

MINUTES OF THE ANNUAL MEETING

7 February 2010

Reverend Miller opened the meeting in prayer.

Roll of Voting Members:

As per diocesan guidelines, to qualify as a “voting member” a person must (1) attend church service at least twice per year, and (2) support the church financially. A motion to accept the roll of voting members as published in the 2009 Annual Report was made by Bob Herbst, seconded by David Friez, and carried.

Minutes:

The minutes of the 8 February 2009 Annual Meeting were reviewed and no changes were recommended. A motion to accept the minutes of the 2009 Annual Meeting as published in the 2010 Annual Report was made by John Talbott, seconded by David Friez, and carried.

Treasurer's Report, by Heather Dillenbeck:

◆ Pledges and Youth Ministry

- ◆ Pledges in 2004, 2005, and 2006 averaged \$230,000/year.
- ◆ A very significant gift--about \$280,000--was made in early 2007 to establish the Youth Ministry Fund. At that time, we projected the parish would grow because the youth program would attract children and families. If pledges had increased as projected through 2011, the total pledge base would have grown to where the YM Program would be self-funding--that is, it would be paid for from the normal operating budget.
- ◆ Pledge collections have fallen, not increased. We have had to use the Youth Ministry Fund far more actively than we hoped, with the result that on the present path its balance will fall to zero sometime this summer. For this reason, the current youth program must be suspended for lack of funds.
- ◆ Weekly attendance is also declining, though we are told that this is not unusual during a transition.
- ◆ The average weekly pledge for 2010 is \$31.32, up 7% from 2009 (which in turn was up 5% from 2008). The bigger problem is the number of pledges, and this seems to correlate with attendance. This time last year we had received 123 pledge cards; this year the number is 112.
- ◆ 14% of the people pledging for this year raised their pledge by more than 20%. That's very good. But it's also a fact that we are way below the average in the Diocese and nationally in terms of what we choose to give.

◆ Endowment

- ◆ The endowment is handled by John Rafal of Essex Financial Services.
- ◆ The money comes from a variety of sources, ranging from small-purpose gifts like contributions to the Love Baskets to the million dollar Hubbel bequest. All of the money has come from gifts given with some intent, and we must honor those intentions.
- ◆ If the financial markets had not declined sharply in 2007 and 2008, we would have more options with this account. The “unrestricted” portion would likely be positive and not mildly negative. The small negative bottom line called “unrestricted funds” means we have very little flexibility.
- ◆ The account grew in 2009 by 27% (25% on a performance-measurement basis) and on December 31 stood at \$2,000,000. The benchmark index to which we compare ourselves earned 18%.
- ◆ Our policy is to use 3-5% of a smoothed value each year as an “investment draw” to support operations and capital needs. Note that 5% of \$2 million is \$100,000. We are indeed fortunate to have this source of funds because both the “draw” and the designated gifts permit us to do things we otherwise would not be able to afford.

◆ Overview of 2009

- ◆ The budget we put together last year showed a deficit of \$22,000. We hoped we would do better, but in fact, we did worse.
 - ◆ Pledge collections were about \$11,000 less than we hoped.
 - ◆ The Nearly New Shop income was under budget by about \$4,000.
 - ◆ Overall, the deficit ballooned to \$32,000.
- ◆ Income from the investment account covered the deficit. In 2009 our total investment draw, supporting both the operating budget and our capital needs, was \$102,000--\$32,000 for the capital budget and \$70,000 for operations.
- ◆ Total expenditures were \$430,847, about \$5,000 less than anticipated. Since we had a lot of mandated cost increases (health insurance, the diocesan pledge), we did a very good job of controlling every other expenditure.

◆ Budget for 2010

- ◆ For 2010, we decided to project a balanced budget.
- ◆ For revenues:
 - ◆ We project \$200,000 in pledges. (We already have \$182,000 in hand.) We generally collect more than what has been pledged, on average \$7,500.
 - ◆ We have assumed all of the Youth Ministry gift will be used in 2010.
 - ◆ The investment draw will be \$90,000.
 - ◆ The Nearly New Shop is projected at \$27,000, \$18,000 (or 2/3) of which will go to operations.
 - ◆ Other revenue categories stay the same as in 2009, except for the Diocesan Grant and Match of the Grant, which are over.
 - ◆ Revenue adds up to \$390,103.
- ◆ For expenditures:
 - ◆ We had to make some assumptions. First, wages and benefits. We have projected Reverend Miller's rate of pay and benefits for the next year and Reverend Donohue's rate for six months. The actual cost could be higher or lower.
 - ◆ Properties in the diocese are being reappraised, so property insurance could change, too.
 - ◆ We added to the line items for Youth and Church School the \$14,000 that will be left in the Youth Ministry gift when Reverend Donohue departs. This money can be used for the program beginning next fall.
 - ◆ We have tried to show restraint in all other spending categories.
 - ◆ Total expenditures would be \$390,739. The bottom line is -\$636, an essentially balanced budget.
- ◆ Gifts
 - ◆ The Ellie Grasso bequest of \$80,000 to fund soloists in perpetuity.
 - ◆ The gift of \$25,000 in memory of Betty Sturges for the Altar Guild.
 - ◆ These gifts will reduce the demands on pledge and other operating income for years to come.
 - ◆ Over \$6,000 was given in white envelopes for the Caribbean mission.
 - ◆ Church maintenance and repair is supported by a very generous gift (Marshall Fund) made several years ago for this purpose.
 - ◆ New robes for the choir and a special spring concert (details to be announced) will be covered by a generous donation for these purposes.
 - ◆ Search Committee expenses are being covered by a special gift.
 - ◆ So, while we have some short-term budget problems, and have had to make some difficult decisions, we are at the same time funding numerous things with money generously given.

◆ Questions and Answers:

Q: What is the breakdown of the \$90,000 spent on Youth Ministry in 2009?

A: The entire sum was spent on salary and benefits, which includes health insurance.

Q: Does the 2010 budget reflect the possibility that the new rector will not want to live in the rectory?

A: If the rector does not live in the rectory, then the church will rent it.

Q: What is the housing allowance for?

A: It is required. If rector is not in church-owned housing, then we must pay a housing allowance. If the rector is in housing then, based on a formula, part of the compensation package is a "housing equity" allowance.

Q: Who pays utilities at the rectory?

A: The church.

Q: Why can't we project a wage and benefits package for the new rector?

