



2024



ST. JOHN'S  
LAFAYETTE

Annual  
Report









# 2024 Annual Meeting Agenda

## January 28, 2024

1. Call to Order and Opening Prayer		
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13. We welcomed into Christ's Body the Church through Holy Baptism in 2023		
<b>Lenora Willow Jakubowski</b>	<b>Eleanor Kathryn Bowerman</b>	
<b>Sadie Ann Bowerman</b>	<b>Samuel Finn Bowerman</b>	
<b>Hugo Lawrence Davis</b>		
14. We surrendered to God's care through Christian burial in 2023		
<b>John Lindenlaub</b>	<b>Deborah Lindenlaub</b>	<b>Kaye Kleine-Ahlbrandt</b>
<b>Jenny Isaacs</b>	<b>James Zimmerman</b>	<b>Roy Meeks</b>
<b>Wesley Shook</b>	<b>Rolland Strausbaugh</b>	<b>Nancy Moody</b>
<b>Dean Hunter</b>	<b>Martha Mann</b>	<b>Diane Bottum</b>
15. Adjournment		

+ The next Annual Meeting is tentatively scheduled for February 2, 2025 +



# Minutes from the 2023 Annual Meeting

January 29, 2023, *via Zoom*

1. Fr. Bradley called the meeting to order at 4:00 p.m. and Fr. Jason led us in prayer.
2. Fr. Bradley explained the rules for a virtual meeting. We will use parliamentary procedures for Zoom. Motions are passed via electronic poll or by unanimous consent.
3. Fr. Bradley nominated Vicki Bower to serve as clerk for the annual meeting. The motion was passed by unanimous consent. Fr. Bradley thanked Vicki for being the clerk.
4. The minutes of the 2022 annual meeting were reviewed. Fr. Bradley made a motion to accept the minutes. The motion was passed by unanimous consent.
5. Fr. Bradley made a motion to accept the Reports to the Congregation as submitted and printed in the 2023 Annual Report. The motion was passed by unanimous consent.
6. **Budget and Financial Discussion**—There was general discussion about current parish finances and about the budget as reported in the annual report. Fr. Bradley thanked Dennis Sorge and the members of the finance committee for their work on the 2023 budget. A motion was made to approve the 2023 budget as presented and approved by unanimous consent.
7. Fr. Bradley thanked Senior Warden, Becky Dick for her service to the parish, especially during his sabbatical. He also thanked Junior Warden Bruce Johnson, Treasurer Bill McInerney, Assistant Treasurer Greg McClure, and Chair of the Finance Committee Dennis Sorge for their service.
8. Fr. Bradley thanked Heather Johnson Nicolson for her service on the Investment Committee. She will be rotating off of the committee. He thanked Randy Brist, Bill Kealey, Mary Kay McCauley, and Cynthia Stauffacher for their continued work on the Investment Committee.
9. Fr. Bradley thanked the staff – Teresa Lohrman, Fr. Jason Fortner, Michael Bennett, and Eva Trinidad for their work on behalf of St. John's. He also thanked other volunteers, in particular those who serve St. John's worship and music, on the altar guild, and the flower guild.
10. Diocesan Convention will be held November 10-11, 2023. The location to be determined.
11. **Joys and Concerns—In his will**, Steve Brewer left a generous bequest to St. John's. That bequest is unrestricted, and the vestry will determine how we will receive this bequest.
12. **Rector's comments**—Fr. Bradley discussed several ministries that will start or resume this year including EfM (Education for Ministry), Discipleship Groups, racial justice and education, the Speakers' Bureau/Co-Op, and the Church Buildings for Collaborative Partnerships.
13. Fr. Bradley led a closing prayer followed by the closing hymn. Fr. Jason added a blessing.
14. Motion to adjourn by Fr. Jason. The motion passed by unanimous consent. The meeting adjourned at 5:00 p.m.

Respectfully submitted,  
Vicki Bower, Clerk



## Rector's Report

*Praise the LORD! I will give thanks to the LORD with my whole heart, in the company of the upright, in the congregation. -Psalm 111.1*

I need to begin by thanking so many people. First of all, I want to thank those of you who have joined St. John's recently. We love, as I often say, sharing our ministry with you, and I am glad you are here. Secondly, I want to thank those of you who generously support St. John's financially. As you read through the reports below, you will see how your generosity and the generosity of St. John's members past continue to make our ministry flourish. I also want to thank those of you who are involved in leading worship, serving in our many ministries, and helping with the administrative tasks that support everything else. I am incredibly grateful for the Altar Guild members, the Flower Guild, acolytes, LEMS, MCS, choir members, and others who make our worship beautiful. I am grateful to those of you who regularly help with the Senior Program at Fowler or volunteer with our community partners. Many thanks to those who made Jubilee Christmas a rousing success again this year. Thanks to all of you who support our Christian Formation—from Godly Play and Children's Chapel to EfM and the Newcomer's Class. Thanks to all those folks who just lend a hand in the kitchen, volunteer to bring a pot of soup or salad, or help move tables. Thanks to the members of the Property Committee, Finance Committee, and Investment Committee. Thanks to Bill McNerney and Cindy Gerlach who led the Stewardship Campaign this year and did a bang-up job in a challenging year. Thanks to Greg McClure who does so much, but especially in his roles as the Treasurer and as the editor of the St. John's Eagle. Thanks to the counters and all the folks who help our Associate for Administration and Finance, Teresa Lohrman, with administrative tasks in the office. All those regular things require enormous

time, energy, and resources, and I am so grateful for the ways you give of yourselves.



