

ST. JAMES EPISCOPAL CHURCH



Annual Report for 2022
Annual Meeting: January 29, 2023

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(to be given out after church 1/29/23)

St. James Episcopal Church

Annual Meeting Agenda

January 29, 2023

Prayer for a Church Meeting: Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in this annual meeting for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

- 1) Nominations for election—
 - a. Vestry (3)
 - b. Diocesan Convention Delegates (3 and 3 alternates)
- 2) Nominations from the floor accepted for all offices
- 3) Balloting
- 4) Nominations for Treasurer; Assistant Treasurer; Associate Treasurer & Election
- 5) Thanksgiving for Service
- 6) Announcements
- 7) Motion to Adjourn
- 8) Closing – see bulletin

St. James 2021 Annual Meeting Minutes
30 January 2022
Meeting held via zoom

Present: Linda Young

Current Vestry (2020-2021): Doug Adams, Mary Flores, Charlie Hammerich (Junior Warden), Kaylee Hammerich (Treasurer), Barbara Johnson, Lorena O'English, Jim Reese (Senior Warden), Carolyn Ross (vestry clerk).

Travis Ridout, Isaac Ridout, Elena Panchenko, Phil Mixter, Alison Mixter, Sharon Nitz, Ted Nitz, Becky Kramer, Dean Ritchie, Catherine Ritchie, Felix Hammerich, Linda Adams, Helen Smith, Glen Smith, Jane Sielken, Judy Croskey, Kathleen Smith-Meadows, Johanna Flores, Stephan Flores, Maureen Edgecombe, Dennis Edgecombe, Gia Gordon, Melissa Parkhurst, Peter Haggart, Margaret Haggart, Sylvia Hutton, Dave Hutton, Jan Stewart, Nii Ankrah, Todd Butler

Minutes prepared by: Carolyn Ross (Vestry Clerk)

Addenda:

St. James Episcopal Church Annual Report

Meeting started at 9:20 am (at start of the sermon)

Discussion:

- 1) Proposed change to St. James Bylaws, reducing the size of the vestry from 9 members to 7 members (described below).

The Vestry shall consist of the Rector together with seven (7) members to be elected at the annual meeting of the Parish. Qualifications for the Vestry, as set forth in the Canons, shall be of legal age, communicants, and contributors. Vestry members shall take office on January 31 following their election and shall, together with their officers, continue to hold office until their successors have been elected and installed.

The Vestry shall be comprised of four (4) two-year term members and three (3) three-year term members. At each annual Parish meeting, two (2) Vestry members shall be elected for terms of two (2) years, and one (1) Vestry member shall be elected for a term of three (3) years to succeed those whose terms shall then expire. Two (2) year term members are eligible for re-election to a second two-year term, but three-year term members or second-term two year member may not be elected to succeed her/himself for a period of one (1) year after the expiration of her/his term.

Decisions:

- 1) Adopt change to change size of vestry from 9 members to 7 members with specifics as described below in discussion
 - a. Voted on and passed by the people of St. James
- 2) Vestry elections
 - a. Barbara Johnson, Becky Kramer, Sharon Nitz
 - b. Slate voted on and accepted by the people of St. James
- 3) Diocesan convention delegate elections
 - a. Sylvia Hutton, Gia Gordon, Jane Sielken as delegates
 - b. Slate voted on and accepted by the people of St. James
- 4) Treasurer elections
 - a. Doug Adams (Treasurer), Kaylee Hammerich (Associate Treasurer), Dave Hutton (Assistant Treasurer)
 - b. Slate voted on and accepted by the people of St. James

Announcements:

- 1) Farewell to three members rotating off the vestry
 - a. Lorena O'English, Carolyn Ross, Ross Salerno,
- 2) Jim Reese will continue as senior warden

Meeting adjourned at 10:05 am

Senior Warden Report – 2022

During 2022, the Vestry met monthly as usual to assist and advise our Rector in matters related to managing the work of our parish. This year, however, was different in that one of the main focuses of my and the Vestry's work was to lead and conduct the business of the congregation while our Rector, Linda, was on sabbatical during April, May, and June. The Vestry and many from the congregation worked together to meet many of her routine responsibilities during her absence. Linda's absence served to remind me how much she routinely does--beyond the planning and conduct of weekly worship services and tending to the spiritual needs of our congregation--to keep things running smoothly at St. James. Thus, I am especially grateful to all in the congregation who so willingly helped keep us on course while she was away.

The congregation was also fortunate during this time to have the services of supply clergy, the Rev. Linda Bartholomew and her husband, the Rev. Adam Bartholomew, who were with us each week to preside over our worship services. They entered fully into the life of the congregation during their weekly visits and became very much a part of our parish family over the three months they served us here in Pullman.