A: Wage and benefits will be determined by factors such as experience, which we cannot predict, but we have advertised the position as paying between \$100,000 and \$120,000.

Someone asked that the amount of money collected in the white envelopes to support the Caribbean Mission be reported regularly, and the Treasurer agreed to do so in future Sunday Bulletins.

A motion to approve the received budget was made by John Talbott, seconded by Bill Clancy, and carried.

Wardens' Report, by Senior Warden, Ken Kraus:

- ◆ The year has been difficult, but the dedication of so many people to keep the church operating has been humbling.
- ◆ A special thank you to Sharon Friez, the manager of the Nearly New Shop. The work of the shop and its volunteers, under the excellent management of Sharon and Assistant Manager Lana Lewis, is extraordinary.
- ◆ It was moving to witness the growth of this year's confirmands and their relationship with their mentors.
- ◆ The passion of the search committee is inspiring. Special thanks to Bill Cuddy for his leadership.
- ◆ The Christmas pageant was amazing, as was "Telling Our Story." Many thanks to all participants.
- ◆ Thank you to Reverend Miller for her assistance in so many ways during this transitional period.

Committee Reports:

◆ Kathy Kronholm asked people to read the committee reports. We are doing great work at Saint Ann's, and we should not forget it. (Loud applause punctuated this observation.)

Report of the Interim Rector, by Reverend Nancy Miller:

◆ Saint Ann's does not know how to brag about itself. It is a very nice place.

Christian Service Award:

◆ To a consummate gentleman who cares deeply for other people and serves the church in many ways: Bill Cuddy.

Report of Associate Priest, by Reverend Pat Davidson:

◆ Offered thanks for a year of service to so many people. One of the most wonderful things about Saint Ann's is the work no one knows about: Violetta Chan-Scott and the choir, Kathy Rowe, Liz Zeman and Diane Rogers and the Altar Guild, and Millie Wrege for laundering all the altar cloths.

Report of the Curate, by Reverend John Talbott:

◆ Noted last year, 60% of parish was at Annual Meeting. This year, 90% are present, an encouraging sign.
◆ Reverend Talbott thanked the Sr Warden, Ken Kraus; the Vestry; and the Treasurer, Heather Dillenbeck.

Report of the Assistant Rector, by Reverend Janie Donohue:

◆ Reminded everyone that Saint Ann's is an extraordinary church. "The great strength of Episcopalians is that they show up." Reverend Donohue noted that she feels privileged to be in the room with us.

◆ She is sad to leave but believes that God "is faithful and big and abundant."

A discussion followed Reverend Donohue's report in which a number of parishioners expressed their concern that the youth program was not to be fully funded after June. Several people promised to increase their pledges, and several volunteered to serve on the sub-committee to plan next year's program.

Nominating Committee Report, by Ken Kraus:

Ken Kraus, the Senior Warden, presented the slate of candidates for the Vestry for 2010 and Delegates to the Convention:

- ◆ Members whose terms ended in 2009:
 - ◆ Bill Clancy, Nearly New Liaison
 - ◆ Linda Bertelsen, Stewardship Liaison
- ◆ Members nominated for a three-year term, beginning 2009:
 - ◆ Linda Bertelsen, Nearly New Liaison
 - ◆ Carl Igelbrink, Stewardship Liaison
 - ◆ Tami Miglio, Parish Life Liaison
 - ◆ John Visgilio, Family Life Liaison
 - ◆ Mac Mummert, Family Life Liaison
- ◆ Delegates to the Convention:
 - ◆ Anne Rowthorn
 - ◆ James Beattie
- ◆ Officers, for a one-year term:
 - ◆ Ken Kraus, Senior Warden
 - ◆ David Friez, Junior Warden
 - ◆ Heather Dillenbeck, Treasurer
 - ◆ Walt Tucker and John Keydel, Assistant Treasurers
 - ◆ Anne Flammang, Clerk

A motion to accept the slate of nominated members for the Vestry in 2010 was made by Pat Davidson, seconded by Bill Clancy, and carried. The Senior Warden thanked the members of the Nominating Committee for their service: Ken Kraus, Bill Clancy, Diane Rogers, Sue Joffrey, Mac Mummert, and John Visgilio.

Ken Wood claimed that he who sings, prays twice and so led the meeting in singing the Doxology. The meeting closed with a benediction, delivered by Reverend Miller.

Respectfully submitted,
Anne Flammang, Clerk

TREASURER'S REPORT

Summary.

All in all, 2010 turned out pretty well. A year ago that hardly seemed possible. 2009 had been very disappointing, pledge commitments were down significantly, we faced uncertainties regarding a new rector and youth minister, and the rectory needed expensive major repairs. Yet in the end the operating budget was in balance, with a smaller draw on the investment account than we expected. The rectory work was completed on budget. We received several unexpected gifts, and the investment account stood at \$2.15 million at yearend. Going into 2011 we still face major financial challenges, but the lesson of 2010 is that good results are possible with a little luck and if we all do our part.

Financial Results in 2010. (Please see insert of tables.)

The key figure in our budget is pledge income, which accounts for over half our operating funds. Last year at this time we had received 111 pledges totaling \$179,000. We hoped for a final figure of \$200,000. In fact, pledge collections came in at \$210,000!

The 2010 operating budget presented a year ago was essentially in balance, but balance was expected to be achieved partly by drawing \$86,000 from the earnings on our investment account. As it turned out, we only needed to use a \$65,000 "investment draw" because of the good pledge experience and because total expenditures were significantly lower than we had anticipated.

Why were expenditures lower? The main reason is that clergy expenses went down rather than up as we had feared. Our interim rectors' salaries were lower than we had budgeted, and neither they nor our new youth minister needed full health insurance coverage.

There were other positive events outside the operating budget:

- ◆ Capital expenditures, including the rectory renovation and work at the Nearly New Shop, totaled \$73,841 compared with a budget of \$75,000. These expenses were met by a withdrawal from the Marshall Fund, a "temporarily restricted fund" given in earlier years for just such a purpose.

- ◆ During 2010 we received unrestricted gifts and bequests totaling \$119,000. These funds were added to the investment account.

- ◆ Two of our paintings that had been consigned to the Cooley Gallery brought in another \$18,250. This also was added to the investment account.

The Budget for 2011. (Please see the right-hand column of the table on the insert.)