I do want to name a few people who have been particularly helpful this year. The St. John's Vestry represents this parish so well with their leadership. I am deeply, deeply grateful to Becky Dick, Bruce Johnson, and Elizabeth Ladd who have served as the Wardens and Finance Chair respectively. Their counsel has been invaluable to me this entire year. Many thanks to Becky and to Bill Kealey who have finished their terms on the Vestry and to Rick Bowerman, Randy Brist, Maggie McClure, and Julie Peretin. They are, to a person, capable, thoughtful, and faithful to you and to the Gospel. Last, but certainly not least, thanks to Vicki Bower who has served as the Vestry Clerk for several years now. She



is taking a well-deserved break, but I am so thankful for her ministry with us.

I also I want to express my profound gratitude to the St. John's staff. You may not know Eva Trinidad, but you know her work. She keeps the church building clean and in great shape. Amanda Yauney has already established herself as the pied piper of St. John's young children. She is really energetic and creative and a joy to work with. Jason Fortner and I continue to get into holy mischief (and make the other burst out laughing inappropriately during Diocesan meetings). As you likely know, he's just as likely to crack a joke as he is to talk about Holy Communion or the Blessed Virgin Mary or to offer a prayer and a kind word. The thing is, for Jason, its all of a piece, all in service to sharing God's love with those around him.



We continue to benefit greatly from Teresa Lohrman's expertise, commitment, and wisdom. In 2023, the Vestry agreed to offer Teresa a promotion to Associate for Administration and Finance along with a significant raise. This was long past due and well-deserved.

Lastly, Michael Bennett continues to be an incredible source of talent and leadership for the people of St. John's as well as the Greater Lafayette

Community. Along with his work at St. John's, Michael is the choral director at West Lafayette High School as well as the Artistic Director of the Lafayette Master Chorale. We are so blessed by his artistry and his commitment to excellence. In 2022, we celebrated Teresa Lohrman's 30<sup>th</sup> anniversary at St. John's, and in 2023, celebrated my 10<sup>th</sup>. This year, we will have an opportunity to celebrate Michael's 20<sup>th</sup> anniversary at St. John's. Michael will bless us with an anniversary concert in August, and we will have an opportunity to share our appreciation to him for his ministry.



Those are unusual milestones. Staff turnover is a regular part of church life. But I think they say something about St. John's, about St. John's leadership, about your generosity of spirit, and your commitment to our mission and ministry. For me personally, St. John's worship sustains and inspires me. The way you share God's love reminds me that I am loved and moves me to love others. The way you share your faith in Christ strengthens my own faith. I suspect that many of you know what I mean—that you are also brought closer to God and others through our worship, sharing ministries, formation, and witness. I'm guessing that has something to do with Teresa and Michael's endurance and commitment, as well.



*Worship the Lord in the beauty of holiness.... -Psalm 96.9*

St. John's is first and foremost a worshipping community. Our Sunday attendance continues to rebound after the pandemic, and it's noticeable on Sunday morning. There is renewed energy. I am grateful to all of you who make our worship possible, especially those of you who have joined our worship ministries recently. Some of these ministries have had a noticeable uptick in new volunteers. For instance, it is exciting to see new choir members adding their voices to our already talented group of singers. We've had several new folks become Eucharistic Ministers or join the Altar Guild. If you are interested, please talk to one of the folks already engaged in those ministries (or talk to me and I'll point you in the right direction). Thank you so much for your willingness to serve. In 2023, we continued to strengthen our ties with Good Shepherd by once again sharing the Epiphany Pageant after a few years of being online. (Good Shepherd wasn't able to join us for that service this year because they had a baptism on January 7<sup>th</sup>.) We shared the Holy Week services and then worshiped together at Good Shepherd during the Easter season. This year, we plan to share Holy Week again and to celebrate Pentecost Sunday at St. John's with a spirit-filled service, activities for children, and

barbecue and ice cream sundaes afterwards. We plan to continue holding Morning Prayer via Zoom together most Sundays to expand our reach and welcome those who are unable to be in-person.



*We love because God first loved us.... The commandment we have from him is this: those who love God must love their brothers and sisters also. -1 John 4.19, 21*

We continue to take part in community programs to help those in need and to share God's love in the community. This year we walked in the Hunger Hike, helped build a new home for Habitat for Humanity, and hosted an amazing Jubilee Christmas site. We showed up at Purdue when the LGBTQ+ community was targeted, and we celebrated at OUTFest. We continued to be there for one another through thick and thin, offering

pastoral care, encouragement, a prayer. We got together for a lot of meals.