In concert with a central theme of our Rector's sabbatical—to explore the landscapes of the American West while deepening her connection to God's creation--, the congregation resolved to deepen its engagement with the Episcopal Church's Covenant for the Care of Creation. Under the leadership of our Co-Junior Warden, Sharon Nitz, we continued to work on our ambitious landscaping project to create a welcoming garden and meditation space of drought-tolerant

plantings that are native and/or water-wise to the Inland Northwest region. In addition, Sharon organized three successful and well-attended Creation Care presentations that were hosted by our congregation on Sunday afternoons during April, May, and June and enlisted the congregation's involvement in a plastic recycling program sponsored by Trex Corporation. Special thanks go to Sharon for her leadership and many hours of work on these important projects.

Due to Rev. Linda's sabbatical, we did not hold our usual vestry retreat during the spring. However, the Vestry continued to work on two central goals that had been adopted in 2021: 1) to improve the way we welcome and include all in the life of the church while seeking also to grow our congregation; and 2) to assess and develop a plan to improve the church website using best practices with the goal of attracting visitors to church. While progress has been made on each goal, we will continue our work in both areas. Likewise, a third goal—to create meaningful programming for our youth—remains a focus for the new Vestry's work in 2023.

Shortly before Linda left for her sabbatical, the Vestry held a combined Vestry meeting with our sister congregation, St. Mark's Episcopal Church in Moscow. In this meeting, our vestries explored areas of possible cooperation and collaboration. Among the topics discussed were college and youth ministries (e.g., ELM in Pullman), opportunities for combined worship services and musical collaborations, ideas for children and youth ministries, and cooperation in outreach activities in our two communities. As a result of this meeting, we offered combined worship services during Holy Week 2022 (Good Friday services in Moscow and a modified Great Vigil on Holy Saturday in Pullman) and, this past summer, resumed a practice from several years back with a combined "Mass on the Grass" in Moscow. It is my hope that we can continue with these and other new collaborations with St. Mark's in the future.

As has been the case throughout the three years I have served as Senior Warden, I continue to be amazed at the generous spirit of the people of St. James and the many ways that you serve our church and our neighbors both near and far. Thank you for your faithful support and participation in the church's work this past year. It has been an honor and privilege to serve as your Senior Warden.

Jim Reece

2022 Deacon's Report

Annual Report to the Parish – Archdeacon Ted Nitz

I continue to serve as diocesan archdeacon and as an ex officio member of the Commission on Ministry of the Diocese. At St. James' I serve as deacon in the liturgy, preach on occasion, and fulfill other responsibilities as needed. This past September 26, I celebrated the 40th anniversary of my ordination to the diaconate.

The Venerable Ted Nitz
Archdeacon

2022 Altar Guild Report

Last year saw a return to a more normal church service, for which we are all grateful. There are still some changes, particularly with receiving communion, but it feels more like St. James'. I'm back to making bread for the 10:30 service, and we are using the common cup for those who wish to receive in that way. So the regular Altar Guild work continues, and I thank our members for their continued service, and I thank everyone who helps with specific tasks when we need extra help.

Last year I reported that we "retired" our Christmas tree (I threw it away to a chorus of loud cheers!), and thanks to the generosity of Dennis and Maureen Edgecombe we have a beautiful new one --- pre-lit!! Dennis and Maureen also went above and beyond by doing most of the work setting up the tree. I look forward to seeing it in the parish hall next year.

The new flower chart is in the Narthex; please sign up to provide flowers if you wish. Flowers can be donated in memory of someone or in celebration of a milestone event; or just because it's Sunday – your choice!

Again our needs are similar to other years: more people! If you are interested in knowing more about the work of the Altar Guild, please talk to me or to the Rector.

Thanks, Linda Adams

2022 Justice and Compassion Committee Report

submitted by Mary Flores, with Doug Adams, Gia Gordon, and Jane Sielken

Members of St. James, collectively and individually, engage in outreach activities to provide assistance to, and advocate for, people in need, locally and globally. The Justice and Compassion Committee (JCC) provides a forum for exploration and discussion of current and possible future projects; we serve as a point of contact for members when they have ideas or concerns; we provide support to each other for the work that we are doing, and we coordinate fundraising efforts to provide much needed resources for these outreach activities. During Lent, JCC/Haiti project organized a fundraising appeal (Packing List for a Sacred Journey) to support our programs: the Backpack Food Program, the Little Free Food Pantry, the Haiti Project, and Family Promise. The committee would benefit from more participants.

