



ST. JOHNS WESTWOOD

Save the Date!

Mardi Gras Pancake Supper

February 13, 2024 at 6:00 p.m.

Join us for pancakes, bacon, egg strata, fruit, and King Cake as we feast and move into Lent.

Ash Wednesday

February 14, 2024

6:45 a.m. – 8:30 a.m.

4:00 p.m. – 5:15 p.m.

Ashes-to-Go @ the Rte. 128
MBTA Station

7:00 p.m. Proper Liturgy with
Imposition of Ashes &
Holy Eucharist



ST. JOHN'S EPISCOPAL CHURCH

95 DEERFIELD AVENUE
WESTWOOD, MASSACHUSETTS
02090



We are Christ's beloved community, energized by the Holy Spirit for service to the world, mutual care, a wide welcome, and loving and wise formation of children and youth.

Whether you are visiting for the weekend; looking to deepen your faith with active worship, faith formation, or outreach; or are seeking a new church home, we are grateful for your willingness to learn more about our community. This annual report offers a peek into one year in the life of our church. May God continue to bless us all abundantly!



ST. JOHN'S WESTWOOD

ST. JOHN'S EPISCOPAL CHURCH
95 DEERFIELD AVENUE | WESTWOOD | MASSACHUSETTS

WARRANT FOR ANNUAL MEETING

The Annual Meeting of
St. John's Episcopal Church of Westwood, MA
will be held at **11:15 AM on Sunday, February 4, 2024**
at St. John's Episcopal Church, 95 Deerfield Avenue, Westwood, MA
for the purpose of:

- Electing three Vestrypersons to serve a three-year term;
- Electing a Senior Warden, a Junior Warden, a Treasurer, and a Clerk;
- Electing Delegates to the Neponset River Deanery and Delegates to the Diocesan Convention of the Episcopal Diocese of Massachusetts;
- Receiving reports of Officers and Organizations of the parish; reviewing and receiving the 2024 budget and reviewing the previous year's finances;
- And considering and voting upon such other business as may properly come before the meeting.

By Order of the Vestry,

Elizabeth Mathew, Clerk
January 21, 2024

Agenda for the 71st Annual Meeting of St. John's Episcopal Church

11:15 AM on Sunday, February 4, 2024

for the year ending 2023

- Opening Prayer – Michael Bousquet
- Declaration of a quorum – Elizabeth Mathew
- Acceptance of the Minutes of the 70th Annual Meeting, February 12, 2022
- Review of 2023
 - Rector's Report – Michael Bousquet
 - Wardens' Report – Leslie Davie & Jamie Harper
 - Report on Formation – Emily Sugg
 - Report on Music – Dan Reid
- Review of 2023 Finances & Presentation of 2024 Budget – Alan Macdonald
- 2024 Stewardship – Tom Viti
- Approval of By-laws
- Nominating Committee – Leslie Davie
- Honoring departing vestry members
- Discussion & Questions
- Final Blessing – Michael Bousquet

**St. John's Episcopal Church
Westwood, MA**

Minutes of the 70th Annual Meeting of the Parish

The 70th Annual Meeting of St. John's Episcopal Church took place on February 12, 2023 at 11:15 in the Narthex.

Call to Order

Sr. Warden Bob Murphy gave an opening prayer.

The meeting was called to order at 11: 12 by Rev. Michael Bousquet and a quorum was declared by the clerk.

Minutes of the previous meeting

The minutes had been distributed and there were no questions or changes needed. A motion to accept the minutes was forwarded by Juanita Kingsley, seconded by Bob Murphy and approved unanimously.

Treasurer's Report

Alan Macdonald presented the financial report.

Current status - Alan stated that we ended last year with a \$25,000 surplus due to some unrestricted gifts that we received as well as decreased costs due to vacancy in the Parish Administrator position and early retirement of the Interim Priest. He did note with concern that the pledge receipts, fundraising, and plate offering, came in below expectations.

Stewardship - Stewardship chair, Tom Viti, thanked all who pledged. He reported that a large number of parishioners increased their pledges and there were a few new pledgers. We did meet our goal to increase the pledge base by 5%. He did note that many of the largest pledges came from some elderly parishioners and that a decrease in a few of these pledges could make meeting the budget difficult.

2023 Budget - Alan Macdonald presented the budget for 2023 stating that the revenues increased mostly due to an increase in the pledge base and increase in rental income from the rectory. Expenses included raises for the staff and an increase in the cost of heating. The budget is projecting a \$23,000 surplus.

Alan reviewed the non-operating accounts and stated that many of these are pass-through accounts for outreach collections and special projects and therefore there is no projected budget.

On reviewing the Financial Position, Alan stated that the assets fell last year, mostly due to changes in the investment values. He also explained that the rectory valuation is not "market rate" due to it being on church property.

Alan reviewed the differences and uses of the Permanently Restricted Funds vs. Temporarily Restricted Funds, vs. Unrestricted Funds.
Maryanne Carty thanked Alan for his care in investing funds over the years as the market has changed.

- **A motion to accept the Financial report was made by Bob Murphy, seconded by Fernando Martinez and passed unanimously.**
- **A motion to accept the 2023 Budget was made by Bob Murphy, seconded by Tom Viti and passed unanimously.**

Officer and Vestry Nominations

The Slate of Nominees for Vestry positions was presented by Bob Murphy.

Officers - may serve 6, 1 year terms

Senior Warden - Jamie Harper

Junior Warden - Leslie Davie

Clerk - Elizabeth Matthew

Treasurer - Alan Macdonald - completed year 5 of potential 6 years

Vestry Members continuing service - may serve 3 years

Vic Kingsley, Fernando Martinez - completed 1 year of service

Sharon Ricci, Tom Viti - completed 2 years of service

Nominations for Vestry Service

Cal Groton - 1 year term

Suzanne Cogan - 2 year Term

Maryanne Carty - 3 year term

Randa Khuri - 1 year, possible extension to 3 year term

Randa Istfan - 1 year extension of her vestry term

Deanery Representative - 1 year renewable term

Jamie Harper, Robert Murphy

Diocesan Representative 1 year renewable term

Leslie Davie, Vic Kingsley, Robert Murphy (alternate)

There were no other nominations from the floor.

***A motion to accept the slate as vestry members and officers was made by Tom Viti, seconded by Fernando Martinez and passed unanimously.**

Bob Murphy thanked all those who are leaving vestry service: Betsy Gaddis, Casey Murphy, Maryann Wattendorf and Diocesan Representatives: Jackie Collier and Emily Sugg.

Youth and Children's Ministries

Emily Sugg reported that the children and youth have been busy with lots of activities this year. She thanked all the teachers and adults who assisted with teaching, going on

outreach programs and helping with activities especially when some activities needed to be adjusted during Covid surges. She reported that the first year using the Love First curriculum has gone well and the students and teachers all like the program.

Warden's Report

Tom Kelleher and Bob Murphy thanked the vestry and all those who helped during their time as wardens. Tom stated that we have had a few difficult years with Covid and an interim period but that many people stepped up and he is confident we at St. John's are on the right track. He wanted to thank: Emily Sugg for the youth programs, Suzanne Cogan for coordinating visits to home-bound parishioners, the office staff - Erin Murphy and Wendy Crowell and the choir led by Jack Peterson. He also thanked Sharon Ricci and Ellen Kelly for hospitality, Lynne Kozlowski and the Altar Guild and Brian Davie for doing whatever was needed. Bob especially wanted to thank Karen Fraioli and Chris Beukman for helping St. John's when other ministers were unavailable. He also gave a special thank-you to the Rector Search Committee led by Tom Viti.

Bob and Tom welcomed Rev. Michael Bousquet to the St. John's community, they are looking forward to seeing what we will accomplish together.