This year, we have a number of opportunities that we should not miss. The Vestry is in conversation with the LUM Protein Pantry about expanding their hours. This would be a great chance to reconnect with the feeding ministry that was a core part of St. John's identity for nearly forty years. We already offer them space. What if we took further steps to



support that ministry, to deepen our ties with LUM, and help with the increasing need in our community? We also had a proposal to start a night ministry to reach out to the homeless folks who hang out downtown. We laid some of the groundwork for this ministry but had to pause until we could find someone to lead the ministry. If this sounds interesting to you, please reach out to me. We've discussed renewing our relationship with our Anglican friends in Brasília—in particular, connecting with a congregation some of us visited back in 2019. We're also looking to continue strengthening our ties with Good Shepherd by supporting the Episcopal Campus Ministry at Purdue.



Another way we can share God's love is by sharing our lives with one another. There are a lot of new folks at St. John's. (This happens nearly every year, but post-pandemic, it seems to be particularly the case right now.) How can we build further community with one another? After all, on Sundays we receive communion in order to receive God's grace and share in the Body of Christ. How do we strength the bonds that unite us one to another? How do we get to know one another more intimately, so that we might, in the words of St. Paul, bear one another's burdens and share in one another's joys? A small group of leaders, for instance, is working on a plan to revitalize our Sunday morning hospitality as a step in this direction (you can find their report below). They will be reaching out to get that started in earnest soon. What other opportunities are there to help us share God's love and our lives with one another?



Now, we can't do everything. But as a congregation, we want to find ways to share God's love and serve our community. We especially want to do that in ways that flow from our gifts and our passions. It's always worth asking—where is God's love most needed in this moment? And it's worth asking further—how are we uniquely positioned to share that love?

*Keep on doing the things that you have learned and received and heard and seen in me, and the God of peace will be with you. -Philippians 4.9*

2023 was a good year for formation at St. John's. In August, Amanada Yaune joined the staff as our new Christian Education Director and set right to work connecting with the young children of St. John's. Godly Play started back up in September,

and Children's Chapel launched in November. Since then, I have routinely heard from parents how much their kids are enjoying that time together. For my part, I love watching the kids bring communion up on Sunday morning. It absolutely warms my

heart, and I am so excited about the future of that ministry. But, while Amanda and a group of dedicated volunteers and parents are doing great work, they need your help, they need more volunteers. If you would be interested in working with an amazing group of kids, see Amanda's report below and talk to her about getting involved.



When I came to St. John's back in 2013, I marveled at how theologically adept many members of the parish were. I soon discovered that EfM (or Education for Ministry) was a big part of that. If you are not familiar, EfM is a four-year program of theological education covering the Old and New Testaments, the history of Christianity, and theology. This past year, Maggie McClure and George Moore worked together to restart an EfM program at St. John's. I am so grateful for their commitment to get this program back up and running. I am also grateful to those who have embarked on that journey, who are learning about the depth of our shared faith, and who are being formed to be witnesses to God's love in the world.

Since I have mentioned our shared ministry with Good Shepherd more than once, I want to add that we are planning this year to effectively merge our adult formation programs. For years, we have pooled resources for youth group and confirmation, for sharing ministries such as Jubilee Christmas. This year, we want to make all of our adult formation programs accessible to both congregations. So, when St. John's hosts a class, the folks from Good Shepherd are fully welcome to participate. When Good Shepherd hosts a book group (as they do on the 2<sup>nd</sup> Wednesdays of each month), the people of St. John's are encouraged to attend. This has already started, but we wanted to make it official. After all, our mission is a shared mission—to worship and to share God's love and to make Christ known. Therefore, our ministry is and should be a shared ministry. This will require grace and hospitality. It will require letting go of things we've always thought of as "ours". But it can only make our ministry stronger and glorify God that much more.





*For the disciples, waiting becomes a kind of being, filled with eating and storytelling, praying and remembering, all in anticipation and as preparation for God's action.*

-Root and Bertrand, *When the Church Stops Working*, page 70

Last year, the Vestry read *When the Church Stops Working*, a new book by Andrew Root and Blair Bertrand. The book is a reworking of Root's *Ministry in a Secular Age* series where he applies social theory to make sense of the crisis of declining church attendance and religious observance. Writing for church leaders, they offer an analysis of that decline and suggest a few things churches can do as we move into an uncertain future. The vestry even met with Dr. Root over Zoom to ask questions and deepen our own thinking.