JCC's engagement in local outreach focuses on providing support and resources for those facing food and housing insecurity:

The Backpack Food Program saw a significant increase in the number of children/families receiving food bags in 2022, from 25 biweekly in 2021 to 45 biweekly in 2022. The increase is likely a result of increases in food costs. In addition, we provided 50 food bags biweekly to the CCCC Greyhound site. The bags, purchased from Second Harvest in Spokane, are distributed to children and their siblings enrolled in CCCC who may be at risk for food insecurity. Costs for the program are approximately \$950 per month, less during the summer when the Greyhound site is not in session. Funds for the Backpack Food Program have come from game-day parking lot proceeds, Lenten fundraising appeals, individual donations, and a METER grant. We are grateful for the continual support of St. James' parishioners for this vital outreach to members of our community. We are also grateful to Jane Sielken for her tireless efforts to ensure we have a supply of food bags and that they reach the CCCC children. Additional volunteers to help with this project are needed.

Community Action Center Foodbank: In 2022, St. James continued to donate food and funds to the Community Action Center Foodbank. Some parishioners contribute to the foodbank directly, rather than through St. James. Cheryl Starkey regularly communicates specific foodbank needs to parishioners to help us provide needed resources to the foodbank and its users.

Little Free Food Pantry at St. James: in 2022, in order to meet growing use of the Little Free Food Pantry, we built a larger food pantry, capable of holding tall cereal boxes and more food. The materials, construction design, and labor were the gift of David Hutton. With the increases in food costs and the shortened hours at local food banks, community members take food from the pantry almost as soon as it arrives. The pantry continues to be stocked largely by donations from individuals. A small fund from parking lot fees and/or donors would help support a regular supply of food to the pantry. Gia Gordon provides leadership for this program and keeps the Little Free Food Pantry stocked. Donations are always welcome and needed.

2022 St James Youth

The children are still continuing to get involved in the church since our last Annual Meeting.

This year Julianne Ridout wrote our first Easter play and the children and parents performed it for Easter 2022.

The children did trick or treat for change with your change they collected \$137.36. These funds will go to the Episcopal Relief and Development. The children decided that the money will be split between helping the Ukraine and Hurricane Relief each will be receiving \$68.68.

In December, once again performed one of their original Christmas Pageants that they wrote. We really appreciated the help that members of the congregation gave us so that we would have enough people for the cast.

Lorelei Ridout has been assisting in church school and doing a good job. Now she is in Australia with her family while her parents are on Sabbatical Abby Butler has become my assistant since the beginning of January.

The children are planning to have a bake sale the last Sunday, February 26th to raise money for the Pullman Humane Society. So if you like sweets put a circle around this date on your calendar so you can take part in the bake sale.

The youth this last year designed 6 to 8 cards to remind congregational members that have not been to church for awhile that St James is still thinking of them.

Thank you all for your support of our youth, Cheryl

2022 Update Community Child Care Center

CCCC is fully enrolled. Another day care center in Pullman abruptly closed, bringing the need for child care to a crisis point. Despite many staff changes and turnover, they are still able to function at full capacity – it's all hands on deck!

They are anxiously looking forward to the kitchen completion – right now they are ferrying food from their Greyhound location.

Gia Gordon, St. James' Representative to CCCC Board

2022 Treasurer's Report

Attached to this report are four documents, three backward looking, one forward looking. The three backward documents are the year-end report for the “Financial Position for All Funds” (the “Balance Sheet”) which summarizes all of the parish’s assets and the year-end report for the “General Fund” which tallies the parish’s day-to-day spending on property upkeep, employee salaries, office supplies, and the like. Looking at the “Balance Sheet,” we see a very healthy balance, even when we remember that almost \$260,000 of that balance represents John Brewer’s very generous bequest to the parish. Either with or without John’s money the balance would be the envy of many, probably most, congregations in the Palouse. Looking at the “General Fund” the picture perhaps looks a bit less rosy. Still, we have spent less than we took in, for daily operations, leaving a “profit” of some \$11,700.

That profit is a bit misleading, however, as we spent several tens of thousands of dollars, basically from the Brewer bequest, as a down payment on a new roof—or rather, two new roofs, the flat roof of the new nave and the shingled one over the rest of the building. All our chickens (i.e., roofs) came home to roost at the same time. When the work is done, sometime this spring, we will have final payment of some \$60,000+.

Turning to the forward-looking documents, the 2023 Budget for St. James’ which the vestry adopted at its meeting on the 12th of this month, you will see that we have balanced the budget by drawing down our reserves, by about \$7,500. The overarching problem with this budget and possibly future budgets, is that we have developed a structural imbalance between income and outgo. Our expenses are quite in line with what we might expect to pay out given the size of the church and the size of the grounds. Our expenditures for our employees are probably on the lower side of the norm rather than the higher. Our revenue, however, is not currently sufficient to meet these reasonable expenses. And the problem is not with any flagging of generosity amongst our pledgers. That generosity remains high. The problem, rather, is a demographic one: the covid-years (the greater culprit), coupled with the Grim Reaper (the lesser culprit), have robbed us of many former pledgers and they been slow to be replaced.

