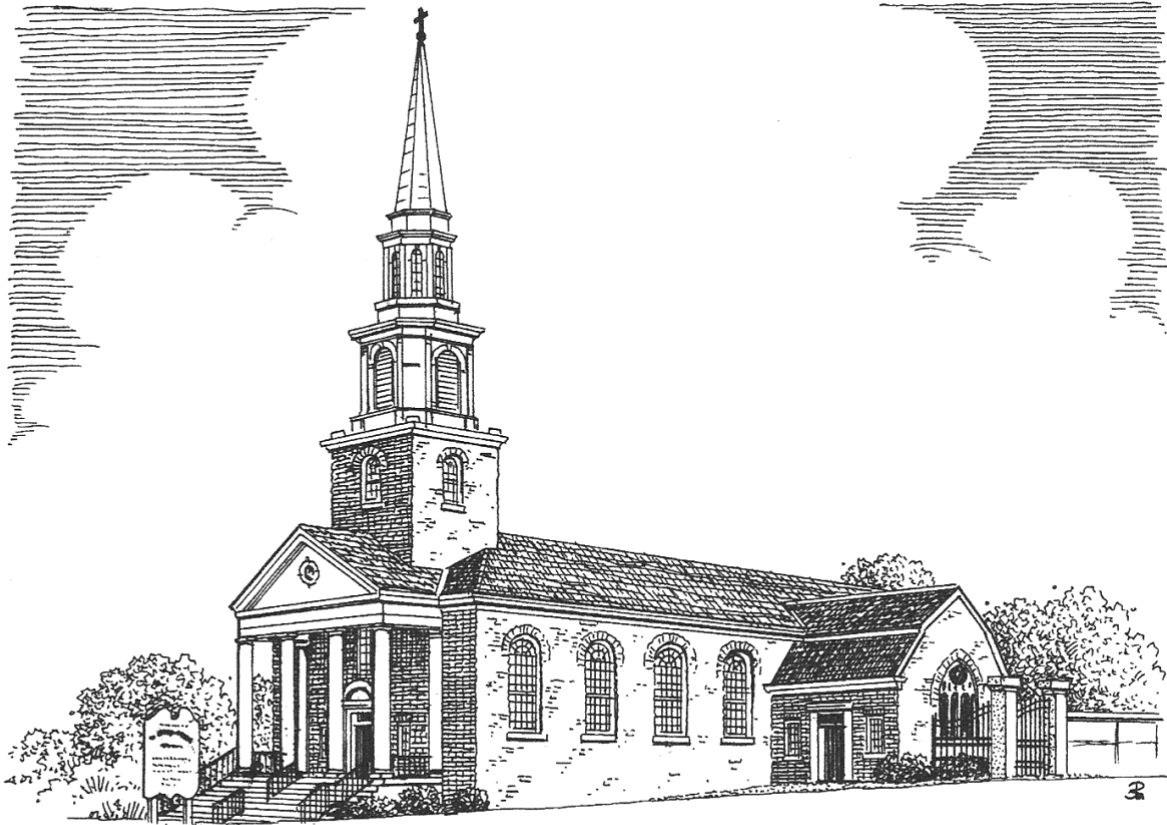




St. Peter's  
EPISCOPAL CHURCH WESTON



# 2023 Annual Report

ANNUAL PARISH MEETING

Sunday, February 11, 2024

Parish Hall

# Mission Statement of St. Peter's Episcopal Church, Weston:

*By God's grace, we strive to build a welcoming, joyful community,  
transforming lives by serving God in Christ, one another,  
and those in need with love and acceptance*

## Parish Staff

The Rev. George Stevens, *Interim Rector* (until September 2023)

The Rev. Kate Bast, *Bridge Priest* (as of October 2023)

Robert DeRegis, *Director of Music*

Emily Linthicum, *Parish Administrator*

Maryann Badejo, *Bookkeeper*

Harry Goodale, *Director of Facility*

Mark Dangelo, *Sexton*

## Members of The Vestry

Michael Iacono, *Co-Warden*

John Jacobs, *Co-Warden*

Camille Batarekh, *Treasurer*

Mary Pratt, *Clerk*

Nicole Bartlett

Deborah Eakin Boshart

David Glenn

Hansi Dean

Bill Poduska

Anne Ruggles

# WARRANT

All persons who are duly qualified voters of St. Peter's Parish, Weston, Massachusetts, are invited to be present at the ANNUAL MEETING to be held at St. Peter's Church on Sunday, February 11, 2024 following the 10:00 am service for the following purposes:

- 1) To elect to the Vestry, Michael Iacono, Co-Warden, to serve for a term of one year;
- 2) To elect to the Vestry, John Jacobs, Co-Warden, to serve for a term of one year;
- 3) To elect to the Vestry, Camille Batarekh, Treasurer, to serve for a term of one year;
- 4) To elect to the Vestry, Mary Pratt, Clerk, to serve for a term of one year;
- 5) To elect to the Vestry, Nicole Bartlett, to serve for a term of three years;
- 6) To elect to the Vestry, a Vestry member, to serve for a term of three years;
- 7) To elect a Delegate to Convention, Mark Ramseyer, to serve for a term of one year;
- 8) To elect a Delegate to Convention, Sarah Schott, to serve for a term of one year;
- 9) To elect an Alternate Delegate to Convention, to serve for a term of one year;
- 10) To elect a Nominating Committee Member, to serve for a term of three years.

By order of the Vestry,

*Mary K. Pratt*

Clerk

# ANNUAL MEETING AGENDA

## **Annual Parish Meeting**

St. Peter's Episcopal Church, Weston, MA

Sunday, February 11, 2024

1. Call to Order and Opening Prayer
2. Approval of the Minutes of the February 5<sup>th</sup>, 2023 Annual Meeting
3. Nominating Committee Report and Motion to accept slate of Vestry members, officers, and delegates
4. Wardens' Report
5. Finance Report
6. Closing Prayer
7. Adjournment



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# 2023 ANNUAL MEETING MINUTES

## Annual Meeting of the Parish, February 5, 2023

Annual Meeting of the Parish of the St. Peter's Episcopal Church was held on February 5, 2023 at 11:30 a.m. at St. Peter's. The Annual Report for 2022 was distributed to all those present at the meeting.

### 1. Declaration of a Quorum

Rev. George Stevens called the meeting to order asked Ann O'Rourke, Clerk of the Vestry to declare a quorum. Ann declared a quorum present and encouraged all members present to sign the attendance book that was circulated during the meeting.

### 2. Approval of the Minutes

George called for a motion to approve the minutes of the previous annual meeting. The following motion was made:

**Motion: To adopt the minutes of the February 13, 2022 Annual Meeting of the Parish.**

The motion was seconded and carried.