So, what are the solutions? What are the ten steps to growing the church, building our programs, innovating in the face of societal change, and raising money to fund it all? Root and Bertrand's answer is as succinct as it is frustrating. The church needs to wait. That's right, wait. If you find that answer frustrating, you're in good company. I know some of the Vestry did. (To be fair, I had read some of the other books, so I was ready for it. But I was frustrated the first time through.) We went round and round about it. What does this mean? Are we just supposed to sit here with our hands folded? Besides that, what exactly are we waiting for? Well, we certainly haven't been sitting here with our hands folded. Last year, we prayed and read Scripture and sang together and broke bread. We responded to call outs in our community to share God's love by sharing our resources and our presence. We offered pastoral care. We explored our faith and sought ways to deepen that faith. We did exactly what the waiting church is supposed to be doing. The church waits for God to show up, the church waits for an encounter with the risen Jesus, the church waits for a prodding from the Spirit. We worshiped, shared God's love and our lives with one another, and made Christ known. If we're being

faithful in that waiting, if we're being formed, if we've been listening to the Scriptures and to God in our prayers, if we're asking the right questions, then by God's grace we might just be ready to respond when God does a new thing, when Jesus shows up in a new place, or the Spirit prods us in a new direction. What might this look like.



Honestly, I don't know. But I can't help but think about what is coming in 2024 and how we, in the Episcopal Church, are uniquely positioned to witness to God's love. We have a national election coming this year. It may well be more contentious than even the last several elections. But I also believe that God loves Republicans and Democrats. I believe God cares deeply for Biden supporters, Trump supporters, and all those who really don't care for either candidate or side. I believe that we are called to share God's love with everyone regardless of their political convictions. At the same time, I know that God calls us to be prophetic witnesses on behalf of the poor and the poor in spirit, those who are hungry and those who are oppressed. The Episcopal Church originated in the deeply contentious wars of religion in Europe and in the Revolutionary War in America. We have not

always landed on the right side of history, but we have always sought comprehensiveness for the sake of truth, unity as far as possible, and liberty. What new thing will God be doing this year in the midst of a deeply partisan election? Where are we most likely to meet Christ? How might the Spirit prod us to respond? How are we, given our history and commitments, our values and resources, positioned to be a voice for truth, unity, and liberty? To me these seem like crucial questions. I believe we will have to wait and see. But while we're waiting, we will continue breaking bread and praying, sharing God's love and deepening relationships, and witnessing to Christ in our community and beyond.



In all these things, I remain,

Faithfully yours,

A handwritten signature in black ink, appearing to read 'Bradley Pace'.

Fr. Bradley Pace, *Rector*





## Curate's Report

Dear Beloved People of God,

What a full, challenging, and joyful year of ministry it has been! I am grateful to have been engaged in, as our Bishop says, "all the things". Since the 2023 Annual Meeting, I have been privileged to be present at baptisms at the Great Vigil of Easter, the funerals of many beloved parishioners, and the wedding of some friends from Good Shepherd. I have visited newborns in the hospital and administered Last Rites. I have been blessed to bring some of you communion in the hospital or at home. We have shared meals and holy conversations.



While these sacred moments stand out, it is the daily work alongside you during the "normal" periods of the church year that I relish. This is because it is during those times that I am able to get to know all of you as we set up or clean up, as we discuss scripture over coffee, and as we minister together at the Lord's Table. It is during the so-called "down time" that I am able to get to know the people in our neighborhood who normally don't join us on Sunday mornings but who are connected to us nonetheless. I listen to their stories and offer support and occasional advice. Sometimes I help

them on your behalf with the financial resources that you have provided. Together, you and I are able to show God's love to people who live on the margins and who often tell me they feel unloved and alone.

I thank God for the opportunity to learn to be a priest in this community and for our deepening relationships. The flexibility and support shown to me and my family this year by Bradley, Teresa, Michael, and Amanda is a testimony to the love and understanding that fills the spaces between us here at St. John's. During the six months Shelbi was unable to drive due to medical restrictions, my physical presence at church during the week was sporadic and limited. I was empowered to help Shelbi do her own work and to get her to many appointments without feeling guilty or that I was shirking my responsibilities. My family and I are thankful for the support of the staff and of many parishioners during that challenging time. We felt the love and prayers!



When I last submitted a letter for the Annual Meeting, I was experiencing a year of firsts. Now I am aware that I am marking important feasts and the change of liturgical seasons for the last time as a part of the St. John's community of faith. The sadness that might overtake these experiences is

kept at bay by the joy of worshipping together and the gratitude I feel for the grace you give me to learn, falter, and succeed. Because we are part of God's one holy catholic and apostolic church, I know that we will continue to be united in the Holy Eucharist even if we are physically distant in the future. Because The Episcopal Church is really quite a small church, I am sure that we will see each other one way or another after my time here concludes in July. Plus, there's a good chance you could run into me and my family at the Lafayette Brewing Company, East End Grill, or Revolution

Barbeque. Regardless of where God calls me to serve next, the people and the mission of St. John's will continue to be in my heart and in my prayers. The Holy Spirit is moving in us and among us here. My prayer is that we will continue to be open to hearing her voice as she inspires us to get onboard with all that God is doing in our hearts and in the Greater Lafayette area.

God's grace and peace be with you always.  
Jason+





## Director of Music's Report

It seems in the last year or so that summaries of activities and events have *nearly* drifted away from saying “things are almost back to normal” (i.e. pre-Covid). But as I reflect on the past year, I must say that through much of 2023 our parish’s music program “as it had before.” Despite this aging language and tired memories of those times, the musical activities and routine of our 2023 parish music program did again seem “normal,” even despite saying goodbye to some long-existing events.