A house-keeping issue: I have allowed my name to be put into nomination for election as treasurer; Dennis Edgecombe has put his name in as associate treasurer. If elected, our plan is to switch those positions on July 1st. Dennis and I are in agreement that should anyone else have a burning desire for the high and lofty office of treasurer of St James’, neither of us will stand in that person’s way.

St James Episcopal

Statement of Financial Position For All Funds as of 12/31/2022

Assets

Bank

Pay Pal Account	16,858.60
US Bank Checking	96,599.35
Jones Money-Market	324,531.06

Total Bank 437,989.01

Other Current Assets

Diocesan Investment Pool	
Endowment College Work	44,898.00
Endowment Jaekel Fund	5,708.75
Endowment Organ	18,122.27
Endowment St. James	26,498.51

Total Diocesan Investment Pool 95,227.53

Total Other Current Assets 95,227.53

Total Assets 533,216.54

Liabilities

Current Liabilities

Credit Card Payable	
US Bank Credit Card	760.39
Total Credit Card Payable	<u>760.39</u>

Total Current Liabilities 760.39

Other Current Liabilities

Payroll Withholding & Taxes	
Federal Withholding Tax Payable	683.10
FICA Tax Payable-Employer	371.43
FICA Tax Withholding-Employee	371.43
Medicare Tax Payable-Employer	86.86
Medicare Tax Withholding-Employee	86.86

Total Payroll Withholding & Taxes 1,599.68

Special Contributions Liabilities

DC - Almoners Liab	492.85
DC - Backpack Fund	8,182.61
DC - Choir	500.00
DC - College Work Liab	1,185.00
DC - Diocese Loan Payments	100.00
DC - Landscaping Project	1,355.71
DC - Prepaid Pledges	26,600.00
DC Family Promise	630.00
DC General Pass through Liab	1,500.11
SC - Birch	1,832.78
SC - Birthday Offerings Liab	2,076.22
SC - Bishop Gift	195.30
SC - Sunday School Offering	181.04
SC United Thank Offering	20.00

Total Special Contributions Liabilities 44,851.62

Total Other Current Liabilities 46,451.30

St James Episcopal

Statement of Financial Position For All Funds as of 12/31/2022

Total Liabilities	47,211.69
	=====
Net Assets	
Unrestricted	
Altar Guild Fund	-1,106.10
Brewer Bequest	229,743.97
Christian Formation Fund	11,971.96
College Endowment	-200.00
Day-care Maintenance	8,836.46
ELM (YACM) Grant	-234.44
Endowment Jaekel	5,741.02
Endowment St. James Fund	45,228.06
General Fund	44,665.11
Memorial Fund	20,827.58
Outreach Seed Fund	1,057.43
Parking Lot Maintenance	7,934.18
Reserve Fund	12,780.50
Revolving Loan Fund	200.00
Sabbatical Fund	6,495.12

Total Unrestricted	393,940.85
Restricted	
Creative Ministries Grant	1,165.04
Endowment College Work Fund	48,239.10
Endowment Organ Fund	19,900.28
Lilly Grant	-703.98
Parish Hall Improvements	10,346.86
Rectors Discretionary Fund	6,105.35
Window Fund	7,011.35

Total Restricted	92,064.00
Total Net Assets	486,004.85
	=====
Total Liabilities + Net Assets	533,216.54
	=====