In contrast to 2010, the operating budget for 2011 is not in balance but shows a deficit of \$18,000. This budget recognizes the shortfall in pledges to date (see the Stewardship write-up on pages 9-10) but also assumes, like last year, that we will collect more than people say they intend to give. Specifically, we have again estimated pledge collections at \$200,000. If those who have not yet pledged, but seem likely to do so, give the same amount they gave last year and we receive the same amount (\$21,000) over the final pledge total of 2010, we would take in \$202,500. That figure would be a reach, but it does seem likely that having a new rector will bring a sense of excitement, higher attendance and, thus, more money.

The new budget includes an investment draw for operations of \$90,000, which is 5% of available funds--at the upper end of the 3% to 5% range that is our policy. We recognize the loss of Lad & Lassie in a rental income figure of \$2,000, down from \$9,500 in the 2010 budget, and look for somewhat higher income from the Nearly New Shop than was achieved last year.

On the expenditure side, the biggest uncertainty once again is clergy salaries, since we cannot know in advance the package that we will have to offer a new rector. (This will depend on his or her experience level and circumstances.) We have assumed for budgeting purposes a continuation of our current interim's pay scale and that we will have to pay, in addition, for six months of pension contributions and family-plan health insurance. These assumptions could be wrong, but they are not unreasonable.

The budget assumes that the youth program continues in its present form throughout the year. We are indeed fortunate to be able to fund this through earlier gifts for this purpose.

There are a few other significant items: (1) For several years we have been underestimating church maintenance expenses. This year we try to rectify that by keeping them at essentially the 2010 level. (2) Our budgeted \$42,000 contribution to the diocese is derived by formula and based on 2009 revenue. (3) One piece of good news: property insurance costs are being held at their 2010 level.

The bottom-line operating budget deficit of \$18,000 is unfortunate but not insurmountable. It's a challenge!

Our capital expenditures in 2011-outlined in the table on page 8 -- will be lower than in 2010. They will again be paid from the Marshall Fund, for which we must be very thankful.

The Investment Portfolio.

As of December 31, 2010 the value of our investment portfolio was \$2,152,275. This was up almost \$90,000 from a year earlier, even after our withdrawal needs. On a performance-measurement basis--that is, adjusting for money flowing in and out of the account--the gain was 11.7%. This was right in line with the performance of our comparative 60%/40% stock/bond benchmark. We appreciate the good work done by our investment advisor, Essex Financial Services.

Of the total value of the account, \$1,265,898 was in "permanently restricted" funds. All of the "temporarily restricted" funds together accounted for \$698,657. The "unrestricted" balance therefore was \$187,720. A year earlier, our unrestricted funds were negative. We can thank both rising markets and our many generous donors for this very positive change.

Search Expenses.

The budget approved by the Vestry for search expenses in 2010 was "up to \$15,000." In fact, the total of all expenses--the parish survey, mailings, visits to candidates and candidate visits here--was \$13,640. These costs were charged to one of our miscellaneous "temporarily restricted" funds.

For 2011 we are again using a figure of "up to \$15,000." In addition, we have to anticipate the need to cover moving expenses for the successful candidate. We are told to expect a number in the \$10,000 to \$15,000 range and are using \$12,500 as a more specific estimate. The Vestry has approved using two of our previously donated temporarily restricted funds for this purpose. Once again, our thanks to those who have given so generously.

Respectfully submitted,
Heather Dillenbeck

WARDENS' REPORT

2010 was a year when Saint Ann's experienced change, constant change, one might say. We entered the year in "transition mode" having just begun our search for a new Rector. Over the year, three different Interim Rectors have led us. Due to budgetary constraints, we had to eliminate our full-time Assistant Rector position. In addition, Saint Ann's lost many long-time and well-loved active members, with sixteen funerals in 2010. We all feel these losses.

It would be so easy, and understandable, to throw up our hands in despair, but, the upheavals of the past year have strengthened our faith and our commitment to Saint Ann's. So many of you have remained focused on serving and supporting the church.

- ◆ Our Interim Rectors, Nancy Miller, Harlon Dalton, and Bob Miner, have "gotten our house in order" so to speak, making Saint Ann's an attractive parish for prospective candidates.

- ◆ Last winter, a group of members met several times to decide how, with our budget, we could continue to offer both Sunday School classes and a youth program for our middle and high school students. Godly Play is now up and running, thanks to Linda Winzer, and our Sunday evening Youth Group has continued under the leadership of the Reverend Stephanie Johnson.

- ◆ The Search Committee met every Wednesday from November 2009 through September 2010. They are again meeting regularly and will have selected a new list of final candidates to present to the Vestry by late winter.

- ◆ Vestry has worked with all of our interim Rectors to keep Saint Ann's functioning, and by functioning, we mean more than the proverbial "keeping the lights on".

◆ We have taken the opportunity to restore and renovate the Rectory, a job much easier done while it is unfurnished and unoccupied.

One of the rewarding experiences during the search process is taking stock of our church and how much it means to all of us. This was repeatedly reinforced during the interviews with candidates, who all agreed that it was obvious how much we love Saint Ann's by how well tended the buildings and grounds are. It was nice to be reminded.

Respectfully submitted,
Ken Kraus, Senior Warden
David Friez, Junior Warden

COMMITTEE REPORTS

Search Committee

This report summarizes what the Search Committee did in the past and what it is doing for the future. In brief, we met many times, conducted a parish survey, wrote a Parish Profile, readied ourselves to interview candidates, interviewed candidates by telephone and in person, informed the parish of our activities, and recommended candidates to the Vestry to be the next Rector of Saint Ann's.

The original members of the Committee were Bill Cuddy, Chair; Beth Sullivan, Vice Chair; Dick Dillenbeck; Maggie Faulkner, Chaplain; David Friez; Jane Keydel, Chaplain; Ken Kraus; Kathy Kronholm, Secretary; Carole Lamourine, Chaplain; Pat Rogerson; Dot Smith; and Linda Winzer, computer expert. From November 18, 2009 to September 1, 2010 the committee met 41 times, usually for at least two hours. Our chaplains led us in prayers at the beginning and end of our meetings. We strove to keep the parish informed of our activities through a section on the parish website, where we posted minutes of our meetings, the chaplains' prayers and other documents; reported at Sunday services; led two Griswold Forums; wrote articles for "The Messenger;" and held discussions between individual members and parishioners. A consultant provided by the Diocese guided us until the time we received our first list of candidates.