It became obvious to me and the Music Committee that continuing the monthly Wednesday noontime concerts was not sustainable: finding musicians was increasingly challenging, the audience attendance was dwindling, and my own schedule at school did not help this either. And so, we said goodbye to the series which had begun in 2006 and decided to focus our efforts elsewhere.



Our first special event was on May 5 when we hosted the third performance in our Anniversary Organ Concert Series. James O'Donnell, newly appointed Professor of Music at Yale University, having just completed 23 years as Organist/Choirmaster at Westminster Abbey, presented a virtuosic concert to a near capacity crowd (it didn't

hurt that the next day was the Coronation of King Charles III). Folks from St. John's and elsewhere were treated to a special evening of music performed by a word renowned organist.



One of the ways that 2023 felt “as it had before” had to do with the St. John's Choir. We welcomed many new members, which brought us to a size we had known for a long time. Harris Bras, Ellie Culbertson, Mitchell Finley, Joe Jakubowski, Patrick Meador, and Audrey McDuffee joined the choir in the fall and their presence blesses us in many ways. Mary Anne Robinson's relocation to California ended her tenure this year. At the end of 2023, our choir roster had 23 singers.

St. John's Choir led two additional services toward the end of the year. On November 5 (for the Feast of All Saints) we had Choral Evensong in the manner prior to 2020: with a guest organist and full choral repertoire. 61 of us remembered the saints that evening in scripture and song. And on

December 3 we again held a service of Lessons and Carols for Advent, which we had first done in 2022. Many of the 78 in attendance spoke of their appreciation in offering this Advent service and remarked on the contrast to the Christmas one. We were again joined by a guest organist who, along with the choir, led the congregation through the service of readings, hymns, and anthems as the Advent season commenced.

And so, while this year was (again) somewhat out of the ordinary given the end of the Lunchtime

## Director of Children's Education Report

Dear members of St. John's Episcopal Church,

As we reflect on the past year, I am filled with gratitude for our incredible journey with the children of St. John's. It has been a time of growth, connection, and witnessing the miracles that each of our children represents. I am Amanda Yauney, your Christian Education Director, and I count it a privilege to serve alongside such remarkable young individuals.



Working with our children has been a source of joy for me. I believe that they are not only the future of

Concerts - the addition of many new singers, the special organ concert, and beautiful additional choral liturgies reminded me of the joy it is to serve as your parish musician. The commitment to beautiful music, the robust singing, and the support of the music program are inspiring, to say the least. I look forward to another year of singing God's praises together.

Michael Bennett, *Director of Music*

our church but also present miracles in their own right. The energy, enthusiasm, and love that they bring to our community are truly inspiring. As we move forward into the new year, I want to assure you that my door is always open. Whether you have questions, suggestions, or simply want to chat, I am here for you.

Looking ahead, we have exciting goals. One major initiative is the revamping of our classrooms. We plan to create hands-on stations and provide opportunities for independent work, fostering a dynamic and engaging learning environment. The momentum of Children's Chapel is growing, and we are witnessing an expansion of classes. The upcoming school year, 2024-25, holds the promise of significant changes.

My primary goal is to make things more user-friendly for parents, minimizing stress and maximizing the impact on our children. When considering changes, accessibility for parents is at the forefront of my mind. I aim to create space for parents to worship in a way that is most meaningful to them while exposing our children to Episcopal beliefs and traditions.



Your input is invaluable to me. I want to hear your opinions, suggestions, and feedback. Please know that I am here to listen. You can reach me by appointment on Tuesdays, Thursdays, or Sundays, or simply grab me when you see me. For immediate needs, my cell number is 706.442.2771.



In the coming weeks, I will be working schedules and forming a collaborative group of volunteers. As our group grows, I will be calling on those with a servant heart to take up volunteer positions. Volunteers are essential to the safety and education of our children, and I appreciate those of you who generously give your time.

To ensure the safety of our youngest members, I am implementing a couple of important measures. First is the completion of Safe Church courses, an online program offering safety courses for church volunteers. It doesn't take long and is filled with surprising techniques designed with our children's safety in mind. The second is a new background

check for all volunteers. If these requirements were not completed with documentation in the past two years, I kindly ask that they be completed again.



Please contact Teresa at [teresa@stjohns-laf.org](mailto:teresa@stjohns-laf.org) to complete Safe Church courses and run a background check. Your involvement in our children's programming changes lives, and I am genuinely excited to work with each of you. Let's make the 2024-25 school year a transformative and enriching experience for the children at St. John's.

In Christ's love,  
Amanda Yauney, Children's Education Director

## Junior Warden's Report

2023 saw a couple of upgrades at St. John's. The Wi-Fi and telephone systems were updated. These upgrades improve all functions for our internet and phone systems. It also gives us faster repair service should an issue occur. Our security system was improved by adding an intercom with a camera that allowed Teresa to see who was at the door before she let anyone in. The copier in the office was replaced. The new copy agreement will cost us less per copy. We also have the option to purchase the new copier.