St James Episcopal

Budget Comparison for General Fund

Account	-----Current Month (December)-----			-----Year To Date (December FY 2022)-----		
	Actual	Budget	Last Year	Actual	Budget	Last Year
Revenues						
Brewer Fund	0.00	0.00	0.00	2,780.00	2,000.00	2,227.00
Directed Giving	0.00	0.00	0.00	0.00	0.00	500.00
Music	0.00	25.00	0.00	0.00	50.00	25.00
SubTotal Directed Giving	0.00	25.00	0.00	0.00	50.00	525.00
Investment Income Keller Fund	0.00	0.00	0.00	2,698.13	2,500.00	2,564.79
Misc. Income	75.00	291.00	60.00	1,260.58	3,500.00	7,005.39
Parking Income	0.00	0.00	0.00	10,830.45	9,000.00	7,634.00
SubTotal Misc. Income	75.00	291.00	60.00	12,091.03	12,500.00	14,639.39
Plate Offerings	0.00	0.00	0.00	0.00	0.00	0.00
Givers of record	1,000.00	62.00	440.00	1,820.00	750.00	1,400.00
Unidentified Plate	292.00	50.00	125.00	1,230.00	600.00	704.00
SubTotal Plate Offerings	1,292.00	112.00	565.00	3,050.00	1,350.00	2,104.00
Pledge income	0.00	0.00	0.00	0.00	0.00	0.00
Pledges	11,260.00	14,583.00	10,760.00	186,207.18	175,003.00	159,371.98
SubTotal Pledge income	11,260.00	14,583.00	10,760.00	186,207.18	175,003.00	159,371.98
Rent CCCC	1,253.74	1,253.00	1,217.24	15,045.10	15,045.00	14,606.88
Total Revenues	13,880.74	16,264.00	12,602.24	221,871.44	208,448.00	196,039.04
Expenditures						
Administration Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Advertising	45.17	41.00	45.17	732.00	500.00	480.34
Bookkeeping Services	90.13	136.00	77.25	1,583.56	1,642.00	1,381.35
Computer Expenses	0.00	250.00	281.00	3,700.58	3,000.00	2,790.48
Convention Travel	0.00	125.00	0.00	792.40	1,500.00	0.00
Copier	191.03	133.00	185.07	1,940.53	1,600.00	1,712.01
Forward Movement	0.00	15.00	0.00	654.00	190.00	0.00
Misc & Contingencies	0.00	20.00	13.77	0.00	250.00	68.72
Office Supplies	325.36	170.00	98.39	1,281.38	2,050.00	2,011.64
Paper	0.00	37.00	30.98	206.66	450.00	428.55
Postage	0.00	79.00	58.00	542.94	950.00	877.85
SubTotal Administration Expenses	651.69	1,006.00	789.63	11,434.05	12,132.00	9,750.94
Building and Grounds Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Carpet Cleaning	0.00	0.00	0.00	0.00	0.00	1,457.40
CCCC Matching Funds	0.00	0.00	118.70	0.00	0.00	118.70
Property Insurance	0.00	596.00	0.00	7,448.00	7,152.00	6,858.50
Property Upkeep	1,444.92	1,583.00	1,736.96	29,136.60	19,000.00	19,478.14
Rectory Refurbishment	0.00	0.00	0.00	0.00	0.00	2,601.95
Utilities and Telephone	2,036.92	1,333.00	1,506.21	17,702.10	16,000.00	16,218.75
SubTotal Building and Grounds Expenses	3,481.84	3,512.00	3,361.87	54,286.70	42,152.00	46,733.44
Diocesan Assessment	3,719.68	3,719.00	3,762.65	44,636.16	44,636.00	45,151.80
Ministry Expenses	0.00	0.00	0.00	0.00	0.00	0.00
12th Night Party	295.92	0.00	0.00	295.92	0.00	622.27
Camperships/Leaders in Training	0.00	0.00	0.00	0.00	400.00	400.00
Christian Education/Formation	16.17	83.00	303.83	606.15	1,000.00	1,283.17
College Ministry Support	0.00	0.00	0.00	0.00	1,000.00	1,000.00
Nursery	40.00	41.00	55.00	304.16	500.00	304.16
Parish Activities	0.00	62.00	0.00	57.22	750.00	0.00
Supplies/Coffee etc.	0.00	66.00	0.00	212.51	800.00	346.87
SubTotal Ministry Expenses	352.09	252.00	358.83	1,475.96	4,450.00	3,956.47
Outreach Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Common Ministry	0.00	0.00	156.48	0.00	0.00	156.48