Rector's Report

Rev Michael Bousquet stated that he is overjoyed to be here at St. John's and has felt very welcomed in his first few weeks. He is impressed with the courage, strength and faith of the the community. The thanked the Search Committee for their care and commitment. He gave a special thanks to the outgoing wardens and vestry members.

Other Business

Karen Fraioli wanted to let the parish know that the children's "Path to Easter" program will return this year on April 1. The program was created to help children understand the Holy Week and Easter Story through crafts, story and song.

Tom Viti wanted to give an extra thank you to Bob Murphy and Tom Kelleher for their leadership, noting that they had to deal with Covid changes and even stayed in their role for an extra year to help us through the interim period.

There being no other business, a motion to adjourn the Annual Meeting was made by Vic Kingsley, seconded by Bob Murphy and passed unanimously.

The meeting was adjourned at 12:05.

Respectfully submitted,
Leslie Davie, Vestry Clerk

Leadership Reports

Wardens' Report

This has been a busy and exciting year that has seen many changes at St. John's. In January, we welcomed Rev. Michel Bousquet as our new rector and held a festive Celebration of New Ministry in April. He, along with his husband, David, and their two children have been a wonderful addition to our St. John's family.

We have added a second service on Sunday at 5:30 which has been enjoyed by those who cannot make the morning service and is also convenient for our youth who have meetings just beforehand.

In November, we celebrated Deacon Chris Beukman as he is moving on to other opportunities. He brought warmth and humor to our services during his time with us. We hope to have another deacon or perhaps a seminarian bring their ministry to St. John's in the future.

Another change saw Jack Peterson retire as our Music Minister after 13 years. In August, we welcomed Dan Reid to that position, who brings different talents to our music program. We look forward to working with him.

We have begun planning to return to Urban Promise Honduras in 2024. The church has supported this program in Copan Ruinas for many years and several of our teens, members of their family, and a few other parishioners are planning a service-learning trip in June.

Other projects this year included working with St. John's Nursery School on a longer-term agreement which will allow the school and the parish to make investments in the property, including updating the playground and bathrooms.

A team has started the project to refresh the bathrooms in the school wing. With guidance from Steve Spear and Steve Brodsky, we look forward to tackling this project in 2024.

We have also reviewed and updated our Bylaws. Most changes relate to the number of vestry members and the quorum for meetings. We use the Diocesan model for our bylaws and are awaiting your, and their, approval of our changes.

The Financial Committee, treasurer, and bookkeeper worked with a diocesan consultant to update and refresh the QuickBooks chart of accounts to help with financial reports. With such a busy year, we would like to thank everyone in the parish who helped us during our first year as your wardens. All of those who helped with the year-end party, the barbeque with CHS, our outreach programs, youth programs, worship assistants, and vestry, there are too many to name but you all help make St. John's a warm, welcoming church.



The vestry on retreat at St. Paul's, Dedham, in March 2023.

- Leslie Davie & Jamie Harper, *Co-Wardens*

Rector's Report

My first year at St. John's has been a true blessing! This parish lives into the Spirit of God, and I can see the fruits of that love in every facet of life here at St. John's. This past year saw amazing re-growth in our formation, outreach, and fellowship ministries and a deep renewal of our liturgical ministry.

To this second point: I'm pleased to have introduced a 5:30p.m. Sunday Eucharist that is more contemplative (and at 40-minutes long, briefer) than our Sunday morning Eucharist. Serving those who cannot make it on mornings, this afternoon worship serves between ten and twenty parishioners every Sunday. I also wish to highlight what I hope were meaningful changes to our Holy Week and All Saints worship services—come experience them this coming year if you missed them last year! Also among the worship highlights this past year are: the celebration of my new ministry with Bishop Gates, packed worship services on Easter Day and Christmas Eve, hosting CHS in June, a noisy blessing of the animals in October, and a total of six baptisms and a wedding spread out across the year. And, of course, we have a new Music Director who has been growing and strengthening our choir week by week. *How we worship has been beautiful and profoundly moving.*

Much of what we have done this past year has been to rebuild the St. John's community after years of pandemic and interim ministry. I would like to echo certain behind-the-scenes work that the wardens noted in their report: we revamped our financial chart of accounts; we re-branded and re-launched a new website; we crafted revised bylaws; we gave a new look to our service programs, our weekly eNews, our stewardship materials, and even to this Annual Report; and, as of this Sunday, folks have a new parish directory in their hands.



The baptism of Fernando Martinez in April 2023.

All of these administrative efforts have helped to strengthen our parish and enable us shift our focus outwards, towards growing the parish and inviting new parishioners into our community, in the years to come. Last year has set a strong foundation so that more impactful ministry can be possible this year. *Good inreach (care for ourselves) enables good outreach (care for others).*

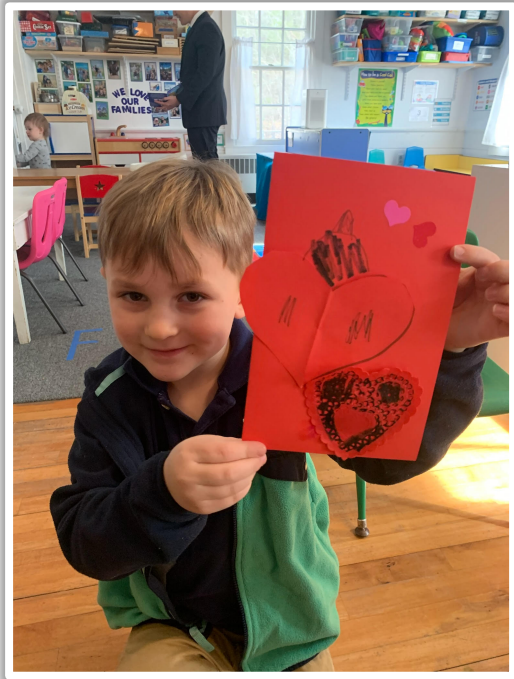
St. John's is healthy and growing, and I am incredibly grateful to the staff and parishioners who have made St. John's a vibrant and abundantly generous community. If my first year is an indication of where our baseline is, I have faith that God will have amazing things in store for us in the years ahead. I look forward to expanding our outreach and community presence in 2024. I look forward to deepening our faith-life through new formation and worship offerings. And I look forward to continuing to strengthen God's loving community here by building up our fellowship and mutual care for each other. And embrace of our abundance leads to more abundant love.

- Michael Bousquet, *Rector*

Faith Formation

Youth & Children's Minister's Report

Pre-School (through age 4): The St. John's Nursery has been wonderfully busy this past year! Our Nursery Caregiver, Imelda Brierley, is loved by toddlers and parents alike. She is kind, cheerful, and very competent. Each Sunday, she is joined by a teenager to always have two people to care for our toddlers. If a toddler is not comfortable in the Nursery, the narthex has age-appropriate toys and space to play. St. John's is always a welcoming place for our little ones, both in and out of the sanctuary.



Elementary Grades (K – 4th): In the winter and spring of 2023, our teachers and kids alike enjoyed our Love First program's lessons and hands-on projects. The Love First approach fosters intergenerational relationships and service, recognizes children as ministers whose kindness can comfort others, and focuses on Biblical faith. We continue to teach our K – 4th kids in one classroom. Presently we have twelve elementary-aged children, with ten coming regularly. We were blessed to have five volunteer teachers for the winter and spring of the 2023: Laura Barbieri, Lisa Spollen, Katherine Trier, Kara Bleday, and Maria Vasilevsky. In the fall, Greg Berry and Michelle Nuñez took over for Laura and Maria, whose children moved on to the next level.

Wonderful projects go on beyond the classroom! On February 5, our Sunday School children participated in the annual "Souper" Bowl of Caring, and raised \$491 (a record!) for the Oasis meal program in Boston for men and women experiencing homelessness. During Lent 2023, our children's and parishioners' mite boxes raised \$1,007 for UrbanPromise Honduras.