### 3. Nominating Report

Ann O'Rourke listed the candidates for the Vestry and Convention Delegates proposed by the Nominating Committee. Ann then called for a motion to elect this slate of candidates. The following motion was made:

**Motion: To elect each of the following individuals to the positions and for the term specified as follows:**

- 1) To elect to the Vestry, Michael Iacono, as Co-Warden, to serve for a term of one year;
- 2) To elect to the Vestry, John Jacobs, as Co-Warden, to serve for a term of one year;
- 3) To elect to the Vestry, Camille Batarek, as Treasurer, to serve for a term of one year;
- 4) To elect to the Vestry, Mary Pratt, as Clerk, to serve for a term of one year;
- 5) To elect to the Vestry, John Poduska, as Vestry member, to serve for a term of three years;
- 6) To elect to the Vestry, Deborah Boshart, as Vestry member, to serve for a term of three years;
- 7) To elect to the Vestry, Hansi Dean, as Vestry member, to serve for a term of three years;
- 8) To elect as a Delegate to Convention, Jim McDaniels, to serve for a term of one year.

The motion was seconded and carried.

### 4. Warden's Report

Mike opened his report by welcoming Rev. George, as our Interim Rector, and thanking him for his great contributions to our parish life. He reported that in the past year, the Strategic Planning Committee had completed the Strategic Planning process. He reported that with respect to parish facilities, renovations had been made to the church kitchen using proceeds of a grant received from the Dioceses, as well as to the church hall. Mike reported that in the past year, St. Peter's outreach efforts have been strong. With a focus on assistance to Afghani refugees, Karen Montague and Hansi Dean have led a number of drives and efforts. In the meantime, St. Peter's has continued to support WATCH and St. Stephens in Boston. Under the leadership of Tom Keery, St. Peter's had a successful Fall stewardship season with improvement in number and total amount of pledges over the prior year.

Mike stated that priorities for 2023 will include hiring our next spiritual leader, indicating that we will be looking for a “Priest in Charge” which will be a three year commitment, with the Diocese processing applicants and passing them through to us for consideration. Mike encouraged anyone with ideas about possible candidates to submit them to him. Implementing the priorities outlined in the Strategic Plan will also be a priority, with focus on positioning St. Peter’s as a “mission hub” in our community. We will also strive to increase St. Peter’s virtual and physical visibility in the community and to grow and strengthen the congregation. St. Peter’s is still in a deficit situation and so in the next year, another focus will be to develop a realistic financial plan that recognizes our reduced numbers and therefore reduced stewardship receipts. We will focus on generating revenue through more building rentals.

Mike stated that St. Peter’s has many reasons to be hopeful about its future. Annual stewardship saw an increase in number of pledges and total giving reflecting a positive outlook among parishioners. Parishioners report finding church services are engaging and inspirational and there is feeling of increased energy at every church function. We have seen old friends returning to participate in parish life.

## **5. Treasurer’s Report**

Camille Batarekh, Treasurer, referred the group to the detailed Treasurer’s Report set forth in the Annual Report. He summarized that report, noting that in 2022 total revenue was \$594,493, while total expense was \$564,046. In 2022, number and total amount of pledges decreased by 17%. As a result of this decline in pledge revenue, St. Peter’s withdrew \$208,106 from the endowment, representing 10% of total endowment funds vs a target spend rate of 5%. Overall, total endowment funds decreased by 26% due to the withdrawal and due to the decrease in market value of \$321,044. He said that in 2013 a loss is again budgeted due to increased staff health care expense and to a planned pay increase for staff who have not enjoyed any increases for the past several years.

Camille summarized the 2022 balance sheet, noting that Total Liabilities & Net Assets decreased by 3%. Camille said that two key changes in the balance sheet were the endowment value decrease of 26% and that the value of the rectory had been updated to reflect market value based on Zillow vs. the town assessor’s value.

Camille summarized the 2023 budget, noting that the 2023 budget projects a balanced budget with total revenue and expenses at \$520,197. In response to a question about the solar panels, Camille reported that in 2022, the solar panels provided positive cash flow of approximately \$15,000 and created \$5,000 in savings on electricity costs. Regarding a question about rental income, Camille reported that most of the rental income came from rental of the rectory.

Camille ended his report thanking Steve Peacher for his contributions as Endowment Committee Chair, Tom Jackson for his contributions as Assistant Treasurer and Marianne Badejo, who is St. Peter’s bookkeeper.

## **6. Implementation of Strategic Plan Priorities--Staffing**

Rev. George reported that the first staffing priority in the implementation of the Strategic Plan will be to hire the Priest in Charge. George said that the process for this does not involve a search committee as it does when hiring a Rector. The Priest in Charge has a three-year commitment. The first two years are spent in shared discernment and during the third year, the parish and Priest in Charge decide whether to continue mutually. The position will be posted locally and nationally over a six-week period. The Diocese will vet the candidates and then send them through to St. Peter’s for considerations.

The second staff position contemplated in the Strategic Plan is a position specifically focused on supporting the creation of a “mission hub” at St. Peter’s. The mission hub concept capitalizes on its St. Peter’s central

location and history with outreach to create a virtual and physical center for connecting community members to service work and in turn making St. Peter's more accessible to our community. The specifics for this second position will depend in part on the interests and strengths of our Priest in Charge so it is contemplated that this position will be filled after finding the Priest in Charge.

## **7. Adjournment**

There being no other business to discuss, the meeting was adjourned.

Respectfully submitted,

*Ann O'Rourke*

on behalf of Clerk, Mary Pratt



# WARDENS' REPORT

Michael Iacono, Co-Warden and John Jacobs, Co-Warden

Dear Parishioners and Friends of St. Peter's,

If there is a word to sum up this year's annual report, it is "perseverance". Despite challenges, our St. Peter's community has demonstrated resilience, commitment, and a shared vision for the future. Below, are some of the year's significant highlights and achievements:

1. **\*\*Interim and Bridge Priests:\*\*** We express deep gratitude for the exceptional service of George Stevens, our Interim Priest for 18 months, and for our current Bridge Priest, Kate Bast. Their dedication has provided stability during our search for a new priest in charge.
2. **\*\*Strategic Plan Completion:\*\*** The successful completion of our strategic plan sets the foundation for our future endeavors, emphasizing the importance of patience and focus on our mission. Our mission statement, emanating from that plan, is more appropriate now than ever: *To build a welcoming, joyful community, transforming lives by serving God in Christ, one another, and those in need with love and acceptance.*
3. **\*\*Maintaining Traditions:\*\*** Our cherished traditions, including the pancake supper, tree lighting, and music performances by Bobby DeRegis and the choir (Rachel Schachter, Evan Biela, Doug Riis, Apollo Appolito, Sharon McGinnis, Manty Shongwe, Danny Green, Elaine Lai, and Kendra Comstock), continue to enrich our spiritual journey. In particular, Bobby's presentation of 'Song of the Shadows' on Good Friday was one of the most spiritually inspiring events in St. Peter's memory.
4. **\*\*Growing Membership:\*\*** We are encouraged by the gradual attraction of new members, especially young families actively participating in our community.
5. **\*\*Financial Stewardship:\*\*** Despite a slightly short stewardship season, families have continued their generosity this year. Special thanks go to Camille Batarek, Tom Jackson, and Mary Ann Badejo for their diligent financial management.
6. **\*\*Property Maintenance and Enhancements:\*\*** Through the use of our endowment, we've made some long-needed maintenance to our property, notably the re-glazing and painting of church windows. Challenges with the steeple and organ await funding for future restoration.
7. **\*\*New Montessori School and Rental Income:\*\*** A Montessori school has become a new tenant, renting our downstairs classroom area. This not only brings in income but also contributes to the vibrant atmosphere of our church.
8. **\*\*Active Vestry and Search for a New Priest:\*\*** The Vestry, especially members like Mary Pratt, Nicole Bartlett, Bill Poduska, Deborah Boshart, David Glenn, Hansi Dean and Anne Ruggles, have been instrumental in leading the church in the absence of a permanent priest and continuing the search process. We remain hopeful that we will find someone who is a strong fit for us and can bring new energy and vision.
9. **\*\*Staff:\*\*** We are immensely grateful for our dedicated staff, including Bobby De Regis, Emily Linthicum, Harry Goodale, and Mark Dangelo, who ensure the smooth functioning of our church.

10. **\*\*Committee Acknowledgments:\*\*** We offer heartfelt thanks to our committees: Stewardship (Tom Keery and Scott Westvold), Outreach (Ann Ruggles, Ann O'Rourke Judy Campos, Hansi Dean, & Karen Montaque), Flower Guild (Helen Stock, Carolyn Ellis, Becky Callow), Altar Guild (Ann O'Rourke, Jim Daughtry, Molly Davidson, Beverly Dillaway, Betsy Rowe), and Endowment (Steve Peacher, Beth Westvold) for their unwavering commitment and contributions.
11. **\*\*Worship Warriors and Active Parishioners:\*\*** We celebrate the active engagement of parishioners in various roles, including Worship Warriors (Lynn Maruskin, Cheryl Murphy, Lucy Bradley, Sharon McGinnis, John Jacobs, Anne Ruggles, Judy Campos, Jim McDaniel, Mark Ramseyer) and all those involved in Sunday service.

As we embark on the search for our new leader, let us remain patient, united, and inspired by the bright future that awaits us. Together, we are the heart of St. Peter's Episcopal Church.

With gratitude,

Michael Iacono, John Jacobs

Co-Wardens

## NOMINATING COMMITTEE

The Nominating Committee consists of the Rector, the Wardens, and three members who are each elected for a three-year term, one elected by the Parish at each Annual Meeting. The Committee's role is to solicit recommendations from the Parish and identify possible candidates for election to lay leadership positions as outlined in our Parish By-laws, to approach the most qualified individuals, and to present candidates who feel called to serve the Parish.

This year's Nominating Committee included Michael Iacono, Co-Warden; John Jacobs, Co-Warden; Ann O'Rourke, Karen Montague, and Scott Westvold. Criteria for leadership included exhibited dedication to the Parish, depth and breadth of prior St. Peter's leadership experience, skills and interests relative to each position, and the ability to work collaboratively and spiritually in a group. A continued goal was to maintain balance in gender, age, and stage of membership.

### **This year, the Committee presents the following nominees:**

- 1) To elect to the Vestry as Co-Warden, Michael Iacono, to serve for a term of one year;
- 2) To elect to the Vestry as Co-Warden, John Jacobs, to serve for a term of one year;
- 3) To elect to the Vestry as Treasurer, Camille Batarekh, to serve for a term of one year;
- 4) To elect to the Vestry as Clerk, Mary Pratt, to serve for a term of one year;
- 5) To elect to the Vestry, Nicole Bartlett, to serve for a term of three years;
- 6) To elect to the Vestry, to serve for a term of three years;
- 7) To elect as Delegate to Convention, Mark Ramseyer, to serve for a term of one year;
- 8) To elect as Delegate to Convention, Sarah Schott, to serve for a term of one year;
- 9) To elect as Alternate Delegate to Convention, to serve for a term of one year;
- 10) To elect as a Nominating Committee Member, to serve for a term of three years

On behalf of the Nominating Committee,

*Michael Iacono, John Jacobs, Ann O'Rourke, Karen Montague, and Scott Westvold*

## WORSHIP MINISTRIES

### **Altar Guild • Ann O'Rourke**

St. Peter's Altar Guild is a great group of men and women who prepare the altar (chapel and main altar) each Sunday for worship, and also for weddings, baptisms and funerals. Our crew is currently comprised of Jim Daughtry, Molly Davidson, Beverly Mason Dillaway, Ann O'Rourke, and Betsy Rowe. This coming year, we will have a change in leadership as Beverly Mason Dillaway will step up to the position of Altar Guild Directress, relieving Ann O'Rourke. Our dedicated members sign up to be "on duty" about one Sunday per month and generally prepare for the services at their convenience during the week and then take care of clearing the altars after the services on Sunday. For Easter and Christmas, we work together to prepare for and cover all of the services. We welcome anyone to join us who would like to get a better understanding of our Sunday rituals and get to know a fun group of people!

### **Flower Guild • Helen Stock**

The Flower Guild continued to be responsible for the flowers that grace our main and chapel altars, fulfilling our mission to bring the beauty of God's creation to our worship. Parishioner monetary donations for flowers enhance our weekly in person and online services. An altar floral arrangement can be given in memory of a loved one or in celebration of an event or anniversary. Please contact Emily Linthicum in the church office ([office@stpetersweston.org](mailto:office@stpetersweston.org)). A sign-up flower donation calendar is also posted in the Narthex. After the service, The Flower Guild and volunteers create flower arrangements from the donated altar arrangement(s). These smaller arrangements are then taken to parishioners via pastoral visits and are greatly appreciated by the recipients! Becky Callow, Carolyn Ellis, Lucy Bradley, and Helen Stock were responsible for creating the weekly altar flower arrangements. Lucy Bradley and Molly Davidson have graciously assisted in creating much appreciated pastoral arrangements. We invite parishioners to share their time and talents in this meaningful ministry. Supplies and training provided. There are flexible opportunities to participate. Please contact Helen Stock at [helenstock2@gmail.com](mailto:helenstock2@gmail.com).