Scheduled painting on the alley wall and east end of the Commons was completed. There was a plumbing issue that was repaired in the Rectory restroom this fall.

Thank you to the property committee and all the volunteers for making our May and October workdays very productive.



The property committee continues to do a great job of taking care of minor building and grounds issues and help in identifying other issues that need to be addressed. The building committee meets the first Saturday of each month in the Commons at 9 a.m. All are welcome and no special skills are required.

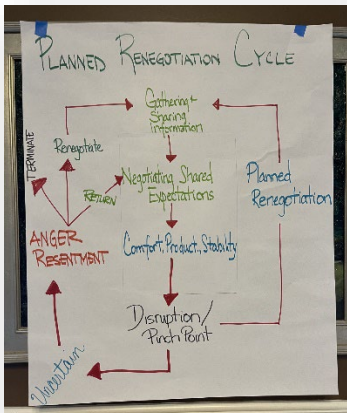
Building security is everyone's responsibility. When you enter the building please try and leave the same way. Please make sure that all doors are locked, and the lights are turned off. If you have questions about building security, please check with the office for instructions on securing the building.

Respectfully submitted,  
Bruce Johnson, Junior Warden



# College for Congregational Development Report

Fr. Jason Fortner, Maggie McClure, Fr. Bradley Pace, and I attended the College for Congregational Development training at Camp Waycross in July 2023. We learned how congregations develop into more faithful, healthy, and effective communities of faith. We studied data gathering, models of change, and practiced our facilitation skills. We will return in July 2024 for our second week of training.



In the interim, we were tasked with choosing an area to improve or enhance our congregation. We chose our Sunday morning hospitality “coffee hour”. We love our church family and enjoy our time fellowshiping together. We wanted to see if there were opportunities to enhance this time even further.

We appreciate your feedback on Sunday morning hospitality through the e-mail survey, the butcher paper questions, and the food and beverage showdowns. This illuminated what is working well and areas to try something new. Common themes were:

## *Organization*

We greatly appreciate those opening church, starting our coffee in the morning, and setting out the donuts after the 8:00 service. In March we will start a host rotation with two hosts per Sunday. The hosts will ensure items are replenished between services and clean up afterwards.

Host instructions are being updated and will be posted on the wall near the coffee. Host training will be available on February 4 and February 11 at noon starting in the kitchen. Please email Carla at [carla.bowerman@gmail.com](mailto:carla.bowerman@gmail.com) to be added to the host list. We anticipate a hosting commitment to involve 3-5 Sundays per year. Special Sunday meals will have separate sign-ups.

## *Food*

Hammer Donuts is still a favorite offering (many of you requested a larger quantity of donuts). People appreciate other carry-in options (veggies, fruit, nuts, cheese and crackers, etc.). Hosts are encouraged to bring an item.

## *Drinks*

Fuel coffee is still our overall winner when comparing a few types. Coffee, hot cocoa, tea, water, and juice boxes for children will be provided. Hosts are welcome to bring additional items if they would like.

*Room Layout*

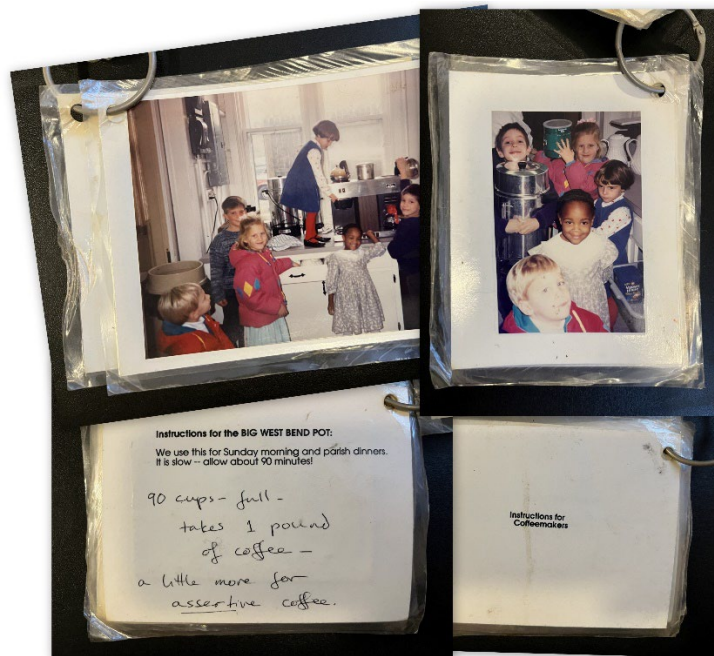
We are also reviewing the flow of St. John's Commons. We need to balance easy access to refreshments, welcoming newcomers, and finding comfortable space for visiting. The children's corner will be refreshed so they will continue to enjoy that space. We're consulting with some experts in the congregation to see how we might make changes and upgrades.



The work is on-going. But in the meantime, we invite you to continue enjoying time together and building deeper connections with each other.