I will direct your attention to Karen Fraioli's report below about our "Path to Easter" and "St. Nicholas Day" special programs for children. I will add that on December 17, we presented a beguiling "pop-up" early Christmas pageant from Love First. Special thanks to Linda Robrish, our narrator, and the many volunteers who helped our young actors suit up as animals, angels, shepherds, and magi. As this rehearsal-free pageant included anyone in the congregation who wished to don a costume, Katherine Trier and Ellen Kelly joined in as Mary and Joseph! The Christmas pageant has been a beloved tradition at St. John's, and our new, less time-consuming but equally joyful version is working very well!

Middle School (Grades 5th – 8th): In the winter and spring of 2023, Juanita Kingsley and MaryAnne Carty taught our Middle School class; Juanita was joined by Laura Barbieri and Erin Sibley in the fall. This fall, we changed the age group to include 5th graders and also scheduled the monthly class at 4:45 p.m. on Sundays, right before the 5:30 pm service. This fall we also began a new Middle School curriculum: Re:Form, which includes thoughtful and lively videos with corresponding activities.



We're still working on getting more than a few of our seven students to come to our monthly class and will be open to shifting the time again, if needed, as is best for families' schedules. We continue to offer monthly service opportunities, helping regularly at the Norwood Food Pantry and twice yearly at Cradles to Crayons in Newton. We never have trouble getting student volunteers to help at either of these organizations!

High School (Grades 9th – 12th): Our goals for this age group, both before and after Confirmation, are as follows: to live out their discipleship through regular outreach work, to deepen their spiritual lives through prayer and worship, and to connect scripture to the issues of today's world. We changed our class time this fall to 4:45 p.m. and for many of our highschoolers this seems to be a better time of day than 10:00 a.m.

This October, Michael and I began monthly classes for Confirmation. Although the group is small, they are very engaged. I continue to teach regular monthly High School classes as well. Declan MacDonald and Annie Kelleher were elected in January 2023 by their peers to be the youth leaders. Every month we offered one outreach opportunity, such as volunteering at the Prison Book Program in Quincy or prepping dinner for the kids at Epiphany School in Dorchester. The CityReach program, which teaches about homelessness in Boston, remains a cornerstone of our youth ministry program. The six teenagers who participated had a rewarding experience on March 10th/11th, greeting guests and offering food, clothing, and friendly conversation to over 140 men and women at St. Paul's Cathedral. Upon their return, several of our youth spoke the following Sunday to the congregation about their experience.

As is our annual tradition, St. John's high school youth and families offered a summer picnic with fishing at North Beach, Hale Reservation for Ecclesia Ministries guests from Boston. On August 19, parishioners picked up our 20 guests at the Norwood train station and ferried them over to Hale for hamburgers, hotdogs, delicious salads, and desserts, and most importantly, for a few hours of rest from the heat and noise of Boston.

I'm thrilled to report that this fall we began our plans for a service-learning trip in June of 2024 to UrbanPromise, Honduras! We have a group of 14, including 7 teenagers, who got off to a good start this fall with fundraising. Most of the group will be volunteering at after-school programs in Copan,



and a few of them will be doing some construction work at the new UPH campus. Many thanks to all who modeled and nurtured faith with our kids and youth this year! St. John's is blessed to have so many adults actively involved in our children's lives!

The Christian Education Committee consists of Laura Barbieri, Gretchen Gugliotta, and Tammy MacDonald, who met with me in 2023 via Zoom and email to discuss our classes and outreach work. I am grateful for the support of this group. I continue to meet monthly with Christian Formation colleagues from around the Diocese to share ideas and to discuss our various ministries. This is always encouraging and helpful.

- Emily Sugg, *Youth & Children's Minister*

Priest Associate's Report

Sadly, celebrations of the church's major feasts can be blurred for children by the rush of retail opportunities. There's no end to what you need to buy for Christmas and Easter! Thankfully, not so here at St. John's. We have a unique opportunity to bring these occasions into focus, giving children a glimpse of the depth and breadth of the stories of God's saving acts in history and in our lives.

What a joy that we were able to do this again in 2023! On April 1, after a pause of three years, we gathered for the Path to Easter, with craft activities and a Prayer Walk through the church to allow us to walk through the events of Holy Week and Easter. On December 2, we celebrated St. Nicholas Day with a similar balance of activities and experience, to learn about and visit the early 4th century saint, Nicholas of Myra, patron saint of sailors and seafarers and bearer of gifts to children!

Your support and enthusiasm make these events sing! Thank you to all of you who take time out from busy lives to bring your children for these festive mornings. Thank you to all of you who provide materials and guide the children through their holiday activities with crafts and baked goods. Thank you to the fearless soul (Fernando Martinez) who took on the roles of Jesus and St. Nicholas, and bring us that much closer to an experience of holiness. Thank you to our parish leaders, Emily and Michael—and Erin, too!—who recruit and call and encourage and string lights and give announcements and write up bulletins . . . and altogether are wind in our sails.

As you imagine the year ahead, how would you like to see these events change and grow? I wonder if we could build on the brief time of singing together with a bit of instruction or accompaniment. What gift or talent of yours would you like to offer? We'll be so glad to hear from you!

- Karen Fraioli, *Priest Associate*



Outreach & Service

Epiphany School Robotics Program: With financial support from our Urban Youth Fund, St. John's supplied 12 Smart Car Robot Kits to the seventh & eighth grade Robotics Class at the Epiphany School in Dorchester. This is the third year of the hands-on STEM learning program. The Robots have electronics for Line Tracking and Obstacle Avoidance capabilities (think: Roomba).

This is a very enriching program that opens the student's eyes to careers in Engineering, Hardware, Software and Electronics. Due to St. John's support, the Epiphany School is now embracing Technology in their curriculum and highlighted the program in their Annual Report and at their Christmas Holiday Event.

Here are some quotes from the students:

"Having a space to have fun while learning made this one of my favorite classes. I could come in every Friday and work on my robot while talking with other students." -Jeremy

"My favorite part of this class was building my robot and seeing the progress I made throughout the semester. I had difficulties along the way as I lost pieces but I did not give up. This class helped me build focus and problem-solving skills." -Kayden

"Although daunting, I was able to finish my robot through improvising and problem solving. My favorite part was driving the robots in the hallway and connecting them to the app." -Kamari

- Cal Groton



Oasis Dinner Delivery: The first Monday of each month is St. John's night at the soup kitchen. This is a mission that we have supported for decades. There are 20 loyal cooks who take turns monthly, faithfully providing a warm nutritious meal of baked lasagna, green salad and fruit and cookies. There are often treats of homemade brownies and Christmas cookies. The Oasis volunteers supplement this with milk, coffee and often soup. Our team delivers this meal to the Old West Church on Cambridge Street in Boston. Many thanks to these generous volunteers for all that they do!

- Jane Kaveney

St. John's Nursery School: SJNS had another great year. We filled 38 of our 40 spots, and have a full staff. Most of our staff has been with us for many years, and we hired two new wonderful teachers as well. We recently had our Lottery Registration for 2024-25 and are completely full with a waiting list in the Three's class, and have a few remaining spots to fill for the Fours class. We should be able to fill the spots over the remaining 8 months.



One of our big highlights this year was our 50th Anniversary Campaign and culminating celebration, at the Norfolk Golf Club last January. We had over 80 attendees. We were especially excited to have Evelyn Sundquist and Joan Wefald in attendance, as Evelyn was the original Director, and both were teachers at the school. We were happy to be able to recognize their 25 years of service to the school.

Sadly, Evelyn passed away this past Fall. We're so glad she made it to the event celebrating the hard work she did starting the school. We were also happy to announce at the event, that we had made our campaign goal and are hopeful that we can replace our current 18-year-old wooden playground, with an updated one sometime soon.