For the festive holidays, Easter and Christmas, members of the Guild, flower arranging friends, and additional parishioner volunteers, decorated the church with parishioner donated seasonal flowers, plants and seasonal greens.

At Easter, Carolyn Ellis created a glorious Easter main altar garden. Chay Veeder created beautiful chapel altar arrangements and the celebratory Paschal Candle arrangement was created by Helen Stock. Lucy Bradley created additional beautiful floral arrangements in the chapel. Cynthia Chapra created the fabulous tall fluted cut flower Lilly window arrangements. Becky Callow coordinated selecting and placing colorful potted Hydrangeas in the windows, as well as a selection of small potted plants in the Narthex donated by the Callow family. These colorful spring bulb plants were distributed to parishioners after the services, which is a St. Peter's tradition. The very beautiful, large Hydrangeas were available for parishioners to purchase after the Easter season.

For Advent, Advent wreath kits of greens, a wreath frame, and Advent candles were available for parishioners to take home.

During the Advent and Christmas seasons, wreaths were hung on the five outside doors and the two sets of gates. In addition, 11 parishioners joined together for the annual greening of the church after the services on the Sunday before Christmas. Large decorated faux wreaths were hung on the front wall. The windows were decorated with 18" wreaths with a clip-on candle, gold pinecones, and a red bow. Poinsettias, gold pinecones, red Cardinals, and greens were used on all of the window sills. The chapel windows each had a

10” decorated wreath. The two outside urns and chapel urn were filled with seasonal greens and decorations by Becky Callow, Lucy Bradley and Helen Stock. Chay Veeder created a stunning festive main altar arrangement. Red Poinsettias were placed on the Chapel altars. Chay and Lucy created the Christmas arrangement outside the Sacristy. Red Poinsettias were placed along the path to the altar. Becky Callow created a beautiful faux and dried arrangement for the narthex. Additional small faux trees and greenery were also added to the Narthex. Harry Goodale and Mark Dangelo also provided much appreciated assistance.

Holiday plants were delivered for Easter and Christmas to parishioners on the pastoral care list, or who had recently lost a loved one. Thank you to Rev. George, Rev. Kate, and Becky Callow for coordinating this ministry and additional parish volunteers for this meaningful pastoral outreach. We are always appreciative of parishioners who can help make flower deliveries to our parishioners. We now have flower arrangement transport boxes to make the deliveries much easier. The recipients also greatly appreciate maintaining a connection to St. Peter’s.

The Flower Guild also oversees the beautiful Memorial Garden just outside the Chapel. Carolyn Ellis and John Bulbrook have spent many hours tending to this special garden in addition to Harry Goodale’s expert lawn maintenance and the landscaper.

Thank you to all who donated time, talent, and treasure to this meaningful ministry! Thank you to Rev. George, Rev. Kate, Emily Linthicum, Harry Goodale, and Mark Dangelo who provided valuable behind the scenes support to the ministry of Flower Guild.

A very special thank you to Carolyn Ellis for her special gifts of dedication, talent, time, creativity, leadership, and welcoming spirit to the ministry of Flower Guild over many years at St. Peter’s!

### **Lay Liturgical Ministry • John Jacobs**

One of the most meaningful opportunities St. Peter’s offers its members is to play a direct role in our worship services. A small but enthusiastic group of parishioners assist as chalicists, lectors and litanists. While we are blessed with this group of extremely dedicated volunteers, we very much need new volunteers to step forward! We invite those who are not yet serving to consider joining one of these special ministries. Many LEMs, readers and litanists find that the worship service becomes a richer and more meaningful experience when they are directly involved. If you are interested, please contact Rev. Kate or John Jacobs. There is little training involved, and your assistance will be warmly welcomed.

### **Music • Robert DeRegis**

As it has been for the past five years, it continues to be an honor and pleasure to serve the people of St. Peter’s Church as organist and choir master. The biggest highlight of the past year has been the birth of Levente Biela, the beautiful son of our tenor section leader Evan and his wife, soprano Anna. Lev brings joy to the choir every Sunday morning with his smile and happiness. Congratulation to Anna and Evan! A very special congratulations to our baritone section leader Apollo Appolito on his marriage this past fall. Apollo and Kay spent their honeymoon in Japan.

Our choir continues to elevate our worship to the highest standards. Our goal is to inspire and uplift everyone in the worship service. We welcome our newest choir member, soprano Elaine Lai. Elaine is now part of our choir family along with sopranos Anna Koloszvari Biela, Manty Shongwe, Sharon McGinnis and section leader Kendra Comstock; alto Rachel Schachter; tenor Evan Biela; bass Doug Riis and section leader Apollo Appolito. We are blessed to be with each other and make music for our worship.

Our choral library is still in the process of being electronically catalogued and reorganized. Special thanks to Jim Daughtry for his computer technical skills and to Sharon McGinnis for doing the physical organization of the library. The choral library is composed of the individual anthems the choir sings each week, including Christmas, Easter, and Holy Days and feasts. We have almost one thousand volumes in our library, a great resource for a parish with an excellent choral program.

The final word is about our Aeolian-Skinner organ. Being 65 years old, much of the leather components need replacement. The console (keyboards, pedals, and knobs where the organist sits) has been partially refurbished with new leather. There is still more releathering to be done, as well as some refurbishment to the electrical components in the console. The pipes in the swell and choir divisions are in desperate need of releathering. Both divisions are plagued with pipes that are silent due to failed leather. Many beautiful solo stops are no longer heard because there are so many non-working pipes. We are in the process of procuring cost estimates to remedy this situation. It will indeed be in the thousands of dollars and many hours of labor for releathering and refurbishment. Alternatively, the cost to replace our organ with one of similar size (2000 pipes) would be over \$2,000,000. Several of our nearby Episcopal churches have decided to replace their pipe organs instead of refurbishing them. Christ Church Needham and St. Paul's Brookline opted for an electronic (digital organ sounds, no pipes) replacement. Christ Church Andover and Church of the Redeemer Chestnut Hill opted for new pipe organs. The electronic replacements cost on average \$250,000; the new pipe organs nearly \$3,000,000 each. Refurbishing St. Peter's Aeolian-Skinner organ would be the least costly option in lieu of replacing it. Our Aeolian-Skinner is also of the highest quality and was considered to be the "Rolls-Royce" of organs when it was built in 1958. A gift of Howard Gambrell in honor of Rector Emeritus Rev. Chauncy, the pewter plaque above the console reads "that his voice may be heard throughout the years".