Carla Bowerman  
On behalf of the CCD Group



*The St. John's coffee hour directions, c. 1990.*



## Prayer Shawl Ministry

The Prayer Shawl Ministry continues! We will begin our 15th year in May! We meet on the first and third Monday of each month (except for holidays) at 1:00 p.m. in St. John's Commons. We meet to share our ministry, bless completed shawls, and pray for those who will receive a shawl. We would like to share this ministry with anyone who would like to join us. We are only together for a couple of hours each time. If you are unable to join us in person, you are most welcome to knit/crochet at home and bring your gift to the group for blessing and distribution. Please let us know if this is your preference.

We really encourage others to join us. It is a most fulfilling way to help those who need a reminder that God loves them and wraps His love around them in the physical gift of a shawl. If you would like to join us, please come on a first or third Monday afternoon and share your time and gifts with us.

We also wish to remind the congregation that we do have a goodly number of shawls finished and ready to be given away. If you, or someone you know, would like a shawl, please let one of the knitters or one of the clergy know and you will be able to take one with you. We are also able to mail a shawl to someone not living locally. Just please leave a note with your name, the name of the recipient, and the date you take the shawl so we can keep our records

updated. The shawls are there for anyone to have; there is no "right" reason or purpose. As of writing this report, we have distributed almost 1000 shawls. Not bad for a few committed ladies!!!

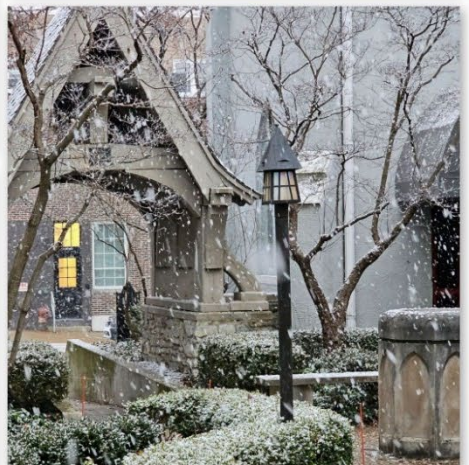


If you have questions, or wish to contact one of the knitters, you may call Linda Jeffries at 765.250.6300, Jo Roberts at 765.412.4821, Sharon Evander at 765.426.2527, or Marilyn Howland Ross at 765.412.9294 or speak to any of us at church on a Sunday morning.

We sincerely hope you will join us. Thank you.

The Prayer Shawl Knitters/Crocheters







## St. John's Finances

### St. John's Investments

The 2023 Investment Committee included Randy Brist (chair), Bill Kealey, Mary Kay McCauley, Cynthia Stauffacher, and Heather Johnston Nicholson. Teresa Lohrman and Bradley Pace serve as *ex officio* members of the committee. The committee usually meets four times a year, with two of those meetings including reports from our managers at First Merchant's.

Prior to 2019, the annual net income derived from the endowment was used to fund our ministries, and by custom, budgeted amounts were unknown until late in the budgeting process. To make the budgeting process clearer and to provide additional income for our ministry, the Investment Committee recommended using a percentage draw from the endowment. The draw is a percentage of the three-year rolling average of the endowment's market value determined by averaging the market value over the previous twelve (12) quarters. The draw will be available for parish ministries as needed. The church may discontinue, adjust, or increase the distribution amount at any time upon written direction by the Investment Committee in consultation with the Finance Committee and Vestry. To ensure that the endowment is available

to help fund St. John's ministries well into the future, the Investment Committee, Finance Committee, and Vestry have determined that the draw will be between 3 and 5% in any given year.

In 2023, the church received distributions totaling \$62,434.52. As of December 31, 2023, the St. John's Endowment has a balance of \$2,265,133.38. The allocation for the 2024 budget is \$86,528.64 (a 4% draw).

The Investment Committee oversees other funds as well. The Operational Subsidy Fund, a separate part of St. John's endowment that provides annual income, has a balance of \$524,908.27 (as of December 31, 2023). In addition, the Restricted Funds has a balance of \$12,632.66 and the Diocesan Special Fund (also known as the Stephens Fund) has a balance of \$366,605.98.

As always, you are welcome to contact the church office or a member of the Investment Committee if you have questions. We remain grateful for the generous support of the St. John's community and for those members who have made lasting gifts to our ministry.

### Special Funds

There are several Special Funds designated for parish use. These funds are overseen by the Rector with consultation by the Vestry and program staff.

**The Lay Training Fund** was established from gifts in memory of Betsy Brewer whose work and ministry in life was directed toward helping others in their vocational discernment. Contributions continue to be made to this fund, both by Betsy's

family and by others, and additional gifts are always welcome. The intent of the fund is to assist lay members of the parish with the expense of conferences, courses of study, or other educational and service programs that might provide training or advancement in their ministry within and on behalf of St. John's parish.

As of January 1, 2023, the balance of the Lay Training Fund was \$28,594.80, with earnings of \$1,196.04 throughout the year. As of December 31, 2023, the fund reported a balance of \$27,219.98, and had total distributions of \$2,570.86. If you are interested in theological training or any other ministry-related training, please contact Bradley Pace or the St. John's office.