- Kris Bue, *Director, SJNS*

B-SAFE Program: The B-SAFE Program continues to undergo some changes as it reorganizes under new leadership. Several sites did run programs for the children, which provided teen jobs and included food distribution for the families. We supported the program at St. Stephen's in Dorchester since the site at Church of the Holy Spirit in Mattapan had to close this year. Along with our partners from CHS, we did a different field trip this year that included minigolf and then a summer party at St. John's. With pizza, ice cream, jump ropes, stomp rockets and multiple other games and music, a great time was had by everyone who came or helped!

We also took on the B-LOVE project which supplies some groceries for the families of children at B-SAFE. We partnered with Epiphany Church in Walpole and Church of the Advent in Medfield to collect and distribute about 60 bags of groceries and school supplies to the families of the campers. Many thanks to everyone who donated food and supplies and helped with the field trip/party.

- Leslie Davie, Emily Sugg, Lisa Spollen



B-SAFE

B-LOVE



Hale Reservation



Donations to the Westwood Food Pantry: We continue to give healthy, non-perishable food items and cleaning products regularly to the Westwood Senior Center Food Pantry, with our children bringing the red wagon down the aisle at the offering when the donation shelf in the narthex becomes filled.

Westwood Interfaith Mini-Walk for Hunger: This three-mile walk took place on October 22, beginning and ending at Temple Beth David, with twelve parishioners (adults and little children in strollers) showing up from St. John's! The event was well-attended by faith communities from Westwood and Medfield, and in light of the October 7 attack on Israel, was a strong showing of support for Rabbi Karen and our friends at Temple Beth David. Donations of food were shared among local food pantries.

Turkeys for the Mattapan Center for Life: The Monday before Thanksgiving, intrepid St. John's volunteers went and purchased small turkeys and delivered them to elderly residents at the Center for Life.

School Supplies Drive for Epiphany Middle School in Dorchester: At the beginning of September, our church school kids again pulled out home-made bus-boxes that we filled to the brim with back-to-school supplies for the kids at the Epiphany School.

Lunches for Ecclesia Ministries: One Wednesday once a month, we gather approximately 50 lunches – sandwiches and fresh fruit – here at St. John's and the Rev. Christen Mills from Epiphany Walpole goes and delivers them to the folks at common cathedral.

Diaconal Dunkin' Cards: Deacon Chris, on Diaconal Sunday in May, encouraged St. John's parishioners to purchase small-dollar amount gift cards from Dunkin' Donuts and to have them on our person so that we can hand them out when we encounter homeless or needy individuals. Parishioners purchased over \$150 in cards.



Worship

Director of Music's Report

When I arrived in late August of 2023, the choir had six regular singers: Chris Previterra on soprano, Leslie Davie and Randa Khuri on alto, Steve Spear on either tenor or bass, and Andy Onderdonk and Brian Davie on bass. The church used the same unison psalm tone to chant the Sunday psalm at each 10am service and drew from several different liturgy settings to sing the Gloria, Sanctus, and Fraction Anthems at each morning service.

I have greatly enjoyed working with the small but dedicated group of singers, several of whom are experienced ensemble musicians, as we continue to grow in numbers, ability, and repertoire. In the five months since I arrived at St. John's, the choir has added three regular members to its ranks: sopranos Katherine Trier and Randa Istvan, and, most recently, baritone Bill Deans. To accommodate everyone's busy schedules – including my own, since I am a full-time DMA candidate at Boston University – we rehearse on Sunday mornings after the 10am service, from about 11:15 to about noon.

While we occasionally rehearse upcoming hymns, we spend more times on anthems, and since I have arrived, the choir has offered approximately one anthem per month. I have also introduced a new, four-part psalm tone that I composed in the Anglican Chant style for the Sunday psalm, and I plan to introduce a new setting for Lent. During Advent, we began to move away from the practice of drawing upon multiple liturgy settings by using the Kyrie, Sanctus, and Fraction Anthems only from Franz Schubert's *Deutschemesse*, which appears in the 1982 Hymnal. We plan to continue using that setting during the penitential seasons, and we will premier a liturgy setting of my own creation, which is intended for use during the remaining liturgical seasons, on 28 January. All the while, the choir has remained open to learn, and their vocal and ensemble abilities have begun to flourish.

The choir's growth was fully showcased at the Christmas Eve Lessons and Carols service, at which they sang three four-part anthems as well as provided leadership in all congregational singing while I provided piano and organ accompaniment. At this service, Kim Davie, who joins the choir when she is able, sang with us, as well as Jane Kaveney, Laura Barbieri, Sarada Perri-Khuri, and Chris Trapper. My wife, the Rev. Rachel Lemke Reid, also sang with the choir at this service, as well as played piano on the several duets that we had selected to create and perform a half-hour long prelude. All of this music was well-received by the congregation, which was larger than those of many recent Christmas Eve services.

St. John's piano and organ continue to be tuned biannually; however, since the organ is an authentic pipe organ, it frequently slips out of tune due to the greatly fluctuating temperatures in the church's sanctuary. This issue is an area for growth as we move forward.

As we move toward Lent, Easter, and beyond, we will continue seeking to grow the choir, and we will begin to offer anthems at every other morning service. I also will begin to invite musicians from outside the parish to collaborate with us during our services. I have close contact with a large pool of musicians via Boston University's School of Music from which I have already begun to draw. On 4 February, pianist and organist D.J. Cleavinger will be giving a recital concert, and I am hoping to

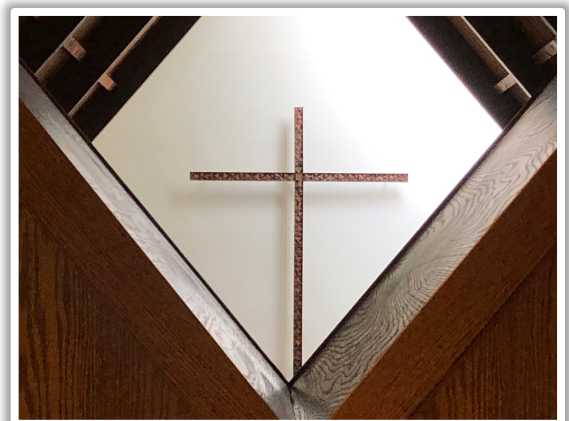
have a quartet of professional singers for Easter and possibly also for Ash Wednesday and Good Friday. Over the summer, since I will have neither coursework nor exams, I plan to spend time both practicing my instruments and plotting out the hymns, liturgy settings, and anthems for the 2024-25 liturgical season.

- Dan Reid, *Director of Music*

Altar Guild Report

The St. John's Altar Guild with its current membership of 7 continues to maintain the liturgical needs of our worship services and beautify our worship area. This involves caring for vestments, vessels, linens and candles used on the altar and elsewhere in the nave. We also maintain the list of Sunday flower donations. This past year St. John's welcomed the Diocesan Altar Guild for its annual meeting and provided a luncheon for approximately 40 women from around the diocese. Michael updated our manual and included step by step photos to help us with set up for services and clean up after. Two new acolyte robes were purchased and plans are to order more. New members are always welcome to help with this quiet behind-the-scenes but vital ministry. Thank you to our members: Elizabeth Mathew, Suzanne Cogan, Kathy Kelleher, Tammy MacDonald, Sharon Ricci, Tara Murphy, and Lynne Kozlowski. Acknowledgement and thank you's to departing members Ellen Kelly and MaryAnn Carty. Additional thanks to Juanita Kingsley for her work ordering Christmas and Easter flowers and the greening of the church for Christmas. Special thanks also to Westwood Gardens for providing our Sunday arrangements.