My hope is that our organ will be heard throughout the next 65 years, if we make the commitment for its upkeep.

## PARISH LIFE

### **Outreach • Anne Ruggles**

*"Using God's gifts of time, talent and treasure, we seek to understand and respond to regional, national and global needs outside our parish. We support organizations which empower and maintain the personal dignity of those in need, and which personally involve our parishioners where possible."*

For the most part, the Outreach Committee continued supporting familiar organizations with whom we have long-term relationships. As you may recall, the outreach committee receives \$25,000 from an endowed fund to make grants so please refer to the chart at the end of this report to see the amounts allocated to specific non-profits.

In October, we sponsored a diaper drive to benefit the Diaper Depot in Waltham. Response was great, and we supplied more than one month's worth of diapers to Waltham families who rely on those much needed and expensive products.

Our long-term partnership with WATCH (Waltham Alliance for Teaching, Community Organizing and Housing) continued and the \$15,000 grant was specifically used for housing, basic needs, and job clinics. We supplemented the grant with an additional \$7,800 during the Thanksgiving dinner drive. One hundred and four families received \$75 Market Basket gift cards from generous St. Peter's parishioners and the wider Weston community.

Our long-standing partnership with St. Stephen's Church in Roxbury continued in support of the B-Safe program in several ways. A \$2000 grant was given to help support the program financially. In partnership with St. Elizabeth's in Sudbury, we sponsored what was supposed to be a beach barbecue at Ashland State Park into a movie at the West Newton Cinema. Inclement weather caused this last-minute change of plans but the kids enjoyed the movie and indoor barbecue at St. Peter's. We also provided groceries to the families of the children attending the summer program. Special thanks to Anne Ruggles for purchasing, assembling (thank you Bobby DeRegis for helping pack the bags), and delivering the groceries to Boston. Thanks also to Ann O'Rourke, Becky, Cheryl, Karissa, Bobby, Mike, Manty, Norva, Karen and many others for helping out with the Friday field trip and donating food and supplies. Lastly, due to a remaining balance from an account that was closed out, \$2,788 was donated to St. Stephen's at the end of the year to fund expenses relating to B-Safe for 2024.

Instead of working with St. Stephen's for our Christmas drive as we have done in the recent past, we partnered with Latinos en Accion de Waltham to provide much needed presents for children in Waltham. WATCH recommended this organization since many of its families belong. We donated \$1,000 (half from a grant and the remainder from generous parishioners) as well as a car full of gifts from St. Peter's parishioners. A special thank you to Ann O'Rourke for helping Anne Ruggles load and deliver the gifts in early December.

The Susan McDaniel Run for Lovelane continues to motivate parishioners to walk/run in honor of a beloved St. Peter's family and once again our church was one its sponsors. We had baseball hats made displaying the St. Peter's logo so our crew were easily recognizable.

St. Peter's Ministry remains strong and active in helping the Manchester, NH Afghan refugee community achieve community and self-sufficiency. Our Afghan women's group, Brookside Tuesdays, continued this year. It is a highlight for all the women and as new families have arrived, our numbers have grown. The new arrivals are so relieved to find a community of Afghan women who can help them navigate their new lives. We start with a potluck lunch, followed by a round table discussion on topics that range from explanation of American holidays to how to save on heating costs. We had help from many outside "speakers" including a policewoman who talked about child car safety and taught them how to install car seats, dental hygienist who stressed proper oral care, a psychologist who talked about how to handle unruly children, librarians, and even a blind friend of a volunteer who brought her seeing eye dog. As important as the information we are trying to impart, is the socializing that occurs. The bonds that have been created between them help ease the loss of families left behind. Camp Brookside ran through the summer months with upwards of 20 children having fun outside on the grounds of Brookside. Most of the families live in apartments without yards and are in neighborhoods with a large population of alcohol and drug addicted people. It is unsafe for the children to be outside, so they are cooped up all day. We were successful in getting most of the school age kids into summer school which helped.

We received three grants in 2023, which funded most of our ministry, together with support from Trinity Concord, Grace Church Manchester, and many individual donors. One of the grants received from the NH Episcopal Diocese was used to fund activities for kids throughout the year. Most of the school age kids went to tutoring at a local private school and played spring soccer. During school holidays we took the kids on field trips to the NE Aquarium, Christa McAuliffe Science Center, Palace Theater Magic show, NH Aviation Museum, city pool and their first big screen movie experience .... Mutant Ninja Turtles! The grants also covered a men's social group, which regularly went bowling. It is hard for the men to get together as they work multiple jobs to send money home to their families. Many of the men were separated from their families at the end of the war and have wives and children in Afghanistan who they are desperate to reunite with. Fortunately, they are moving through the asylum process, which will enable them to participate in a family reunification program run by the State Department.

It's so great to see families and individuals begin to settle in. We've come a long way but as members of St. Peter's who were involved with sponsoring previous refugee families know, it takes between three and five years for families to fully assimilate. English is the key to involvement in the wider community, their earning potential, and educational opportunities so learning English is one of our key initiatives for the coming year. Another initiative is to take Sewing Seeds for Hope, the women's business we launched on their behalf with help of two grants from Episcopal Province One, to the next level. We're very excited by the support we received this year which resulted in over \$20,000 in sales, 100% of which went directly to the five artisans who between them have 24 children! The artisans are so proud to be businesswomen and to help support their families. One woman uses the proceeds of her sales to support 5 families in Afghanistan, who wouldn't have food without her contributions.

A huge thank you to Hansi Dean and Karen Montague for their tireless and ongoing support of the Afghan refugees. Karen's and Hansi's ability to mobilize help from the St. Peter's community, as well as the greater MetroWest area, inspires us all.

The Outreach Committee had a productive and meaningful 2023. The committee will be reassessing its current relationships as well as exploring new ones with our neighboring partners to determine how best to accomplish our service mission while attracting and retaining new members and friends of the church. Please consider joining this dynamic group.

### **2023 Outreach Grants**

Afghan Refugees	\$2,000	
St. Stephens	\$2,000	
WATCH	\$15,000	(\$7,800 Thanksgiving gift cards)
United Methodist Church	\$720	(Amity Day Sponsor)
Run for Lovelane	\$1,500	(Sponsor)

#### *Emergency/Intl. Aid*

Episcopal Relief	\$300	(Turkey & Syria earthquake)
Doctors w/out borders	\$300	(same)
Samsfed	\$300	(same)
Diaper Depot	\$500	
Latinos en Accion	\$500	
Migrant Relief Fund (United Way of MA)	\$1,880	

Grand Total                    **\$25,000**

### **Hospitality • Lynn Maruskin**

Coffee Hour, the time for light refreshment and conversation for adults and children, is the primary focus of Hospitality. For years, Coffee Hour was held downstairs after the 10Am service. This past year we moved Coffee Hour to the sanctuary, so that people could almost have coffee and a snack without leaving their seats!