St James Episcopal

Account	-----Current Month (December)-----			-----Year To Date (December FY 2022)-----		
	Actual	Budget	Last Year	Actual	Budget	Last Year
Miscellaneous Outreach	0.00	0.00	4,580.40	0.00	0.00	4,580.40
Rectors Discretionary Fund	0.00	0.00	0.00	0.00	600.00	202.06
SubTotal Outreach Expenses	0.00	0.00	4,736.88	0.00	600.00	4,938.94
Rector Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Continuing Education	0.00	20.00	702.00	190.11	250.00	806.06
Health Insurance	856.00	1,048.00	2,058.00	9,393.00	12,576.00	12,158.00
Pension Fund	864.28	683.00	864.28	10,371.36	8,200.00	10,371.36
Professional Expenses	0.00	58.00	0.00	0.00	700.00	0.00
Rectory Utilities	241.95	312.00	193.44	2,922.27	3,750.00	3,459.53
Sabbatical plan	0.00	0.00	0.00	0.00	1,000.00	0.00
Salary	3,624.66	3,624.00	3,411.44	43,495.92	43,496.00	40,937.28
Stipend Part 2	417.42	417.00	392.86	5,009.04	5,009.00	4,714.32
Travel	0.00	41.00	2.00	0.00	500.00	2.00
SubTotal Rector Expenses	6,004.31	6,203.00	7,624.02	71,381.70	75,481.00	72,448.55
Staff expenses	0.00	0.00	0.00	0.00	0.00	0.00
Adjunct Clergy & Deacon Expenses	0.00	20.00	0.00	0.00	250.00	0.00
Child Care Provider	0.00	83.00	0.00	0.00	1,000.00	123.60
Christian Ed Director	394.52	305.00	358.02	3,515.46	3,663.00	3,467.49
Office Manager	836.55	999.00	840.00	11,572.28	11,993.00	11,283.13
Organist Choir Director	640.01	640.00	602.36	7,680.12	7,680.00	7,228.32
Payroll Taxes	143.14	125.00	137.73	2,655.37	1,500.00	-328.82
Supply Clergy	0.00	41.00	0.00	285.00	500.00	135.00
SubTotal Staff expenses	2,014.22	2,213.00	1,938.11	25,708.23	26,586.00	21,908.72
Stewardship Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Congregational Development	0.00	16.00	0.00	0.00	200.00	0.00
SubTotal Stewardship Expenses	0.00	16.00	0.00	0.00	200.00	0.00
Worship Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Altar Supplies	143.98	150.00	267.60	751.42	1,800.00	1,843.90
Music Expenses	0.00	16.00	0.00	176.00	200.00	176.00
SubTotal Worship Expenses	143.98	166.00	267.60	927.42	2,000.00	2,019.90
Total Expenditures	16,367.81	17,087.00	22,839.59	209,850.22	208,237.00	206,908.76
Other Revenues						
Investment Income	0.00	0.00	0.00	0.00	0.00	-43.93
Total Other Revenues	0.00	0.00	0.00	0.00	0.00	-43.93
Other Expenditures						
Credit Card Charges	53.36	0.00	18.39	258.56	0.00	257.32
Total Other Expenditures	53.36	0.00	18.39	258.56	0.00	257.32
Other Financial Sources-Uses						
Transfers Out	0.00	0.00	-4,653.60	0.00	0.00	-4,951.37
Total Other Financial Sources-Uses	0.00	0.00	-4,653.60	0.00	0.00	-4,951.37
Total Revenues	13,880.74	16,264.00	12,602.24	221,871.44	208,448.00	196,039.04
Total Expenditures	16,367.81	17,087.00	22,839.59	209,850.22	208,237.00	206,908.76
Total Other Revenues	0.00	0.00	0.00	0.00	0.00	-43.93

St James Episcopal

Account	-----Current Month (December)-----			-----Year To Date (December FY 2022)-----		
	Actual	Budget	Last Year	Actual	Budget	Last Year
<i>Total Other Expenditures</i>	53.36	0.00	18.39	258.56	0.00	257.32
<i>Total Other Financial Sources-Uses</i>	0.00	0.00	-4,653.60	0.00	0.00	-4,951.37
<i>Net Revenues</i>	<u>-2,540.43</u>	<u>-823.00</u>	<u>-14,909.34</u>	<u>11,762.66</u>	<u>211.00</u>	<u>-16,122.34</u>

REVENUE	2022 BUDGET	2022 ACTUAL	2023 PROPOSED
Brewer Fund	2,000	2,780	2,780
Directed Giving	50	1,910	1,500 always impossible to project
Keller Fund	2,500	2,698	2,698
			subtracting
Misc Income	3,500	1,300 Brewer bequest	1,500 always impossible to project estimate given six home games plus graduation; to Parking Lot repair (In 42), misc outreach (In
Parking	9,000	10,830	7,200 59)
carpet cleaning from CCCC			500
CCCC matching			500
From College Work Endowment			1,000 to college ministry support
Plate Offerings	0	0	0
Givers of Record	7,500	984	1,000 need higher attendance
Unidentified Plate	600	1,048	1,000 need higher attendance
			actual pledge +
Pledge Income	175,000	193,972 overage	165,660 actual pledge (as of 01-12-2023)
			those who have pledged in the past but not so far this year; same amount as last year
			10,040 probable pledge overage; always impossible to
Rent CCCC	15,000	16,549	9,000 predict
			17,707
			leaving (13,500-14,000) in
From reserves			7,504 Reserves
TOTAL INCOME	215,150 \$	232,071.00	229,589

EXPENDITURES

Administrative Expenses

Advertising	500	755	750
Bookkeeping	1,642	1,793	1,919 7% increase
Computer	3,000	4,409	4,000
Convention Travel	1,500	571	1,500 historically not all used
Copier	1,600	1,814	1,800
Forward Movement	190	190	190
Misc & Contingencies	250	0	250
Office Supplies	2,050	2,980	2,900
Paper	450	250	300
Postage	950	580	600
Subtotal AE	12,132	13342	14209