- Lynne Kozlowski, *Chair of the Altar Guild*



Worship Statistics

	<u>2022</u>	<u>2023</u>
Average Weekly Attendance	66	83
Average Sunday Attendance	58	66
Easter Attendance	128	176
Christmas Attendance	126	188
Total Sunday Eucharists	42	75
Total Weekday Eucharists	0	6
Total Sunday Daily Offices	11	5
Total Weekday Daily Offices	35	57
Holy Matrimony	1	1
Holy Baptism	1	6
Confirmations	9	0
Burials	2	8

ASA (Average Sunday Attendance) Longitudinal Statistics

	2011	2012	2013	2014	2015	2016	2017	2018	2019	***	2022	2023
ASA	67	66	68	67	60	64	60	58	54		58	66

*** Data from 2020 & 2021 excluded as pandemic ASA was tabulated differently.

Financial Report

Stewardship Campaign: Rooted in Abundance

The theme for this year's pledge drive was "Rooted in Abundance," and the congregation was asked to reflect on the love they have experienced through their faith. Our finance team set a five percent increase as our campaign's goal. With the pledges received thus far we've exceeded this figure! This heartfelt response by our faith community is clear evidence of the strong support for everything we do at St. John's. With the Rev. Bousquet's help, we developed new pledge materials to inform the parishioners about our finances. Katie Martinez, Kara Bleday, and Andy Onderdonk gave wonderful talks about their spiritual connection to St. John's. Jamie Harper tracks incoming pledges and provides useful reports with his spreadsheet reports. I want to thank Cal Groton, Ellen Kelly, Juanita & Vic Kingsley, Maryanne Carty, and Linda Robrish for helping with pledge drive outreach efforts. We held an In-Gathering Sunday celebration with cakes made by the Rev. Bousquet, Alan Macdonald, and yours truly. Thank you for the opportunity to serve the parish.

- Tom Viti, *Stewardship Chair*

St. John's Finance Committee Report

Profit and Loss Statement: Operating

With the continuing generous support of our parishioners, we showed a positive financial result for 2023. Pledges nearly met our goal, and we did see additional prior year pledge income as well. Overall, our operating income was within 3% of what we had budgeted.

On the operating expense, we were also within 3% of our 2023 budget. The expenses for repainting the rectory interior was unanticipated, we did see lower than expected costs for clergy and for heating and snow removal (we had a mild winter last year).

As a net result, we were able to meet our anticipated surplus for the year, which the Vestry has transferred to the parish's Long Term Savings Fund. A word about this: we can continue to generate a surplus only as long as we have the supplemental income afforded by the Nursery School use of the school wing and the rental of the rectory. We want to continue our stewardship by meeting our operating expenses through the pledging and donations of our parishioners, and fundraising. Without an endowment, it is prudent to continue to build our reserves for future expenses and potential loss of income.

For 2024 we are budgeting another surplus of around \$22,600. We have budgeted for an increase in regular support of 4.5%, and 9% over all. This increase is from increased pledging, anticipation of a full year of rental for the rectory, and a modest increase in Nursery School income.

Staff compensation needs to keep pace with inflation, and in addition we will have some increased hours for some staff members. We also saw a large increase in the Diocesan Assessment, mainly based on the continuing growth in our parish.

St. Johns Episcopal Church, Westwood MA
2023 Profit and Loss Statement
and 2024 Operating Budget

Version 01/24/24

	Budget 2023	Actuals 2023	2024 Operating Budget	%incr over 2023 actual
REVENUES:				
Pledges	\$ 190,000	\$ 184,317	\$ 207,899	12.79%
Pledges Prior Year		\$ 10,522	\$ -	
Plate	\$ 10,000	\$ 5,391	\$ 6,000	
Donations	\$ 7,500	\$ 18,201	\$ 15,000	
Flowers + Altar Guild	\$ 2,500	\$ 3,280	\$ 3,000	
Subtotal	\$ 210,000	\$ 221,710	\$ 231,899	4.60%
Other Income:				
Div/Interest		\$ 397	\$ -	
Nursery School	\$ 26,941	\$ 26,549	\$ 28,168	
Rectory Rental	\$ 36,000	\$ 30,500	\$ 44,000	
Space Use Other	\$ 500	\$ 1,860	\$ 2,500	
Fundraising	\$ 3,000	\$ 3,385	\$ 3,000	
Total Other	\$ 66,441	\$ 62,691	\$ 77,668	23.89%
TOTAL REVENUES	\$ 276,441	\$ 284,402	\$ 309,567	8.85%
EXPENSES:				
Total Clergy	\$ 114,189	\$ 107,096	\$ 123,801	15.60%
Total Staff	\$ 67,884	\$ 70,250	\$ 70,602	0.50%
Flowers/Altar Guild	\$ 3,700	\$ 3,926	\$ 4,250	8.25%
Music	\$ 2,000	\$ 1,867	\$ 3,000	60.70%
Fellowship	\$ 100	\$ 1,811	\$ 2,500	38.07%
Education	\$ 1,000	\$ 705	\$ 1,750	148.35%
Office + Administration	\$ 8,900	\$ 8,828	\$ 9,600	8.74%
Church Buildings and Grounds	\$ 30,100	\$ 27,441	\$ 35,640	29.88%
Insurance	\$ 6,500	\$ 7,039	\$ 7,500	6.55%
Rectory	\$ 6,500	\$ 18,302	\$ 5,500	-69.95%
Diocesan Assessment	\$ 16,273	\$ 16,273	\$ 20,368	25.16%
Miscellaneous, Loan interest	\$ 1,100	\$ 2,912	\$ 2,450	-15.86%
Xfer to LTS		\$ 17,900	\$ 22,600	
Total Operating Expenses :	\$ 258,246	\$ 284,348	\$ 309,561	8.87%
Total Operating Income (Deficit)	\$ 18,195	\$ 54	\$ 6	-87.97%

Non-Operating Revenues and Expenses

Next is a statement for our Equity funds, used for non-operating transactions.

In the areas of Mission and outreach:

- Support of the B-Safe program, with both collected donations and direct support from the Urban Youth Fund
- Support of the Epiphany School Robotics program, led by Cal Groton, from the Urban Youth Fund
- Support of our annual Bowling and Hale activities with Ecclesia Ministries
- The Souper Bowl of Caring
- Christmas collection for the church in Jerusalem
- Mite box collections for Urban Promise Honduras

In the areas of other uses of our Equity funds:

- Repaving of the church parking area from the Building Fund
- Repair of the Tower Roof (missing shingles), with offsetting insurance claim
- Solar Income from sale of energy and state incentives, balance with loan payments
- New office computer and furniture

We also show a net holding of funds that have been raised for the Service-Learning Trip to UP Honduras this coming June.

St. Johns Episcopal Church, Westwood MA
2023 Non-Operating Revenues and Expenses

Version 01/24/24

	Income	Expense	Net
Non Operating Income/Expense			
3110 Fund for Education and Youth		\$ 558	\$ (558)
3120 Fund for Urban Youth Programs		\$ 3,695	\$ (3,695)
3210 Solar Project	\$ 5,569	\$ 5,223	\$ 347
3220 Outreach	\$ 775		\$ 775
3230 Programs Fund	\$ 100		\$ 100
3250 Parish Charitable Discretionary Fund	\$ 2,083		\$ 2,083
3280 Meridan Endowment Fund			\$ -
3270 Food Ministries Fund	\$ 173		\$ 173
3310 Building Fund	\$ 34,735	\$ 23,152	\$ 11,583
3330 Memorial/Worship Fund	\$ 1	\$ 818	\$ (817)
3350 Parish Long Term Savings			\$ -
3360 Rector & Staff Development		\$ 1,665	\$ (1,665)
3500 Pass-Through	\$ 21,068	\$ 10,019	\$ 11,049
6510 · BSafe Receipts	\$ 2,828	\$ 2,828	\$ -
6520 · Souper Bowl of Caring Receipts	\$ 491	\$ 491	\$ -
6530 · Service-Learning Trip	\$ 13,433	\$ 2,275	\$ 11,158
6540 · City Reach Receipts	\$ 637	\$ 665	\$ (28)
6560 · Special Offering Receipts	\$ 1,872	\$ 1,872	\$ -
6570 · Urban Promise Receipts	\$ 1,007	\$ 1,132	\$ (125)
6580 · Diocesan Altar Guild Luncheon	\$ 800	\$ 756	\$ 44