We've returned to our First Sunday Breakfast, held at 9 AM on the first Sunday of the month. This is a great opportunity for those who attend the 8:00 and 10:00 services to get together. In addition to Coffee Hour and First Sunday Breakfast, we've organized the Mardi Gras celebration, the Easter choir breakfast, the June parish picnic, and a couple of funeral receptions.



Many thanks to all who have answered our call for food for events such as these. Special thanks to Cheryl Murphy and Becky Callow for their continued support.

## **Property • David Glenn, Harry Goodale, John Jacobs and Jim McDaniel**

The Property Committee's primary mission is to maintain our beautiful Church building, Parish House and Rectory so that they can be used in furtherance of St. Peter's mission. In recent years, the Vestry has also encouraged the Committee to investigate ways in which our physical facilities might be used by outside groups or otherwise in ways that will generate additional income to support St. Peter's operations and ministries. The following report describes the Committee's efforts to advance both goals during 2023.

### **New Preschool**

In May, St. Peter's was contacted by a group of experienced preschool teachers who were interested in establishing a new Montessori preschool in St. Peter's Parish House. This group recognized the many attractive features of St. Peter's location and facilities for a preschool operation, and they were soon in serious discussions with St. Peter's about desired improvements, licensing, town approvals, insurance requirements and publicity that would be required for a successful launch of a new school. Important participants in these discussions from St. Peter's included Rev. George Stevens, Emily Linthicum, the Wardens and especially David Glenn, who served as the main contact person for the project. Jim McDaniel drafted a contract for the parties and checked into the insurance requirements for hosting a preschool. Harry Goodale, as usual, spent a great deal of time coordinating the physical improvements to the ground floor of the Parish House and, in particular, overseeing lead paint remediation on the fire escape so that we could pass the Town of Weston inspection.

In the meantime, the group from Beacon Montessori put in a considerable amount of time, money and physical labor into transforming the Parish House classrooms into gorgeous preschool facilities and also cleaned up and improved the playground behind the Church. The preschool was able to hold an open house in November and is actively enrolling children between the ages of 2.9 and 6 years. Our agreement with Beacon Montessori provides for monthly payments to St. Peter's totaling \$36,000 per year, with a \$10,000 credit in year one to recognize the improvements to the classrooms that they funded. It is hoped that this high-quality operation will continue to utilize St. Peter's facilities for years to come and will raise St. Peter's visibility within the local community.

### **Solar Power Project**

Last year, we reported on the maddening process we went through to obtain the economic benefits of our solar panels installed on the roof of the Church the year before. This year, by contrast, we are delighted to report that the whole process worked smoothly, and we received all the income and cost savings that had been originally promised for the project with minimal wear and tear on Parish volunteers!

During 2023, our electricity usage at the Church was 100% offset by our electricity production, resulting in **absolutely no** electricity costs at the Church and saving St. Peter's more than \$5,800 for the year that we otherwise would have paid to Eversource. In addition, the excess solar power generated at the Church was combined with that generated at the Rectory and sold to Yusuf Mosque in Brighton. The resulting stream of income, together with renewable energy payments from the Commonwealth of Massachusetts for both the Church and the Rectory, yielded **cash** to St. Peter's totaling \$12,377. The aggregate "solar benefit" to St. Peter's last year was over \$18,000. Those benefits are expected to continue for the next 23 years!

The environmental impact of our solar installation has been equally dramatic. In the relatively short time that the solar panels at the Church have been operational, they have saved **62 tons** of carbon dioxide emissions. The CO2 savings is the equivalent of having planted 938 trees, and this does not include the benefits of the solar panels at the Rectory which, since their installation a few years prior to our purchase of the property, have saved another **101 tons** of CO2, the equivalent of planting another 1,528 trees. In addition, we have not only made a statement regarding St. Peter's care for God's Creation, but we are allowing Yusuf Mosque to make a similar statement by allowing them to purchase over \$10,000 of "green power" from St. Peter's. In short, St. Peter's is doing its part to respond to climate change!

### **Window Reglazing and Painting Project**

As part of the major facilities upgrades made possible by the Faith In Our Future campaign, the Property Committee arranged several years ago for the replacement of more than 40 old windows in the Parish House and on the ground floor of the main Church building. However, to replace the large windows on either side of the Sanctuary would have required ordering custom-built replacements that would have been extremely expensive. The Committee decided, therefore, not to devote such a large portion of our remaining funds to that project and instead to look for a less expensive solution to address these windows that were increasingly in need of repair. In 2023, we solicited bids and then engaged a contractor to re-glaze the windows and replace rotting mullions so that the panes of glass would not fall out. The contractor then painted those large windows and also painted the front portico of the Church. The project was paid for out of funds remaining in the Faith In Our Future account. Remaining work will include painting the lower part of the steeple, which we hope to address this year.

### **Kitchen Upgrade**

During 2022, St. Peter's received a \$10,000 grant from the Diocese to refurbish the downstairs kitchen so that it could be used more effectively to support outreach efforts. It was also hoped that a "refreshed" kitchen would be an attractive feature for potential outside renters of the Parish Hall. Although much of the work was completed in 2022, this past year new countertops were installed, plumbing fixtures replaced, new tiling around the stove was put in place, and a fresh coat of paint was applied. The result is a bright new kitchen with new floors, countertops and backsplash tile, and fully-functioning, modern appliances, presenting a very attractive food preparation area for parishioners and outside groups. The Diocesan grant covered most of the expenses for this project, with the overage covered by funds remaining from the Faith in Our Future Campaign.

### **Rectory Maintenance**

When St. Peter's moved its Rectory in 2018 from the busy corner of Route 20 and Colpitts Road in Weston to Oxbow Road in Wayland, it was hoped that the new venue would prove to be more attractive to St. Peter's clergy who might wish to use it as their residence. It was also hoped that the Wayland home would be a more valuable rental property in the event that clergy had other housing options, which has been the case since 2022. During that time, the Rectory has been rented to a lovely family who also happen to be Parishioners (and model tenants to boot!). That being said, the Committee has needed to attend to the usual, and unusual, repair and maintenance chores that are associated with home ownership in the suburbs. The future use of the Rectory will depend on the Vestry's assessment of clergy housing needs going forward, but we are fortunate to have a lovely residential property in a prime community that can either serve as clergy housing or generate significant income through rental. In the meantime, the value of the asset itself (according to Zillow) has increased from our purchase price of \$855,000 to over \$1,252,000, or 46%.