Our first major activity was to prepare and conduct a parish survey which we made available through the "Survey Monkey" website and in paper form. Most parishioners responded online, and we had a very high response rate. The electronic and paper responses, including the extensive comments, were compiled and summarized. We presented survey results to the Vestry and also to the parish at a Griswold Forum. Our next big task was to prepare our Parish Profile. This document presented Saint Ann's Episcopal Church to prospective candidates, so our objective was to give a full and accurate picture, showing our attractive features, our needs and challenges and our parish goals and clergy expectations. After the Vestry and the Diocesan Office approved the profile, which was published on the internet, candidates submitted applications to the Diocesan Deployment Officer.

We next prepared ourselves for interviews. We considered our attitudes and desires regarding various clergy characteristics. We faced some challenges about whether being a married man with children and being heterosexual would be requirements for our next rector. After extensive communication and prayer, we concluded that we would not require these characteristics. Then we prepared sets of standard questions that we would ask candidates at interviews. We practiced interviewing with a volunteer Assistant Rector from another parish. On June 23rd the Diocesan Deployment Officer presented us with 23 candidates. We asked them for written answers to questions and copies of sermons. Four did not respond, some because they had taken other positions. We reviewed sermons in writing and also on CDs, DVDs and the internet. We invited 13 priests for telephone interviews. We completed all the telephone interviews before the end of July.

After the telephone interviews we invited six candidates for personal interviews, which lasted a minimum of two hours. These candidates also received rectory tours, some had tours of the area, and all had a meal with members of the Search Committee. The first interview was on August 3rd. The last was on August 20th. Teams of Search Committee members traveled to California, Pennsylvania and Westchester County to observe Sunday services led by four of these candidates. In addition, we interviewed their references. Two candidates dropped out after their in-person interviews, one because he decided to pursue work as a school chaplain or headmaster and the other because she was not convinced that Saint Ann's was the place for her.

When we discussed the four remaining candidates, we decided that we did not want to go further with two of them. (Before the in-person interviews we had intended to recommend at least three candidates, and we would have done that if the two had not taken themselves out of further consideration.) We recommended two priests to the Vestry at the beginning of September. Later in September the Vestry informed the Search Committee and the parish that they wanted a new search. Two Committee members, Maggie Faulkner and Linda Winzer, decided that they would not continue with a second search because of personal circumstances. The Diocese re-advertised our opening for a Rector. On December 1, 2010 we received a new list of candidates. We requested written information from 15 of them and decided to interview 11 by telephone. We finished those interviews in January 2011 and decided to invite nine of them to Saint Ann's for interviews in person. We expect to conclude the in-person interviews in February 2011. Because of a new Diocesan rule, we will thereafter recommend at least three candidates to the Vestry.

Respectfully submitted,
Bill Cuddy, Chair

Nearly New Shop

The changing economy of the past three years has continued to affect shop sales. A noticeable impact is the proliferation of resale/consignment shops. It is also evidenced by tightened personal budgets. Revenues for year 2010 were down 14% from the previous 3-year average. However, strict control of shop expenses has more than offset this drop. Saint Ann's income is down only 8% from the previous 3-year average.

Recognition for this achievement is due to Sharon Friez and her associate manager, Lana Lewis. They have worked tirelessly for the shop in every way to push its offerings out to the community.

All volunteers at the Nearly New Shop deserve our prayerful appreciation and recognition. Without them, we would not have these funds and the outreach they provide would go wanting as a result. Equally important to note is that about half of the shop's steady volunteers are from outside Saint Ann's. We sincerely appreciate their service.

Attention to detail is evident in the refined look of the shop. It is welcoming, organized, and the merchandise is attractively displayed. Important areas of capital improvement planned for 2011 include replacing the front entrance ramp and upgrading the antiquated bathroom.

2010 Results and 2011 Budget:

	Budget 2010	Actual 2010*	Budget 2011
Sales and Other Income	\$125,800	\$113,643	\$119,000
Less Expenses paid by the Shop			
Consignor Payments	\$28,750	\$20,643	\$24,780
Other Non-salary Expenses	<u>\$17,325</u>	<u>\$13,265</u>	<u>\$14,128</u>
Shop Net Income	<u>\$79,725</u>	<u>\$77,866</u>	<u>\$80,092</u>
Funds Transferred to Saint Ann's	\$80,000	\$78,000	\$80,000
Less Salaries, Benefits & Postage	\$52,500	\$53,052	\$54,000
Income to Saint Ann's	\$27,500	\$24,948	\$26,000
Allocation of Income:			
2/3 to St. Ann's Operating Budget	\$18,333	\$16,632	\$17,333
1/3 to Women of Saint Ann's	\$9,167	\$8,316	\$8,667

*Subject to minor revision

Respectfully submitted,
Linda Bertelsen, Chair

Capital Improvements

The Capital projects for 2010 were:

Church:

a. Install speaker system - Sanctuary	4,350
b. Repaint church exterior (incl. steeple)	12,000
c. Replace hallway cabinet	2,800
d. Replace Griswold Room tables	900
e. other	<u>4,465</u>

Total: **\$24,515**

Rectory:

a. Renovate entire facility	\$43,198
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Nearly New:

a. Renovate manager's office	4,800
b. Paint exterior	<u>1,328</u>

Total: **6.128**

TOTAL: \$ 73,841

(vs. \$75,000 budget)

The capital budget for 2011:

Church:

a. Replace Griswold Rm exterior walkway (wheelchair accessible)	\$ 24,000
b. Painting - both interior & exterior	3,000
c. Repair window sills	2,000
d. Exterior work - landscaping, etc.	2,500
e. Refinish Griswold Rm floor	<u>3,500</u>

Total: **\$ 35,000**

Rectory:

a. Paint interior rooms	\$ 2,000
b. Exterior property	<u>2,500</u>

Total: **\$ 4,500**

Nearly New:

a. Replace intake room flooring	\$ 6,000
b. Modernize bathroom	1,500
c. Repair ramp	<u>3,000</u>

Total: **\$ 10,500**

Total \$ 50,000

Contingency (10%) 5,000

2011 BUDGET: \$55,000

Respectfully submitted,
Dick Hall

Parish Life

The 2010 members of the Parish Life Committee have been: *Margo Valentine, Joan Swain, Tami Miglio, Pat Rogerson, Maryann Clancy, Jane Keydel, Frances Reynolds, Christine Igelbrink, Pat Proctor and Sallie Mundy.* The goal of the Parish Life Committee is to assist the Rector and Vestry in making newcomers and existing parishioners welcome and in involving them in parish life.

