermont Home, Health & Hospice	\$450
Clarina Howard Nichols Center	\$725
Greater Stowe Interfaith Coalition	\$125
Jenna's Promise	\$700
Lamoille Community House	\$1,100
Lamoille Family Center	\$725
Meals on Wheels of Lamoille County	\$600
North Central VT. Recovery Center	\$1,100
Rector's Discretionary Fund	\$925
<b>Total Payments</b>	<b>\$7600.00</b>

## Altar Guild 2023

The Seasons of the Church create a rhythm through which the Altar Guild moves. In the chronological year, we end the Christmas season with Epiphany, The colors change the Advent wreath the creche is retired for another year and the poinsettia are removed to the undercroft. The frontal and super frontal are put away until a funeral or Easter whichever comes first. The weekly activities, that Barbara Baraw, Eileen Kramer, Oliver Kelly, our newest member, and Kristen Wells move through, have their own rhythm. Sometimes it is filling the candles for both altars first. Sometimes it is setting the “stacks” – dressing the chalices. (In 2023 we returned to using the “common cup” after several years that began with wafer only during Covid, then wafer and individual cups- post-pandemic.) To dress the chalice we place the *purificator*-used to wipe the edge of the chalice after one receives the wine-the *paten* -small silver plate, the priest wafer, the *pall*-square stiff cover and

*Corporal* – linen on which to place the service and elements for consecration. Other times we fill one carafe with water the second with wine, and the bread box with the wafers to be consecrated. “How much to use” is a weekly question that is answered in consultation with the deacon or priest. It is dependent on how many we estimate will attend service and how much is consecrated in reserve. Each week the purificators and corporals are laundered and ironed; when needed and before Easter the *fair linens* and *credence table cover* are laundered and ironed. Several times a year brass and silver are polished with the help of Joyce Manning. This past fall we reintroduced Saturday evening Service – we again set two separate stacks.

To this rhythm is added the occasional baptism, wedding, funeral, or special service, without interruption. Occasionally, we have the privilege of working while Sarah is rehearsing. When a season changes, Easter, Pentecost, the season after Pentecost, Advent the super frontal is changed to the appropriate color.

Please consider joining our team, it is fun to work in teams, with lots of laughs, good conversation and sometimes humming and singing. If you are curious, join us as we clean the chancel after Sunday Service.

Barbara Baraw



## **2023 Men's Breakfast Group**

### **Report to the Vestry**

Attendance varies but there are typically 6-8 at the table. While we gather to enjoy a meal and fellowship, there is always dialogue around a topic or article that Father Rick has shared with the group. Those at the table share their strength and hope as they relate to the article or ongoing dialogue. The group is open to providing service to the other ministries of St John's or groups in the community.

The Men's Breakfast Group would like to recognize Bill Robinson's leadership. Bill and Elaine moved to 'very' upstate NY in October of 2023.

Respectfully submitted,

Andy Rodman  
1/11/2024

## **Women's Spirituality Group Annual Report 2023**

Thursday Morning is a special time in St. John's undercroft when the Spirituality Group gathers in friendship for about one and a half hours. It is an open group of women from 4 faith communities, St. John's, Blessed Sacrament, Stowe Community Church, and Friends Meeting. Sipping coffee and tea and enjoying sweets when brought, we begin with an opening prayer usually from J. Philip Newell's books *Sounds of the Eternal* or *Celestial Blessings*. Conversation then centers around what is occurring in the community, loved ones, travel, events, books, and our faith communities depending on what one wants to share or ask. From there most of the time we read from an inspirational book. The book is passed around the table giving each attendee an opportunity to read if desired. The reading is interspersed with comments, memories, questions, and wonderings which make the reading more explorational and personal. Listening to the spoken word in different voices brings forth an interconnection. Books read this year are *Speaking For Sunday* by Rachel Evans, *Take This Bread* by Sara Miles, *Spirituality of Gratitude* by Joshua Kang, *Sacred Grounds* by Tim Scheck, *Speaking of Faith* by Krista Tippet, *In Search of Belief* by Joan Chittister, and *Holiness and The Feminine Spirit* by Janet McKenzie. Our time closes in reading from Joan Chittister's monthly *The Monastic Way*. Her daily quotes, questions, and insights give us thought to leave with for the coming week. Spirituality Group is always a blessed time. Anyone who would like to join the group is welcome. It is a time of spiritual exploration. Come join us.