Statement of Financial Position

On this and the following page is our Statement of Financial Position, and our Liabilities and Equity (aka “the balance sheet”). You can see that our assets increased this past year, mainly due to:

- The insurance payment to repair the roof net \$31,183
- The Investment fund - returns of \$46,552
- The reappraisal of the property \$972,786

St. Johns Episcopal Church, Westwood MA
Statement of Financial Position

Version 01/24/24

	<u>12/31/2022</u>	<u>12/31/2023</u>	YoY Change
ASSETS:			
Current Assets			
Checking/Savings			
Parish Charitable Account	\$ 426	\$ 2,499	\$ 2,073
Money Market Accounts	\$ 80,576	\$ 95,577	\$ 15,001
Checking Account	\$ 63,404	\$ 90,879	\$ 27,475
Undeposited Funds	\$ 24,249	\$ 13,555	\$ (10,694)
Total Checking/Savings	\$ 168,385	\$ 202,510	\$ 34,125
Total current assets	\$ 168,385	\$ 202,510	\$ 34,125
Other Assets			
Investment Accounts			
Boston Financial Mgt account	\$ 225,907	\$ 281,750	\$ 55,843
Stock Holdings	\$ 7,060	\$ 7,060	\$ -
Total Investment Accounts	\$ 232,966	\$ 288,810	\$ 55,843
Real Estate			
Church	\$ 2,938,114	\$ 3,910,900	\$ 972,786
Total Real Estate	\$ 2,938,114	\$ 3,910,900	\$ 972,786
Total Other Assets	\$ 3,171,081	\$ 4,199,710	\$ 1,028,629
TOTAL ASSETS:	\$ 3,339,466	\$ 4,402,220	\$ 1,062,754
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
2020 Solar Green Loan	\$ 53,019	\$ 47,796	\$ (5,223)
Miscellaneous Accts Payable	\$ -	\$ 2,869	\$ 2,869
Total Current Liabilities	\$ 53,019	\$ 50,665	\$ (2,354)
Equity			
Real Estate	\$ 2,938,114	\$ 3,910,900	\$ 972,786
Fund for Education and Youth	\$ 30,410	\$ 36,119	\$ 5,709
Fund for Urban Youth Programs	\$ 97,184	\$ 113,515	\$ 16,331
Solar Project	\$ 7,093	\$ 6,680	\$ (413)
Outreach Fund	\$ 13,113	\$ 16,590	\$ 3,477
Programs Fund	\$ 8,703	\$ 10,514	\$ 1,811
Parish Charitable Discretionary Fund	\$ 426	\$ 2,509	\$ 2,083
Prepaid Pledges	\$ 22,008	\$ 25,507	\$ 3,499
Food Ministries Fund	\$ 6,113	\$ 7,546	\$ 1,433
Meridan Endowment Fund	\$ 11,668	\$ 14,072	\$ 2,404
Building Fund	\$ 48,049	\$ 59,661	\$ 11,612
Memorial/Worship Fund	\$ 30,364	\$ 35,986	\$ 5,622
Parish Long Term Savings	\$ 42,998	\$ 66,646	\$ 23,648
Rector and Staff Fund	\$ 17,165	\$ 15,500	\$ (1,665)
Operating Funds	\$ 12,526	\$ 17,882	\$ 5,356
Misc PassThrus unspent	\$ 513	\$ 11,927	\$ 11,414
Total Equity	\$ 3,286,447	\$ 4,351,555	\$ 1,065,108
Total Equity + Liabilities	\$ 3,339,466	\$ 4,402,220	\$ 1,062,754

Summary of Financial Management Changes

This year we undertook a revamp of our Quickbooks accounting system. With the input and support of Terry Robinson (from the Diocesan Consulting Office), and the hard work, dedication (and patience) of Wendy Crowell, we now have an improved system for tracking our financial transactions and positions. Brian also had a hand in checking, and rechecking that the descriptions for the accounts and the transactions were properly accounted for.

In addition, we have changed our structure on how we manage our Equity Accounts. In the past, we had dedicated individual bank accounts for each one of our funds: Youth, Together Now, Memorial, etc. This resulted in delayed or lost transactions, since it required special transactions to move funds into and out of the various accounts. We have now moved to having three main Asset accounts, in which each of the Equity Funds can participate: Long Term Investments, Money Market Checking (Medium Term Savings) and Operating Checking. We plan to reconcile these accounts on a quarterly basis.

Finally, we have restructured our Equity Funds to better reflect the intended uses. We continue to have the "Education and Youth", the "Urban Youth", "Food Ministries", "Meridian Endowment" and "Memorial (/Worship)" Funds. With the action of the Vestry, the "Together Now" Fund has been dissolved, with the assets going to a new "Rector and Staff Development" Fund, and to the "Building" Fund. The "Good Neighbors" fund has been renamed to "Outreach", the "Music and Education" funds have been combined into the "Programs" Fund.

With both the restructuring of asset accounts and the equity funds, we intend to keep better track, and make better use of the resources we have been blessed with.

Respectfully submitted on behalf of the Finance Committee,

- Brian Davie, *Chair*
- Alan Macdonald, *Treasurer*

Amended and Restated Bylaws
St. John's Church Westwood, Massachusetts
(For review December 2023)

	Preamble
Article 1	Authority Acknowledged
Article 2	Membership
Article 3	Officers, Vestrypersons, Delegates
Sec. 1	Officers
Sec. 2	Vestrypersons
Sec. 3	Delegates
Article 4	Elections and Vacancies
Article 5	Nominations
Article 6	Meetings of the Parish
Sec. 1	Annual and Special Meetings
Sec. 2	Warrant
Sec. 3	Presiding Officer
Sec. 4	Quorum
Article 7	The Rector
Sec. 1	Eligibility
Sec. 2	Election
Sec. 3	Powers and Duties
Sec. 4	Vacancy
Article 8	Wardens
Article 9	Treasurer
Sec. 1	Powers and Duties
Sec.2	Voting of Securities
Sec. 3	Bonds
Sec. 4	Assistant Treasurer
Article 10	Clerk
Article 11	Vestry
Sec. 1	Authority and Duties
Sec. 2	Meetings
Sec. 3	Annual Audit
Sec. 4	Restrictions on Alienation or Encumbrance of Real Estate
Sec. 5	Gifts and Memorials
Article 12	Conflicts of Interest
Article 14	Organizations
Article 15	Amendments
Article 16	Indemnification of Parish Officers

AMENDED AND RESTATED BY-LAWS

ST. JOHN'S EPISCOPAL CHURCH

PREAMBLE

St. John's Episcopal Church, Westwood, Massachusetts, having associated as a Parish for the purpose of maintaining the worship of Almighty God according to the faith and usages of The Protestant Episcopal Church in the United States of America, otherwise known as and hereafter referred to as The Episcopal Church, has adopted the Articles attached hereto as its By laws.

ARTICLE 1. AUTHORITY ACKNOWLEDGED

The Parish accedes to the doctrine, discipline and worship and the Constitution and Canons of The Episcopal Church, and to the Constitution and Canons of The Protestant Episcopal Diocese of Massachusetts, otherwise known as the Episcopal Diocese of Massachusetts (hereafter referred to as "the Diocese"), and acknowledges their authority.