## **Miscellaneous Projects**

A number of smaller projects were addressed during the year, including replacing the mailbox and portions of the signage at the Church. Thanks to David Glenn for his efforts on these projects.

## **Looking Ahead**

We typically end our report with a list of some of the big-ticket property projects that will need to be addressed in the not-too-distant future. Here is the latest version of that list, including the current estimated costs to the extent we know them:

- Repairing and painting the lower part of the steeple and the front of the Church (est. \$15,000)
- Resurfacing the parking lot and driveways (est. \$90,000)
- Permanently stopping the leaks under the front steps of the Church (bids received ranging from \$14,000 to \$69,000)
- Replacing the furnace boiler (which is nearly 20 years old)
- Moving or removing the shed, and landscaping the area behind Church

## FINANCE

**Stewardship** • Michael Iacono, John Jacobs, Tom Keery, and Scott Westvold

### **" CHALLENGING TIMES ... *STRENGTH IN COMMUNITY*"**

Thanks to the extraordinary generosity of our parishioners, the 2023 campaign has been another remarkable success. We are close to our goal of \$ 200 K collecting pledges totaling \$ 180 K. Parishioners once again stretched their generosity to support those in need.

We are hopeful too that a handful of remaining donors will decide soon and add modestly to our total. While our campaign has officially ended, Stewardship is ongoing. To those who have given, thank you! If you have not pledged please consider joining fellow parishioners by making a gift.

The committee would like to especially thank Tom Keery for his work leading our discernment.

Your pledge enables St. Peter's mission: *"To build a welcoming, joyful community, transforming lives by serving God, one another, and those in need with love and acceptance."* Thank you.

**Endowment** • Steve Peacher

The St. Peter's endowment funds totaled \$1,593,731 at the end of 2023 vs. a balance of \$1,546,213 at the end of 2022.

Over the course of 2023, \$232,700 was withdrawn from the endowment. This was higher than the targeted annual withdrawal \$91,000 (discussed below) in order to support budget shortfalls.

Most of the endowment is invested in three Vanguard index funds – an S&P 500 fund, an investment grade bond fund and a high yield bond fund. In 2022, both stocks and bonds did poorly, but it was the reverse in 2023. Our equity fund was increased 26.2%, our bond fund was increased 5.7% and our high yield fund increased 11.7%. Moreover, the money market fund that we are invested in is yielding 5.3%. As a result of these strong returns, the value of our endowment is 3.1% greater that at the end of 2022 despite sizable withdrawals to support St. Peter's operating budget. It should be noted that 2023 was an unusual year, and

we cannot expect these types of investment returns going forward. To the extent that we have to withdraw more than the targeted annual amount (which approximates 5% of the endowment balance as discussed below), we should expect the value of the endowment to decline in the future.

The current endowment allocations are consistent with the target allocations established by the Endowment Committee.

	<u>Current Allocation</u>	<u>Target Allocation</u>
Equities	66%	60-75%
High Yield Bonds	16%	10-15%
Investment Grade Bonds	17%	20-40%
Cash	0%	0%

Distributions are made each year from the endowment to support the St. Peter’s operating budget. Historically, the annual distributions in a given year equal 5% of the average year-end balance of the endowment funds over the past three years. In 2023, based on this formula, the distribution target was \$91,119. In 2024, this distribution target is \$84,916. This has fallen because the average balance has fallen over the past three years. However, endowment funds are also used periodically for other expenditures to support St. Peter’s, subject to the approval of the Vestry.

In addition to the endowment funds, St. Peter’s holds balances in the following accounts. These funds are invested in money market funds.

Faith in Our Future   \$115,480  
 Property Reserve   \$44,776  
 Rectory Reserve   \$23,691

**Treasury • Camille Batarekh**

In this finance summary all numbers are rounded for simplicity. Please refer to the tabular data below for more details. In 2023, we raised a total of \$560K of Net revenue: \$196K came from pledges, and \$234K were withdrawn from our endowment, and the rest came from non-pledge donations, and rental income. We spent \$481K and were left with \$79K that we carried over to the year 2024.

In 2023, Out of \$205K pledged, \$196K (or 96%) was collected. Out of a total of 58 pledgers, 43 paid their pledge in full, and 15 paid partially or have not completed their donations. Some parishioners donated over their pledges, which is included in the \$196K number. We anticipate our Number of pledgers to drop below 50, and our pledged amount to drop to around \$180K. We have been on a downward pledging trend for the last 5 years as shown below.

Pledges	2020	2021	2022	2023	2024
Number of Pledgers	85	70	56	58	46
Amount Pledged	\$296K	\$241K	\$199K	\$205K	\$180K

We expect to bring in \$32K in new revenue from our Montessori and other office rental in 2024, which should help mitigate somewhat our drop in pledges, and the rise in expenses due to inflation. In 2023, the vestry decided to spend \$34K from our Faith in Our Future account to paint the Church and reglaze and paint the windows, as well as mitigating the lead paint found on the fire escape.

Our balance sheet as of December 31, 2023, is presented in the Statement of Financial Position table below. Compared to 2022, despite withdrawing \$234K, our endowment investment account increased by \$50K due to favorable market conditions. Our current endowment stands at \$1,554,269.

Looking forward, our 2024 budget, as per the attached table below, calls for \$521K in operating expenses. This is about the same as our 2023 budget. It is around 11.6% higher than our 2023 actual expenses because we anticipate hiring a Priest in Charge and to account for inflation. Since our income from pledges, non-pledges, rental, solar, and surplus endowment draw is expected to be \$370K, we will be required to draw \$142K from our endowment to balance our 2024 budget.

## 2023 FINANCIAL SUMMARY AND 2024 BUDGET

Accounts	2023		2024
	Budget	Actual	Budget
<b>Revenues</b>			
<b>Operating Income</b>			
<b>Pledge Income</b>	\$211,000	\$195,725	\$180,000
<b>Unrestricted Non-Pledge Income</b>	\$41,500	\$50,750	\$56,000
<b>Rectory Rental Income</b>	\$60,000	\$61,429	\$61,500
<b>Church Rental (Montessori, Hanser)</b>			\$32,000
<b>Surplus Endowment Draw</b>			\$40,000
<b>Total Operating Income</b>	\$312,500	\$307,904	\$369,500
<b>Non-Operating Income</b>			
<b>Restricted Non-Pledge Income</b>	\$0	\$18,133	\$10,000
<b>Unrestricted Endowment Income</b>	\$202,713	\$233,900	\$142,000
<b>Total Non-Operating Income</b>	\$202,713	\$252,032	\$152,000
<b>Total Revenues</b>	\$520,213	\$559,936	\$521,500
<b>Expenses</b>			
<b>Administrative Expenses</b>			
<b>Salary Expenses</b>	\$263,610	\$239,585	\$248,000
<b>Payroll Tax Expenses</b>	\$11,350	\$8,979	\$9,500
<b>Pension Expenses</b>	\$25,047	\$40,807	\$42,000
<b>Healthcare Expense</b>	\$36,225	\$32,646	\$33,800
<b>Continuing Education Expenses</b>	\$3,105	\$849	\$1,000
<b>Employee Expenses</b>			
<b>Pre-Approved Expenses</b>	\$1,035	\$0	\$500
<b>Other Expenses</b>	\$1,656	\$0	\$500
<b>Total Employee Expenses</b>	\$2,691	\$0	\$1,000
<b>Total Administrative Expenses</b>	\$342,028	\$322,866	\$335,300
<b>Operating Expenses</b>			
<b>Worship Expenses</b>			