Buildings and Grounds

			money from	
Carpet Cleaning	0	500	childcare	500 carpet cleaning
			Money from	
CCCC matching	0	500	childcare	500 to CCCC Matching Fund
Property Insurance	7,152	7,448		7,500 need new figure
				total guess; buget-busting category; 2023 does not include any payments for roof or kitchen roof also \$20,523 from major improvements and \$10,000 from 0 reserves what we have spent on average in past years; needs to be
Property Upkeep	19,000	54,548	includes \$29,447	24,000 permanent fund
			general fund only	2,480 from Parking money, In 7
to Tree fund				1,000
to Parking Lot Repair Fund				
Rectory Refurbishment	0	0		0
Telephones & Utilities	16,000	15,000		16,000
Subtotal B&G	42,152	77996		50,980
Diocesan Assessment	44,636	44,636		47,620

Ministry Expenses

12th Night Party	0	0	0
Camperships	400	0	200
Christian Education/Formation	1,000	1,790	1,500
		Check for general fund	from college work endowment;
College Ministry Support	1,000	1,000 only	1,000 to ELM
Nursery	500	300	500
Parish Activities	750	1,517	1,500
Supplies/coffee, etc.	800	255	500
Subtotal Ministry Expenses	4,450	4862	5200
Outreach Expenses			
Misc Outreach			3,720 from Parking, In 7
Rector's Discretionary Fund	0	6,000	600
Subtotal Outreach Expenses	600	2,582	4,320
Rector Expenses			
Continuing Education	250	20	250
Health Insurance	12,576	10,212	10,272
Pension Fund	8,200	10,371	10,000 new figure available?
Professional Expenses	700	0	700
Rectory Utilities	3,750	2,917	3,500
Sabbatical Plan	1,000	2,284	1,000
Salary	43,496	43,496	47,411 9% increase
Stipend Part II	5,009	5,009	5,460 9% increase
Travel	500	3,230	500
Subtotal Rector Expenses	75481	77539	\$ 79,093.00
Staff Expenses			
Adjunct Clergy & Deacon	250	250	250
Child Care Provider	1,000	0	0
Christian Ed Director	3,633	3,533	3,851 9% increase
Office Manager	11,993	11,993	13,072 9% increase
Organist/Choir Director	7,680	7,680	8,371 9% increase

				We paid less during COVID, so 22 budget may have been based on wrong number
Payroll Taxes	1,500	2,864	3,122 9% increase	
Supply Clergy	500	285	500	some 2022 supply paid out of Lilly Grant (not shown here)
Subtotal Staff Expenses	25,586	26605	\$ 29,166.00	
Stewardship Expenses	0	0	0	
Congregational Development	200	400	400	
Subtotal Stewardship	200	400	400	
Worship Expenses				
Altar Supplies	1,800	680	1,000	
Music Expenses	200	0	200	
Subtotal Worship Expenses	2,000	680	1,200	
TOTAL EXPENSES			with 9% salary increase for all 229,589 employees	

EXPENSES SUMMARY

AE	14090
BG	48500
DA	47620
ME	5200
OE	4320
RE	79,093
SE	29166
StE	400
WE	1200

229589 total expenses with salary at 9% increase

Rector's Report 2022
St. James Episcopal Church
January 29, 2023

"What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God" Micah 6:8

This quote from the prophet Micah, is one that has been with me for many years. It is the motto of the Sisters of Charity of Cincinnati, a Roman Catholic Religious order that I was a member of for 7 years in the 1980's. And its three parts: to act justly, to love tenderly and to walk humbly with God have come with me into the Episcopal Church and seem to me to be integral to who we are as Episcopalians. You can see in the reports from our commissions and ministries in our annual report, that what we try to do here at St. James is to love our neighbor as ourselves in our acts of helping the hungry, making prayer a part of all we do and to walk in all humility knowing that Jesus is with us always, because he said so.

Looking back to 2022, it amazes me that last year we had this meeting on Zoom. The post-holiday Covid spike was raging in Pullman following the return of the students, and we finished this meeting in record time! However, I think most of us are glad to be here in person, even if it is crazy cold outside, enjoying the warmth of in-person interactions that have become so precious these days. Luckily, that shut down lasted only 3 weeks and we continued worshipping in person for the rest of the year.

Another wonderful event happened in January—we started planning in earnest for the kitchen remodeling, a project that had been talked about before Covid (before I ever arrived here) and we started to get estimates and bids. As part of our meeting in the Parish Hall we will bless the new dishwasher and give it a name! And I am especially thankful for all the work and coordination done by Jane Sielken. Finally, we can say "DONE".

Of course, the highlight of my year was my sabbatical from April-June. Our paths diverged and I traveled to the national Parks out West while you were aptly served by your Wardens, Jim Reece, Sharon Nitz and Charlie Hammerich. And our faithful Deacon Ted Nitz made sure that the bulletins were in order—not an easy task some days, especially as I was away for Lent, Holy Week and Easter. I am very grateful to them for keeping up with all the many things that a rector does and when I returned, everything was in order and running very smoothly. And as I said on my first Sunday back after sabbatical, "there is no place like home" and St. James is definitely home for me.