Summary of Major Events

Feast and Fellowship (Wine and Dine): The committee sponsored the fourth year of the well received and well attended activity re-named Feast and Fellowship. To encourage unity, the events were held in the Griswold Room with all participants meeting together and enjoying wonderful fellowship over a potluck dinner.

Parish lunches: Each quarter the committee sponsors a luncheon to which all parish family members are invited. The committee members prepare soups or salads and desserts and those attending bring sandwiches to share. These events are well attended and enjoyed by all.

Newcomer's coffee hour: In March a coffee hour was designated to honor and introduce newcomers to the church.

Plant Sale: In May the committee hosted a plant sale during the coffee hour. Plants were donated from member's gardens and then sold at reasonable prices. The proceeds were donated to provide plantings for the church.

Theater Evening: August 21st was the annual theater party. It began with a potluck supper at the home of Heather and Dick Dillenbeck and then the group attended a production of "Finian's Rainbow" at the Ivoryton Playhouse.

Prelude to Fall Breakfast: This annual event was held on September 19th. The committee baked and served egg casseroles and other goodies to welcome members of the parish back to the fall activities of our church. Approximately 50 people attended.

Book Discussion Group: This group meets the second Tuesday of each month from 2:30 - 4:00. We have had many lively and spirited discussions of a wide variety of books led by several different leaders.

Other Committee Projects

Coffee Hour Hosts: The committee is responsible for recruiting coffee hour hosts for the social time following the 10:30 service. All members of the congregation are encouraged to take a turn hosting the coffee hour. Hosting is easier than it looks, thanks to the detailed set of instructions posted in the kitchen and the willingness of committee members to assist first-time hosts.

Food Pantry Deliveries: The first full week of the month Saint Ann's takes responsibility for see that food donations at the Big Y are delivered to the Congregational Church in Old Lyme. New volunteers to be included in this once a month schedule are always welcome. If we had twelve volunteers, no one would need to be assigned more than once!

Flower Delivery: The committee oversees the delivery of altar flowers each Sunday to members of our church family who are not able to be present for worship. In addition, the committee oversees the delivery of Christmas and Easter flowers.

Ministry to Help with Funeral Receptions: We have prepared a list of those who are willing to be "on call" to help with funeral receptions when the bereaved family of a parishioner requests such help.

This report could not end without a special thank you to all of the members of the Parish Life Committee who have given so freely of their time, talent and treasure to help make being a part of this church family so rewarding for all of us. We will begin 2011 by welcoming three new members to our committee: *Sharon Bonney, Irma Duval and Sandy Olson*. Please consider joining us in the fun of planning and conducting these many activities.

Respectfully submitted,
Maryann Clancy

Stewardship

We are entering this new year with some anxiety during this time of transition as we search for a new rector but there is also a firm foundation for hope. Parishioners continue to work diligently on our behalf as we find our way together in Christ. They are working tirelessly screening candidates for a new rector, planning activities to bring us closer together as a parish family, ensuring that our buildings and grounds are properly maintained, dressing the altar, setting the table and providing music for our services, identifying and implementing a new church school curriculum, planning and performing outreach missions to the Dominican Republic and here at home, operating the Nearly New Shop, and organizing and overseeing our youth activities.

Yet there is reason to be concerned. We have experienced an accelerated decline in both the number and the amount pledged and have begun making follow up calls to those who have not pledged. This year the number

of pledges has declined below 100 to 97 (a decline of 19 pledges from 2010). The amount pledged has declined to \$159.5K (a decline of \$29.3K down 15.5% from 2010). The following table provides the necessary detail:

<u>ITEM (\$,000)</u>	<u>'08</u>	<u>'09</u>	<u>'10</u>	<u>'11(a)</u>
Planned Pledges	\$230.0	\$220.0	\$200.0	\$200.0
Pledged	\$202.5	\$201.9	\$188.8	\$159.5
% chg. Vs. Prev. Yr.		(0.3%)	(6.4%)	(15.5%)
Actual Pledges	\$207.2	\$209.3	\$209.3	NA
Pledges (#)	140	133	116	97
% chg. Vs. Prev. Yr.		(5.0%)	(12.8%)	(16.4%)
	(a)	<i>as of 1/25/11</i>		
	NA	<i>Not Available or Not Applicable</i>		

We are grateful to all for their gifts of time, talent and pledges. Especially those who have pledged for 2011:

Bev & Stan Ahlers	Peter & Candide Griffin	Ted & Sallie Mundy
Milton & Liesa Allen	Dick & Linda Hall	Alden Murphy
Ray & Caroline Armstrong	Bob Herbst	Oliver Nash
Curtis & Dorothy Askelson	Frank & Claudine Holt	Bob & Penny Nelson
Albert & Carolyn Bacdayan	John & Karen Horn	Jim Norden
Henry Bakewell	Lee Howard	Sandy Olson
Stratton Barclay	Jean Howard	John & Becca Pote
Jim Beattie	George Hunt	George & Nancy Razee
Max Belding	Bob & Judy Hutchinson	Don & Jean Read
Sally Belding	Carl & Christine Igelbrink	Syd & Diane Rogers
Charles & Kathy Berry	Alison Ives	Pat Rogerson
Linda Bertelsen	Colman & Ethel Ives	Bob & Carolyn Ross
Jim & Amanda Blair	Caroline James	Jeff & Kathy Rowe
Sharon Bonney	Gunilla James	Jeffery & Anne Rowthron
Stanford Brainerd	Don & Sue Joffray	Jim & Amanda Rutledge
Barbara Brown	Dan & Lora Joseph	Art Sibley
Ken & Laurie Burke	Dick & Betty Kehoe	Skip & Sheree Sibley
Peter & Janet Burr	John & Jane Keydel	Dot Smith
Maryann Clancy	Carolyn Kilroy	Eleanor Stickney
Stu & Anne Clement	Kathy Kronholm	Joan Swain
Bob & Cathy Comstock	Dick & Carole Lamourine	Walt & Judy Tucker
Jan Cornelius	Tom & Kitty Law	Margo Valentine
Bill Cuddy	Isabel Leach	John & Wendy Visgilio
Keith & Deb Czarnecki	Harry & Lana Lewis	Rino & Judy Vitali
Patricia Dennis	Jeff & Judy Lovelace	Chuck & Shelley Wehrly
Dick & Heather Dillenbeck	Van & Julie Lyman	Larry & Babs White
Rich & Betsy Donahue	Kathi Lynch	Jill Whitney
Harry & Irma Duval	Don & Marlene Macnaughtan	Linda Winzer
Lynn Farrell	Sidney Mattoon	Ken Wood
Maggie Faulkner	Tami Miglio	Rudy Wood-Muller
Eric & Monique Foster	Alison Mitchell	Virginia Young
David & Sharon Friez	Donna Mulka	Liz Zeman
Jim Grabowski	Earl & Mac Mummert	Carl & Shirley Zinn