ARTICLE 2. MEMBERSHIP

Any baptized person of the age of sixteen years or more, who acknowledges the authority of the Bylaws of the Parish, and by declaring his or her intention to support the Parish by regular attendance at public worship and by financial aid, shall be considered a member of the Parish and entitled to vote in its affairs. Any member who, for one year, shall have refrained from regular worship, and from contributing toward the support of the Parish, may, after written notice from the Vestry and an opportunity to be heard, by a vote of the Vestry be removed from the list of members of the Parish.

ARTICLE 3. OFFICERS, VESTRYPERSONS, DELEGATES

Sec. 1. Officers. The officers of the Parish, all of whom shall be members of the Parish, shall include two Wardens, a Treasurer, and a Clerk, all who shall be communicants of The Episcopal Church and at least 18 years of age.

Sec. 2 Vestrypersons. In addition to the officers above, there shall be no fewer than 6 Vestrypersons and no more than 9 Vestrypersons. The number of Vestrypersons within these parameters may be changed with two consecutive vestry votes. Two or more members of the same household or family shall not serve concurrently on the vestry.

Sec. 3. Delegates. The Parish shall also have such Delegates to the Diocesan Convention and to the Deanery Assembly as it may be entitled to under the relevant canons and rules. Delegates may also be members of the Vestry.

ARTICLE 4. ELECTIONS AND VACANCIES

Sec. 1 Elections. The Wardens, Treasurer, Clerk, Delegates and three Vestrypersons shall be elected at each Annual Meeting of the Parish. The Wardens, Treasurer, Clerk and Delegates shall hold office until the next Annual Meeting following their election and the Vestrypersons until the third Annual Meeting following their election, and all shall hold office until their successors are elected and qualify;. Any Vestryperson whose three year term, and any Warden, Treasurer or Clerk whose sixth successive one year term, expires at any Annual Meeting shall be ineligible, until the next succeeding Annual Meeting, for reelection to the same office.

Sec. 2 Vacancies. Vacancies may be filled at any meeting of the Parish. Unless so filled, they may be filled by the Vestry until the next Annual Meeting of the Parish.

ARTICLE 5. NOMINATIONS

There shall be a Nominating Committee consisting of the Rector, the Wardens and two members of the Parish appointed by the Vestry. Members of the Nominating Committee shall serve one year terms and any appointed member whose third successive term has expired shall be ineligible to serve for one year. The Nominating Committee shall present at each Annual Meeting one or more candidates recommended for each position to be filled by vote at such meeting. The list of nominees so designated shall be posted with the notice of the Annual Meeting. Nominations for any office to be filled at an Annual Meeting may also be made at such meeting by any member of the Parish authorized to vote.

ARTICLE 6. MEETINGS OF THE PARISH

Sec. 1. Annual and Special Meetings. The Annual Meeting shall be held at such date, hour and place as the Vestry shall determine. Special meetings may be called at any time by the Wardens or Vestry. Special meetings shall be called by the Wardens whenever so requested in writing by the Rector or by five members of the Parish.

Sec. 2. Warrant. All meetings of the Parish shall be announced by posting an attested copy of the Warrant calling the meeting at a public entrance of the church or place of worship occupied by the Parish. The Warrant shall be posted at least fourteen days before the date fixed for an Annual Meeting and at least seven days before a special meeting. No action shall be taken at any meeting of the Parish other than that set forth in the Warrant for such meeting.

Sec. 3. Presiding Officer. The Rector, or in the Rector's absence, one of the Wardens, shall preside; in the absence of all three, a moderator shall be chosen by the meeting.

Sec. 4 Quorum Members of the parish, numbering at least 20% of the average Sunday attendance as reported in the previous year's Parochial Report, and, in any event, not less than twice the number of persons who are members of the vestry, present at an Annual or Special Parish Meeting shall constitute a quorum, and a majority vote of those present determine any

matter presented except as provided in Article 15 respecting the amendment of these Bylaws.

ARTICLE 7 THE RECTOR

Sec. 1 Eligibility To be eligible for the office of Rector, a person must be a qualified ordained minister of The Episcopal Church who has been certified by the Bishop to be in good standing.

Sec. 2. Election. The Vestry shall elect the Rector at any Vestry meeting called for that purpose. Such election shall not take place, however, until after all the steps required in Section 1 of Diocesan Canon 15 have been taken.

Sec. 3. Powers and Duties The Rector shall have jurisdiction over the spiritual affairs of the Parish and supervise and direct the Parish staff. For the purposes of the office, its functions and duties, the Rector is entitled to the use and control of the Church and Parish buildings, equipment, and furniture, and to access all records and registers maintained by the parish.

Sec. 4. Vacancy. If the office of Rector becomes vacant or the Rector is incapacitated, the Vestry shall consult with the Bishop and appoint an Interim. In case of vacancy, the interim shall serve until such time as a new Rector is elected as provided under this Article. In case of incapacity, the interim shall serve until the Rector can resume duty.

ARTICLE 8. WARDENS

Wardens shall be members of the Parish, confirmed communicants of The Episcopal Church, and eighteen or more years of age. It shall be the duty of the Wardens, when the Parish has no Rector, or in the Rector's absence, to provide for the temporary performance of the Rector's duties. In the absence or incapacity of either Warden, the powers and duties of the Wardens shall devolve upon the remaining Warden.

ARTICLE 9. TREASURER

Sec. 1. Powers and Duties. It shall be the duty of the Treasurer to receive and disburse all monies collected under the authority of the Vestry, to keep a true record of receipts and disbursements, and to present a full statement of these and of the financial condition of the Parish at Annual Meetings and at other times required by the Vestry. The Treasurer shall also maintain the records of all trusts and permanent funds belonging to the Parish, listing the source and date of such trusts and funds, the terms governing the use of principal and income, to whom and how often accounts are to be made and how the trusts and funds are invested.

The Treasurer shall pay only such sums as have been included in the budget previously authorized by vote of the Vestry and such other sums as may be authorized by a vote of the Vestry.

Sec. 2. Voting of Securities. Except as the Vestry may otherwise designate, the Treasurer may act or appoint any member of the Vestry (with or without power of substitution) to act as proxy or

attorney in fact for the Parish at any meeting of stockholders of any corporation, the securities of which may be held by the Parish.

Sec. 3 Bonds. The Treasurer and other custodians of funds as designated by the Vestry shall be bonded under a blanket bond maintained by the Diocese for that purpose. If such blanket bond is at any time not available, adequate bonds shall be procured by the Parish and each bond shall be placed in the custody of some officer other than the person who is bonded.

Sec. 4. Assistant Treasurer. The Vestry may appoint an Assistant Treasurer whose term shall be coterminous with that of the Treasurer, who shall have a seat and voice on the Vestry and whose duties shall be such as may be assigned by the Vestry or the Treasurer.

ARTICLE 10 CLERK

It shall be the duty of the Clerk to keep the records of the Parish and of the Vestry and to keep a roll of the members entitled to vote in its affairs. The Clerk shall make available the names of persons on the membership list for any member to inspect as long as the purpose of the inspection is related to the general affairs of the Parish.

ARTICLE 11 VESTRY

The officers, together with the Rector, and the Vestrypersons shall constitute the Vestry of the Parish. Vestrypersons shall have a seat, voice and vote at any meeting. Each shall have such duties as may, from time to time, be assigned by the vestry.

Sec. 1. Authority and Duties. The Vestry shall exercise all its powers in accordance with the usage and discipline of The Episcopal Church, in compliance with the statutes of the Commonwealth and the provisions of these Bylaws. It shall be the duty of the Vestry to manage the prudential affairs and to care for the property of the Parish; to provide for the furniture, books, vestments, and all things necessary for the celebration of public worship; to see that all buildings and personal property belonging to the Parish are adequately insured; to supervise the investment of funds of the Parish; to authorize and direct such purchases and sales as the Vestry may from time to time deem wise, and any and all transfers, assignments, contracts, deeds, leases, bonds, notes, checks and other instruments which may be necessary or proper in this connection; and to supervise and direct the officers in the discharge of their duties.