2023 FINANCIAL SUMMARY AND 2024 BUDGET (CONTINUED)

<b>Worship Service Expenses</b>	\$5,883	\$4,318	\$4,500
<b>Musical Worship Expenses</b>	\$27,350	\$22,894	\$25,000
<b>Total Worship Expenses</b>	\$33,233	\$27,211	\$29,500
<b>Religious Education Expenses</b>			
<b>General Religious Education Expenses</b>	\$0	\$795	\$500
<b>Adult Education</b>	\$650	\$0	\$500
<b>Confirmation</b>	\$0	\$294	\$500
<b>Youth Group</b>	\$0	\$101	\$500
<b>Total Religious Education Expenses</b>	\$650	\$1,189	\$2,000
<b>Parish Life Expenses</b>	\$2,000	\$379	\$500
<b>Utility Expense</b>			
<b>Church</b>	\$13,714	\$12,864	\$13,500
<b>Rectory</b>	\$200	-\$642	\$500
<b>Total Utility Expense</b>	\$13,914	\$12,222	\$14,000
<b>Contractual Service Expenses</b>			
<b>Church</b>	\$4,090	\$16,853	\$15,000
<b>Rectory</b>	\$2,071	\$3,440	\$3,500
<b>Total Contractual Service Expenses</b>	\$6,161	\$20,294	\$18,500
<b>Insurance Expenses</b>	\$14,500	\$15,583	\$16,000
<b>Repair and Maintenance Expenses</b>	\$16,560	\$28,178	\$15,000
<b>Communication Expenses</b>	\$6,750	\$4,203	\$4,000
<b>Office Management Expenses</b>	\$10,293	\$10,017	\$10,500
<b>Total Operating Expenses</b>	\$104,061	\$119,278	\$110,000
<b>Treasury Expenses</b>	\$31,224	\$27,008	\$25,000
<b>Outreach Donation Expense</b>	\$0	-\$3,329	\$0
<b>Diocesan Assessment Expense</b>	\$40,000	\$12,083	\$51,114
<b>Total Expenses</b>	\$520,213	\$480,841	\$521,414
<b>Net Total</b>	\$0	\$79,095	\$86

# PERFORMANCE STATEMENT OF FINANCIAL POSITION 2022-23

		December 31, 2022	December 31, 2023
<b>ASSETS</b>			
Cash			
	Cambridge Trust - Checking	\$ 54,938.00	\$ 55,042.00
	Cambridge Trust - Savings	\$ 11,180.00	\$ 66,797.00
	Discretionary Account	\$ 4,283.00	\$ 3,068.00
	MLK Breakfast ACCT	\$ 2,788.00	\$ 2,788.00
	Vanguard Money Market Accounts Total	\$ 171,362.01	\$ 184,217.00
	PayPal Depository ACCT	\$ -	\$ -
	<b>Total Cash</b>	<b>\$ 244,551.01</b>	<b>\$ 311,912.00</b>
Investments			
	Fidelity Brokerage Account	\$ 29.00	\$ -
	Vanguard Endowment Funds Total	\$ 1,509,659.00	\$ 1,554,269.00
	Diocesan Investment Trust	\$ 35,367.00	\$ 45,000.00
	<b>Total Investments</b>	<b>\$ 1,545,055.00</b>	<b>\$ 1,599,269.00</b>
Fixed Assets			
	Church - Assessed Value (Estimated)	\$ 3,928,200.00	\$ 3,928,200.00
	Rectory - Assessed Value (Estimated)	\$ 1,100,000.00	\$ 1,100,000.00
	Solar Panels (Estimated)	\$ 71,067.36	\$ 67,500.00
	Computers & Multimedia Equipment	\$ 10,000.00	\$ 9,000.00
	<b>Total Fixed Assets</b>	<b>\$ 5,109,267.36</b>	<b>\$ 5,104,700.00</b>
<b>TOTAL ASSETS</b>		<b>\$ 6,898,873.37</b>	<b>\$ 7,015,881.00</b>
<b>LIABILITIES AND NET ASSETS</b>			
Liabilities			
	Insurance Payable	\$ 13,740.00	\$ 15,583.00
	Diocese Assessment Expense	\$ 48,331.00	\$ 51,204.00
	Cambridge Trust Credit Card	\$ 11,178.74	\$ 300.00
	Accrued Expenses	\$ -	\$ -
	Other	2420	\$ -
	<b>Total Liabilities</b>	<b>\$ 75,669.74</b>	<b>\$ 67,087.00</b>
Net Assets			
Unrestricted, Undesignated			
	Operating Fund	\$ (5,239.74)	\$ 57,820.00
	Endowment Fund	\$ 1,509,659.00	\$ 1,554,269.00
	<b>Total Unrestricted, Undesignated</b>	<b>\$ 1,504,419.26</b>	<b>\$ 1,612,089.00</b>
Temporarily Restricted			
	Fixed Assets	\$ 5,109,267.36	\$ 5,104,700.00
	Church Property Reserve Fund	\$ 41,956.55	\$ 44,776.00
	Rectory Property Reserve Fund	\$ 22,198.46	\$ 23,961.00
	Special Vanguard MM	\$ 107,207.00	\$ 115,480.00
	MLK Breakfast Fund	\$ 2,788.00	\$ 2,788.00
	Diocesan Investment Trust	\$ 35,367.00	\$ 45,000.00
	<b>Total Temporarily Restricted</b>	<b>\$ 5,318,784.37</b>	<b>\$ 5,336,705.00</b>
	<b>Total Net Assets</b>	<b>\$ 6,823,203.63</b>	<b>\$ 6,948,794.00</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>		<b>\$ 6,898,873.37</b>	<b>\$ 7,015,881.00</b>