Respectfully Submitted,
Carl Igelbrink

Church School Coordinator

Godly Play ~ Share the Journey, Grow in Faith

In June of this year, the Vestry approved Godly Play, our new Christian Formation curriculum, for the church school at Saint Ann's. Godly Play is a Montessori-based curriculum which uses a multi-sensory approach to telling Bible stories with three-dimensional materials. The goal of Godly Play is to help children to use religious language to know God and find direction in their lives while they are still young. The Godly Play classroom is a place for children to be themselves; to come closer to the mystery of God's presence; to learn the language of Christian people; to form community and take care of one another. Sacred stories, symbols, and liturgical actions are invitations to enter into the work of discovering God.

During the month of August, the counters of the Griswold Room were transformed into the Godly Play preparatory area. Empty counters lined with sponsorship placards showing the three-dimensional lesson sets were filled with the sets so generously sponsored, assembled, or created by members of our parish community. Many thanks to all who sponsored or created materials, as well as those who helped transform the Teepee Room into the Godly Play classroom. By the start of our next church school year, a binder will be created acknowledging the donations of time, talent, and treasure made to the Godly Play program.

As well as the physical materials, adult volunteers were needed to bring the sacred stories to life. Many thanks to those serving as our storytellers: Jim Grabowski, Lee Howard, Kathy Kronholm, Carole Lamourine, and Alden Murphy. Thanks also to Maggie Faulkner who with me serves as door person. We continue to attend workshops and training sessions to deepen our knowledge and understanding of the Godly Play program. The church school year began on September 19 at 9:30 AM with Church School Registration and the Welcome Breakfast. We then moved to the Godly Play classroom for a blessing of the room by our Associate Interim Rector, The Rev. Harlon Dalton, followed by an orientation session. Six students registered and constitute our church school for children in grades K-5.

On September 26, Linda Snyder, Missioner of Children and Adults from the Office of Christian Formation for the Diocese of Connecticut, presented an introduction to Godly Play at the Griswold Forum. She then conducted the first Godly Play lesson of the year, Circle of the Church Year, for children, families, and anyone interested in seeing and experiencing a Godly Play lesson. Linda continues to be invaluable to us with her expertise, guidance, and passion for Godly Play.

This year's Christmas Eve service at 5:00 PM included A Liturgy for Christmas Eve, focusing on the Nativity Story as liturgy. This simple yet meaningful presentation is part of the Godly Play curriculum and featured the youth group members reading the story which was punctuated by several familiar Christmas hymns. At designated times, the church school students brought the crèche figures forward to complete the Nativity scene, joining the youth group on the altar. Following a blessing of the crèche, the liturgy culminated with a singing of "Silent Night". Many thanks to the church school and youth group for their participation in this memorable service, and to the knitters whose beautiful hand knit figures were used in the crèche. It was so nice to have all of Saint Ann's youth sharing the Christmas story with the parish.

To date, we have experienced many wonderful stories that have taken us from Creation to the Ark and the Temple, and then through Advent and Christmas. We are now enjoying the Parables which will carry us through to Lent and Easter. Our church school year will end with the Mystery of Pentecost on May 22.

Thank you to all whose generosity and support has brought Godly Play to our parish. This is an exhilarating time at Saint Ann's as we experience together the excitement and energy of embracing the Godly Play program. Come along with us. Share the journey, grow in faith.

Respectfully submitted,
Linda Winzer

Outreach

Beyond-Our-Doors

2010 was a strong year for individual outreach activities here at Saint Ann's, many of which focused on strengthening and/or developing partnerships within the church and across the community.

Food Pantry: Saint Ann's parish contributed to our local food banks and Soup Kitchens by donating over 900 cans of meat and several hundred additional nonperishable food items. We also sponsored 5 meals for the Essex Soup Kitchen and 4 meals for the Shoreline Soup Kitchen in Old Lyme. Special aprons were purchased this year so that the community could witness Saint Ann's faith in action at the Soup Kitchens. The Nearly New Shop joined our Shoreline Soup Kitchen efforts during the 2nd half of the year and set up clothing donations in tandem, which was a huge success. Many thanks to Kathy Kronholm, Dot Smith, Jennifer Mathanol and Lana Lewis for coordinating these activities.

Love Baskets: In continuation with tradition, our annual Love Basket celebration for Valentine's Day this year took a new twist by being jointly sponsored by our adult parish community in partnership with the Youth Group. Basket deliveries were made by Youth Group members, which was very appreciated by basket recipients and provided the youth in turn with a broader sense of the world they live in. A special thank you goes to Dot Smith and Luke Grabowski for this year's partnership.

Spring Fair: The coming of Spring was celebrated with an Outreach Fair in May, sponsored collectively by Beyond-Our-Doors committee members, the Nearly New Shop and the Parish Life Committee (Garden Sale). The event was energizing and fun and provided everyone a chance to see all the different outreach venues available to them as members of Saint Ann's.

Holiday Events: Saint Ann's collectively brought smiles of joy to many families again this year by generously donating Christmas gifts for those families/individuals finding themselves at the Covenant Shelter in New London this holiday season, and by sponsoring a family of 10 through the Child and Family Agency's Polar Express Program. In addition the Vestry provided Christmas gifts for two additional families through partnership with LYSB and Old Lyme Social Services.

Ongoing Activities: Several ongoing ministries continued throughout the year such as the knitting ministry (co-chaired by Jane Keydel and Linda Hall) and the sewing ministry led by Carole Lamourine (alter linens, layette blankets, etc). We at Saint Ann's are grateful for the time, effort and personal resources these individuals give towards keeping their ministries active. A special thank you goes out also to each and every parishioner who quietly gave witness this year with donations through white envelopes, UTO and other special collections. Saint Ann's will also support the Diocesan Millennium Development Goals by contributing \$2,000 to programs aimed at reducing world hunger, poverty and suffering.

Respectfully Submitted,
Carolyn Kilroy

Mission Development

Although no work teams went to the Dominican Republic last year the relationship has remained strong and active. The layette ministry under the direction of Anne Haddad sends eight layettes bimonthly to Centro Buen Pastor in San Pedro de Macoris. The parish has been very supportive of this project through donations of supplies, quilt making, and funds needed for postage.