The Officers and Vestrypersons, in consultation with the Rector, shall authorize staff positions and the terms of employment.

The handling of all or any of the investments, including their purchase, custody, sale and transfer, may be delegated by the Vestry to the Wardens or Treasurer. The Vestry may delegate to the Wardens and/or Treasurer generally or in particular cases the authority to execute contracts, deeds, leases, bonds, notes, checks and other instruments which may be necessary or proper.

The Vestry may appoint or authorize the appointment of any committee that it deems desirable. All such committees shall be accountable to the Vestry.

The Vestry shall follow the good practices set forth in the Manual of Business Methods, insofar as practicable.

Sec. 2. Meetings. Meetings of the Vestry may be called by the Rector or either Warden or any two members of the Vestry. The Vestry may schedule regular meetings and determine the manner of notifying its members. The Rector, or such other member of the Vestry designated by the Rector, shall preside. A majority of the members shall constitute a quorum and a majority vote of those present shall determine any matter presented. The records of the Vestry shall be open to the members of the Parish at its meetings.

Sec. 3. Annual Audit. The Vestry shall cause to be made an annual audit of the accounts of the Treasurer and other custodians of funds of the Parish. The audit shall be made by a certified or independent public accountant or by any agency permitted by the Office of the Treasurer of the Diocese. Such auditor shall be appointed by the Vestry at least thirty days before the end of the year.

Sec. 4. Restrictions on Alienation or Encumbrance of Real Estate. No consecrated church or chapel, nor any church or chapel which has been used solely for divine service, nor any property which is being used as a Parish house or rectory, nor any land incidental to or regularly used in connection with any of the foregoing, shall be alienated or encumbered without the previous written consent of the Bishop, acting with the advice and consent of the Standing Committee.

Sec 5 Gifts and Memorials. No object intended as a permanent addition to the Church or Parish property, or to be used therein during public worship, shall be accepted as a gift or memorial without the approval of the Rector and the Vestry. All objects so accepted may be removed when deemed necessary by the Vestry. The names of donors of such gifts and memorials, any terms and conditions, and the dates of acceptance shall be recorded in the permanent records of the Parish.

The receipt and acceptance of any restricted gift or endowment (a "restricted fund"), and the terms governing each restricted fund, including the restrictions or other terms under which such restricted fund and its proceeds may be spent or otherwise applied by the Parish shall be approved by the Vestry and monitored by the Treasurer. At the Annual Meeting of the Parish, or more frequently if requested by action of the Vestry, the Treasurer shall report on the receipt, use and remaining balance of each restricted fund during the past year and the terms of their use. This paragraph is not intended to create any terms of an endowment, gift or other fund, nor to include such terms in these Bylaws.

ARTICLE 12 CONFLICTS OF INTEREST

Whenever a member of the Vestry has a financial or personal interest in any matter coming before the Vestry, the affected person shall a) fully disclose the nature of the interest and b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested members of the Vestry determine that it is in the best interest of St. John's Church to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention and rationale for approval.

ARTICLE 13 ORGANIZATIONS

All formal organizations connected with the Parish shall be responsible to the Rector and the Vestry. Each organization shall have a Charter declaring its purposes and describing its scope of action. Each organization shall present at the Annual Meeting of the Parish a report containing a summary of its activities and finances and a list of its officers. The funds of any organization which has not met for three years shall be turned over to the Treasurer of the Parish to be used as the Vestry may direct.

ARTICLE 14 AMENDMENTS

These Bylaws may be amended in the following manner: first, the proposed change shall be approved by vote of two thirds of the members of the Parish present at a properly called meeting; next, the proposed change shall be submitted to the Bishop and Standing Committee and if approved by them without substantial revision, the change as so approved shall become immediately effective upon receipt by the Parish. If the Bishop and Standing Committee shall approve subject to a substantial revision affecting the intent or meaning of the proposed change, the matter shall be resubmitted to a properly called meeting of the members of the Parish and shall become immediately effective upon approval by vote of two thirds of the Members of the Parish present.

ARTICLE 15 INDEMNIFICATION OF PARISH OFFICERS

The Parish shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as a Warden, Treasurer, Clerk, the Rector in his or her capacity as a member of the Vestry, or other officer of the Parish (collectively "Indemnified Officers"), against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (a "proceeding"), in which he or she may become involved by reason of his or her serving or having served in such capacity (other than a proceeding voluntarily initiated by such person unless he or she is successful on the merits and the proceeding was authorized by a majority of the Vestry). However, no indemnification shall

be provided for any such person with respect to any matter in which he or she is adjudicated not to have acted in good faith on behalf of the Parish; and further provided that any compromise or settlement payment shall be approved by the Vestry in the same manner as provided below for the authorization of indemnification.

Such indemnification may, to the extent authorized by the Vestry, include payment by the Parish of expenses incurred in defending a civil or criminal action or proceeding in advance of the final disposition of such action or proceeding, provided that the person indemnified agrees to repay such payment if he or she is not entitled to indemnification under this Article; the repayment agreement may be accepted without regard to the financial ability of such person to make repayment.

Any payment shall be conclusively deemed authorized by the Parish under this Article, and each officer of the Parish approving such payment shall be wholly protected, if:

(i) the payment has been approved or ratified (1) by a majority vote of a quorum of either (a) the members of the Parish who are not at that time parties to the proceeding or (b) the members of the Vestry who are not at that time parties to the proceeding or (2) by a majority vote of a committee of two or more Vestry members who are not at that time parties to the proceeding and are selected for this purpose by the full Vestry (in which selection Vestry members who are parties may participate); or

(ii) the action is taken in reliance upon the opinion of independent legal counsel (who may be counsel to the Parish) appointed for the purpose by vote of the Vestry in the manner specified in clauses (1) or (2) of subparagraph (i) or, if that manner is not possible, appointed by a majority of the full Vestry then in office; or

(iii) the Vestry members have otherwise acted in accordance with the standard of conduct applied to directors under Chapter 180 of the Massachusetts General Laws; or

(iv) a court having jurisdiction shall have approved the payment.

This indemnification shall inure to the benefit of the heirs, executors and administrators of Indemnified Officers entitled to indemnification. The right of indemnification shall be in addition to and not exclusive of all other rights to which any person may be entitled. Nothing contained in this Article shall affect any rights to indemnification to which Parish employees, agents, Vestry members and other persons may be entitled by contract or otherwise under law.

This Article, as amended, constitutes a contract between the Parish and the Indemnified Officers. No amendment or repeal of the provisions of this Article which adversely affects the right of an Indemnified Officer under this Article shall apply to him or her with respect to his or her acts or omissions which occurred at any time prior to such amendment or repeal without his or her written consent.

Nomination Slate for 2024

Vestry Officers - may serve 6, 1-year terms

Jamie Harper, Co-warden	Completed year 1 of 6
Leslie Davie, Co-warden	Completed year 1 of 6
Michelle Nuñez, Treasurer	Vacated by Alan Macdonald
Elizabeth Mathew, Clerk	Completed year 1 of 6

Nominations from the floor for any officer positions?

Vestry members continuing service in 2023: (3 year term)

Suzanne Cogan, Vic Kingsley, Fernando Martinez	(term ends 2025)
Maryanne Carty, Cal Groton, Randa Khuri	(term ends 2026)

Nominees for vestry service:

Greg Berry	3 year term
Kara Bleday	3 year term
Sarah Ridgway	3 year term

Nominations from the floor for vestry positions?

Nominees for Deanery Representatives - 1 year renewable term

Jamie Harper, Robert Murphy

Nomineess for Diocesan Representatives - 1 year renewable term

Leslie Davie, TBD

Alternates: Robert Murphy

Many thanks to those leaving vestry service:

Treasurer: Alan Macdonald

Vestry members: Sharon Ricci, Tom Viti, Randa Istfan