As an aside, I am very aware that both Linda Bartholomew and her husband Adam did a wonderful job with liturgy while I was away, and I am so grateful to them and have told them so. I don't know if all of you know that Linda is now the part time priest-in-charge at St. Mark's

down the road in Moscow. We joked in Vestry that maybe we should charge St. Mark's a finder's fee.

And speaking of St. Mark's, we revived with them a joint Eucharist and picnic we called "Two Saints Mass on the Grass" which we held at Ghormley Park in Moscow. It was so good to see our two churches praying and having fellowship together on a beautiful morning in August.

While I was on Sabbatical, we had a parallel series that focused on Creation Care here at St. James. Over 20 people attended each session to learn about pollinators, native plants, and environmental stewardship—all of this to go along with our newly finished garden at our East door. As time goes on, that garden will require less water to maintain it as the low water use plants become established. And the fountain has refreshed birds and bees alike, an oasis in our desert-like summers. The planting continues on the hillside to the north, and as plants become established, we will be able to get rid of the unsightly grass that holds the hillside together and plant beautiful groundcover to do the work of preventing erosion. This project was spearheaded by Sharon Nitz with the help of her landscaping committee and our hired landscaping firm to do the backbreaking work.

Fall and Winter found us continuing our usual programming with Lectionary Study and Adult Forum. We have found the new television in the Canterbury Room very helpful as we can hear prominent theologians discuss the scriptures and then engage with these same passages as a group.

Our newest ministry ELM (Episcopal Lutheran Methodist) Campus Ministry is in its second year, and it is growing in its offerings and attendance. We generally have between 10-15 participants in our Wednesday "Inspire" evenings which consist of a meal together at 5pm followed by a "program" and discussion. Probably the most powerful discussions have been after the student murders in Moscow. The students found it a gift to have adults there to listen to their concerns and fears following the occurrence and after a suspect was caught. It's a lot to take in when you are 20 years old. (It's a lot to take in at any age.) We also meet again on Sunday evenings for "Thirsty Theology" at a local restaurant for fellowship and discussion of current events and theological connections to these events. I am grateful for the help of those who cook for our Wednesday nights. I will be calling on those willing to cook more this coming year to get more St. James Parishioners involved in this ministry.

I consider our Campus Ministry involvement to be one of the ways we can reach out to our community. As I told you when we began ELM it was part a combination of people who were in the right place at the right time—a real sign of the Spirit at work in our midst calling us to reach out a making it easy to do so. It was also a call I felt each time Jesus said love your neighbor, for to me, the 27,000 students at WSU, just up the street, are the largest number of neighbors

we have! We also are involved in two feeding ministries, the backpack program which gives weekend food to the Childcare Center here in our basement and at their Greyhound Way location. We provide food in our “Blessing Box”—the Little Free Pantry at the bottom of our driveway and provide a book exchange in the Little Free Library next to it. We also help feed and house people in the Family Promise Program, a program that addresses families that are homeless or who are on the verge of being homeless. All these ministries need more help. Please considering volunteering with them, just ask me who to talk to.

Right now, I am focused on where we go from here which brings me to the Renewal Works program. We have implemented the first part of this program which is the survey called the Spiritual Life Inventory. This inventory is probably very different from any you have taken in the church before. It focuses on practices of a spiritual nature and ways in which we as a church encourage spiritual growth in our members. Once we get the results of the survey, the Renewal works staff will assist our Renewal Works group in analyzing the data and putting together a report of who we are now, and where we need to consider going in the future.

As a point of personal privilege, I want to let all of you know that I will be stepping back from most of my duties for the next two weeks to help my wife, Gia, in her recovery from spinal surgery. I will continue to preside and preach at Eucharist on Sundays. As my stepdaughter Giana would say, so what else does a priest do? Well, there’s a lot and I assure you that your Wardens and our office secretary, Annette, will be able to handle things that come up or they will just have to wait a few weeks. Any pastoral emergencies I will handle myself or ask another local priest or deacon for help.

I have been your Rector for 6 years now and it is time for us as a congregation to take a step back and reflect on what is God calling us to do and be now. Who we are will tell us what we are being called to do now. But before we can get to what to do, we must look at who we are; we need to concentrate on the persons and community God is calling us to be. I know it seems counterintuitive. For so long we were told that our faith calls us to go beyond just “me and God” Christianity, and I am not disputing that. At the same time, we must, at times, look back on what we have done and continue to do and ask ourselves “why”. Are we doing things just because we have always done them or are they part of the life that Jesus is calling us to? I don’t have the answers to those questions. We will discern them together, listening to God and each other. And we will continue to work for justice in our community, our nation, and our world. We will walk the Way of Love humbly as Episcopalians with our God.