Camp Hispaniola expanded this year to include Haiti. We now support two summer camps for children, one in a batey in the Dominican Republic and one outside of Port-au-Prince in Haiti. Our involvement involves curriculum design for the bible study portion of the program, t-shirt design, arts and crafts, and financial support. The theme this year was "Noah's Ark" and the parish "bought" pairs of animals to put on the ark as one fund raiser and t-shirts were sold as another. This summer we held a reception for the art exhibit of photographs "After the Shock," Marc Regis' reflection on Haiti after the earthquake. This moving exhibition remained on display in the Griswold room throughout the summer. As well as the summer camp in Haiti, Saint Ann's sends financial support to Holy Trinity School and Saint Vincent's Hospital in Port-au-Prince.

In addition to periodic focused fundraisers, the main source of financial support for the continuing relationship with the Island of Hispaniola is the envelopes in the pews. Parishioners continue to be very generous with their time, talent and treasure. In 2010 over \$2900 was donated in support of this valuable relationship. Members of the committee are: Kathy Rowe, Carole Lamourine, Anne Haddad, Maggie Faulkner, Dot Smith, and Beth Sullivan.

Respectfully submitted,
Kathy Kronholm

Episcopal Church Women of Saint Ann's

The WSA Board decided in the summer of 2009 that we need to think about WSA as a separate organization, and merge our activities with Outreach and Parish Life. If WSA is disbanded or reorganized, there are some questions about by-laws and allocation of Nearly New funds that would have to be resolved. The Board decided to wait to move forward on this until after the new rector is in place, so that he or she can participate in decisions about whether/how WSA disbands or reorganizes. In the meantime, we have continued to fund cooking for Covenant Shelter and shipments to Haiti, as well as the Nearly New Volunteer Christmas Luncheon and purchase of kitchen supplies. If anyone has interest in sharing ideas about disbanding or reorganizing this group, please speak with either Becca Pote or Jill Whitney.

STAFF REPORTS

Parish Administrator

Twenty-ten has proven to be yet another interesting time period for Saint Ann's. The Lord has provided us with ample opportunity to soul search. We are now on our third interim rector. We have had to deal with much, yet, we continue to retain the integrity to which we are all accustomed. I am proud of us! This parish ceaselessly embraces strangers and invites them into our family. Liturgy continues to be special with music an essential part of worship. That's who we are. That's who we will continue to be.

As for the parish register, there were two baptisms in 2010, Lucas James Razee and Payton Christopher Burr. Five couples were married here: Jonathan Fraser and Susan Murphy; Paul Harris and Katherine Igelbrink; Brandon Spargo and Stephanie Smiley; Jim Rice and Jane Bernbach; and Alastair Battson and Beth Blanchard. Arielle Burke was our one confirmand and we suffered a number of losses. We said goodbye to: Peter Karter, George Terpenning, Lytt Gould, Peggy Sibley, Jay Lowery, Phil Bliss, Kay Patch, Carrie Hunt, Millie Wrege, Marvin Tracy, Russ Brown, Elizabeth Hubbard, Bill Clancy, Kitty Greene, Eleanor Miglio, Jerry Greene, Billie Stefanick and Marie Clark.

In business terms, the office remains very active. Bulletins, newsletters, special mailings, website management, bookkeeping duties -- there is very little that we don't do in-house! And it seems there is always something going on in the Griswold Room at different times of the day and different days of the week, from luncheons to youth group to quilting workshops. We continue to host Lymes Village Voices on Monday nights, AA on Friday nights and Alanon on Sunday nights. Area music teachers use the Griswold Room for recitals and groups such as the Duck River Garden Club, American Association of University Women and private groups rent the space often.

As a parish, we have weathered much and learned invaluable insight about ourselves. We have alot to celebrate so let us be joyful in the anticipation of welcoming a new Rector and may 2011 bring each of us a deeper understanding of our own spiritual journey and a closer relationship with God.

Respectfully submitted,
Kathy Rowe

Choir Director/Organist

Let me start by thanking members of the Adult Choir for providing music for worship services at Saint Ann's: *Laurie Burke, Alden Rockwell Murphy, Hannah Schonenberg, Dorothy Askelson, Sara Qua, Carolyn Ross, Molly Schonenberg, Don Macnaughton, Bryce Barney, Keith Vitali, John Horn, Carl Igelbrink, Hartley Horn, and Rino Vitali*

This year we mourned the sudden passing of *Marvin Tracy*. Marvin loved to sing and we miss him. Many thanks to the Horn Fund for the new black and white cassocks and cottas for the choir. John also bought us beautiful silver crosses to wear. We had one concert this year of duo pianists Gary Chapman and Laura Hibbard. Many thanks to Molly Schonenberg for preparing dessert for the concert.

I would also like to thank *Arielle Burke, Alanna Burke, Kirsten Brink, Allison Rogers and Hannah Schonenberg* who provided music for the 5:30 Family Service for Christmas Eve. *Brian Mummert* continues to sing for us when he is home in the summer.

Respectfully submitted,
Violeta Chan-Scott

Youth Ministries Director

As the entire congregation was facing a year of transitions, so, too, was the youth group. With the May 2010 departure of Reverend Janie Donohue, many of the youth felt a sense of loss. An enthusiastic and energetic leader, Janie provided the youth with a solid grounding in our faith and a joyful approach to their life in Christ.

In September 2010, I began as the new youth minister. My hope for the group for the first months was to get to know each other while celebrating and building upon the foundation which the youth, Kathy Rowe and Janie had established. We follow the same Sunday evening format of gathering for a meal, doing a faith-based activity, playing a game which is followed by evening worship. Once a month the youth are responsible for making dinner together. Those evenings the kitchen is filled with laughter, fun and some confusion but in the end we make a meal that is generally edible and filled with love. Thank you to all the parents who make meals for us on the other Sundays.

I have been working with the youth on developing an understanding of prayer, both communal and individual. One activity that piqued the youths' attention was dropping stones in bowl of water as a sign of our petitions and thanksgivings. The kids were so enthusiastic that they shared this with the congregation who were invited to put stones in a water bowl as they approached the Communion rail. For four weeks the congregation placed stones in a bowl of water to represent their prayers. When the ground thaws, the youth will bury these stones near the memorial garden, as a sign of all our joys and sorrows, fears and hopes, thanksgiving and losses. The youth group also wrote the prayers of the people for November. More recently, we've been exploring, line by line, the meaning of the words in the Lord's Prayer. We have spent considerable time reflecting on how we as a church and also the larger society views "Our Father, who art in heaven" and how images from the past influence our understanding of God.