The 2023 Spirituality Group

## Counter Report for the Year 2023

Barbara Cunningham ([cunningham.barbara@gmail.com](mailto:cunningham.barbara@gmail.com))

Thank you to those who volunteer to count the plate collection each Sunday.

Volunteers:

Barbara Baraw

Deb Clark

Barbara Cunningham

Sandy Duncan

Lynne Harries

Pete Johnson

Eileen Kraemer

Oliver Kelley

Cindy Rodman

Terry Whelan

Although it may appear that there are a sufficient number of counters, there is still a critical need for additional volunteers. Each of the above-named also hosts Coffee Hours and does a myriad of other tasks for the church.

After the church service each week two volunteers count the plate cash and record electronically the deposit of parishioners and guests. The Cash and Checks are then placed in a night deposit bag and deposited at Union Bank. The procedure is straightforward, simple, and does not take a lot of time. Please speak to Barbara Cunningham if you'd be willing to join the team!

Respectively submitted,

Barbara Cunningham

## **Open Arms Ministry Childcare Annual Report 2023**

In the autumn of 2023 St. John's began offering the Open Arms Childcare Ministry during the 10:00 worship service. Currently we serve between 4 - 7 children regularly who are toddlers to primary age. At this time the focus is childcare which is to play and love children.

Episcopal Diocese of Vermont Safe Church Training was taken by Deb Clark, Cindy Rodman, and Lily Dunlop to fulfill requirements of ministry with children. Two individuals are required to be with the children at all times. Cindy and Deb take turns and Lily, as a hired childcare provider, are the three people who staff the ministry. This ministry supports children, parents, and grandparents. Please consider joining the team if you love children, like to play, and have fun. Being with the children is a blessing.

Deb Clark  
Cindy Rodman  
Open Arms Childcare Team Leaders

## Visual and Performing Arts Ministry

It has been an active and exciting year for the arts at St. John's in the Mountains.

In May, we received, on a long-term loan, a historic 1912 Steinway piano. Restored 20 years ago, this beautiful instrument still has the original action, pin block, and soundboard. This restoration brought the replacement of hammers, and the original trestle legs were replaced with the more classic Steinway legs. Although this piano is over 110 years old, its warm, inviting sound is timeless. The loan agreement is for 2 years with an option to purchase at the end.

Our 2023 visual arts series premiered with an exhibit by husband-and-wife team, Maryellen Sullivan and Bob Fahey. Maryellen's vibrant abstract acrylics were balanced with a collection of Bob's black and white photos.

We followed up with "Pollage" an amazing collaboration of friends Gina Jenkins and Phyllis Rachel Larrabee. Gina's intricate collages illustrated Phyllis's playful poetry creating a product greater than its component parts. It was a profound reflection on friendship and collaboration.

As we write this, we have installed a third show by painter, and friend of St. John's, Peter Given. Peter's vibrant landscapes are a brilliant reflection of light and shadow and include images of many iconic Stowe area places.

Each of these installations has invited us to re-imagine our worship space and to invite more people into our communal space. They've been wonderful opportunities for fellowship and community building.

The New Year is a good place for our ministry to reflect on, and evaluate, the successes and challenges of the old year. The opportunities are easy to imagine and virtually endless. We invite any and all to join the Arts Ministry. See Deb, Nat or Fr. Rick if you are interested. We look forward to continuing hosting visual artists and creating special opportunities for music and community.

-nat