My hope is that we engage in community work every six weeks. In October, we walked the CROP walk organized by Old Lyme Congregational Church. In November, with the help of Kathy Kronholm, we made stuffed bears for Saint Ann's layette program. I took the layettes with the bears to the Sisters in San Pedro, Dominican Republic in December.

Thank you to the parents for being partners with me in this youth ministry. I greatly appreciate your comments and suggestions. I am grateful to all of you who have welcomed me so warmly into the congregation. I also want to thank Kathy Rowe for her continued commitment to the youth of this church. The youth all adore her (rightly so!) for her cheery presence, flexibility and helping hand.

As you likely all know, the youth of Saint Ann's are an amazing group of kids, enthusiastic, curious and engaged. I feel blessed to share Sunday evenings with them. I invite each and every one of you to feel free to join us on Sunday night as we celebrate what it means to be the Body of Christ.

In the peace of Christ,
The Rev. Stephanie Johnson

RECTOR'S REPORT

Having been your Interim Rector for just a bit more than two months my report to the annual meeting will be brief. Thank you all for your warm welcome. It has been a delight to share ministry with you here at Saint Ann's. This is a wonderful Parish, filled with anticipation as the search for a new Rector proceeds. Do, please, continue to pray for the members of the Search Committee as they carry out their task of seeking a priest who will minister with you in this second decade of the 21st Century. The search process calls for the committee to be thorough in doing its task, always open to the guidance of God, Holy Spirit, and ever aware that that same Spirit may bring forth some unexpected surprises.

Please offer prayer also, for those who offer themselves to be considered for the office of Rector of Saint Ann's. Do remember that a move for clergy is both exciting and a challenge for both the Priest and his/her family - new community, new home, new schools, new opportunities, new friends, and numerous adjustments, some very welcome, and some very difficult.

Meanwhile, the life, work, and worship in Saint Ann's Church continues. My observation is that attendance at worship has been minimally affected in this interim time, giving witness to the faithfulness of the congregation. I will continue to encourage all to invite, to encourage, and to welcome strangers, friends, neighbors, even relatives to share in the life and future of Saint Ann's Church.

My task, as Interim Rector, is to offer opportunities and challenges which will encourage, enable and enrich the journey in faith which we share in this place. I think sometimes that part of the verse recited when a bride is preparing for her wedding is appropriate: "Something old, something new, something borrowed,....." as we, together experience that which is old, and that which is new, and even that which is borrowed or previously known in other places. It is not always easy for us to understand that something 'different' or outside of our experience, is not necessarily wrong - it's just different. It is helpful to discover that our 'comfort zone' has more flexibility than we ever thought possible.

So, dear friends, we journey forward, looking to the future, and trusting that, by the grace of God and with the guidance of Holy Spirit, the future of Saint Ann's Church, and our journeys in faith, will be filled with great and wonderful adventures and achievements, as together we increase in the knowledge and love of God, who encourages and enables our faithful witness to His place in our lives.

Faithfully in Christ,
The Rev'd Canon Robert J. Miner

NOMINATING COMMITTEE REPORT

This year's nominating committee consisted of Ken Kraus, David Friez, Jill Whitney, Jane Keydel, Heather Dillenbeck and the interim rectors (first Harlon Dalton and then Bob Miner). The committee addressed not only individual candidates but also the need to stagger terms of office in order to be in compliance with Saint Ann's by-laws. The following slate is proposed for election 2011:

Officers (one year terms):

Warden	Bill Cuddy
Warden	David Friez
Clerk	Maryann Clancy
Treasurer	Heather Dillenbeck
Assistant Treasurers:	John Keydel
	Walt Tucker
	George Mathanool

Vestry: Class of 2014 (three year terms)

Dick Hall
Tami Miglio

Class of 2013 (two year balance of three year terms)

Alison Ives
Jim Beatty
Jane Keydel

Class of 2012 (one year balance of three year term)

Deb Czarnecki

Delegates to Diocesan Convention:

Class of 2013 (two year balance of three year term)

Anne Rowthorn

Class of 2012 (one year balance of three year term)

Jim Beatty

Alternate to Diocesan Convention and Delegate to Deanery

Class of 2014 (three year term)

Liz Zeman

Other positions of note:

Chairman, Nearly New Shop	Jane Keydel
Vice Chairman, Nearly New Shop	Linda Bertelsen
Chairman, Investment Committee	Stanford Brainerd
Returning Vestry members:	Carl Igelbrink, Tami Miglio

Many, many thanks to our outgoing officers---Ken Kraus, Warden, and Anne Flammang, Clerk-and Vestry members: Linda Bertelsen, Keith Czarnecki, Carolyn Kilroy, Mac Mummert, and John Visgilio.

The following is for your information.

As of January 1, 2010, the following slate of people served on the Vestry:

Officers (one year terms):

Senior Warden	Kenneth Kraus
Junior Warden	David Friez
Clerk	Anne Flammang
Treasurer	Heather Dillenbeck
Assistant Treasurers:	John Keydel Walt Tucker

Vestry: Class of 2011 (three year terms)

*Keith Czarnecki
*Celia Magnus (resigned) /
#Tami Miglio (one year balance)

Class of 2012 (three year term)

Carolyn Kilroy
Carl Ingelbrink (two year balance of term)

Class of 2013 (three year term)
(three persons elected in 2010
contrary to Parish Bylaws)

*Linda Bertelsen
*Mac Mummert
*John Visgilio

According to Saint Ann's By-laws:

VESTRY MEMBERS-AT-LARGE

There shall be seven Vestry members at large, whose normal term of office shall be three years. The terms of at least two Vestry members-at-large shall expire every year.

(*)A retiring full term Vestry member-at-large shall not be eligible for re-election to the Vestry until the next regularly scheduled Annual Meeting. A retiring Vestry members-at-large shall be eligible for election as Warden, Parish Clerk, Treasurer, or Delegate.

A vacancy occurring during the course of the year may be filled until the next Annual Parish Meeting by majority vote of all Vestry members. (#) A Vestry member-at-large elected or appointed for a term shorter than three years to fill a vacancy created shall be eligible for immediate election to a full three year term.

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