**The Music for All Fund** was established in 2007 as a gift of Ruth Wukasch in memory of Ron Wukasch and in thanksgiving for the legacy of music in St. John's worship. The gift is to be used for the enrichment of congregational music by securing guest musicians, obtaining new music, underwriting training for choristers, etc. Additional gifts to the fund are welcome, so long as the original intent of the fund is honored. Use of the fund is supervised by the Rector, in consultation with the Director of Music. Use of the fund in any given year is not limited to income earned. It is understood that a time might come when the fund is fully expended and closed.

As of January 1, 2023, the balance in the Music for All Fund was \$32,030.88. This year, the fund earned \$1,407.15, had total distributions of \$2,400.00, and had a gift of \$100.00. As of December 31, 2023, the fund reported a balance of \$31,138.03.

## Special Offerings

Members of St. John's are generous in many, many ways. Along with time, talent, and financial contributions to our budgeted ministries, parishioners give to special ministries throughout the year. These gifts go to a variety of programs, ministries, and special offerings. Some of these gifts are reflected in our annual parish budget while others are not. For transparency, we have tried to include as many of these in our budget as is reasonable for accounting purposes.

**The All Saints' Speaker Series Fund** was created as a Vestry-designated fund in February 2022 from a collection of Memorial Gifts. This fund will be used to bring speakers to St. John's for an annual (or otherwise regular) lecture series. The fund will be supervised by the Rector in consultation with the Vestry. Additional gifts may be made to the fund at any time. It is understood that a time might come when the fund is fully expended and closed. Under certain circumstances, the fund might also be used in conjunction with the Brewer Fund for Lay Education.

The balance of the All Saints' Speaker Series Fund is \$10,014.65. There have been no additional gifts to or withdrawals from this fund.







In 2023, St. John's distributed the following amounts as Special Offerings for various purposes beyond the parish: Jubilee Christmas, \$5,449.33; the Rector's Discretionary Fund (non-budgeted), \$10,125.00; Habitat for Humanity, \$2,025.00; Hunger Hike, \$580 along with \$3,173.45 in online contributions. These special offerings have not typically been included in the annual parish budget.

We also distributed monies from parish-held "reserve" funds for specific non-operating expenses including Active Outreach, \$479.73; LUM Protein Pantry, \$5,035.65; Habitat for Humanity, \$2,975.00.



## The 2024 Stewardship Campaign



As many of you have heard me say, my favorite part of the Sunday morning service at St. John's (other than the sermon, of course!) is the birthday/ anniversary blessing. Olynn and I have been members of St. John's since the 1984-85 school year, when we came to Lafayette, and while we're not the longest tenured members, we're getting into that group. Every Sunday I get to watch the progression of time right up the center aisle. Kids who barely came up to their mother's knees now loom over them; dark hair turns white (or turns loose! :-)) And many people who became very dear to me back in the 80s and 90s are now gone on before. Many of them I pass each time I walk through the Memorial Garden. I think of all these people as my extended family. We're not biologically kin, but we are brothers and sisters in Christ, united by our love of St. John's and our desire to do our bit to advance the ministry of St. John's and thereby advance the Kingdom of God. No one can do everything, but everyone can do something, and together our efforts add up.

The annual stewardship campaign is one activity that unites us all. Whether we are able to pledge large amounts or more modest amounts to fill out the needs of the budget, it all adds up. This year we had 97 pledging units, one less than last year, but we raised more money than last year. Of these pledging units, 12 were for the first time. Welcome! We're glad you're here! Four were from folks that had

pledged in past years, and who came back to pledging this year. Welcome! We're glad to see you again! We did lose 12 pledges to death, health, or moving away. We miss you.



I cannot say enough about what a pleasure it was to work with the Stewardship Committee: Cindy Gerlach, Jamie Davis, Kristine Holtvedt, and Kathy Johnson. If ever there was a group whose love and enthusiasm for St. John's shone forth, it was this one. Many thanks as well to the members of the Vestry and the Finance Committee who helped make this year's campaign a success. And many thanks to everyone who pledged to St. John's mission and ministry for 2024.

For the Stewardship Campaign,  
Bill McInerney





As of this report, St. John's has received 98 pledges committing \$378,526.00 to fund our ministry in 2024.

Here are some details of this year's campaign:

- A total of **98** individuals and families submitted pledges
- **12** individuals or families pledged for the first time
- **4** individuals or families renewed pledges from past years
- **16** individuals or families did not renew their pledges from 2023
- **12** of those pledges were lost due to moves, health concerns, or death

### Summary of Pledges to the 2024 Stewardship Campaign\*

Pledge Level	Number of Pledging Households				
	2024	New/Renewed	2023	2022	2021
\$1 – \$999	19	4	20	31	30
\$1,000 - \$1,999	24	6	27	30	26
\$2,000 - \$2,999	18	3	16	15	16
\$3,000 - \$4,999	13	2	9	9	12
\$5,000 - \$9,999	20	1	22	23	22
\$10,000 and up	4		4	4	4
<b>Totals</b>	<b>98</b>	<b>16</b>	<b>98</b>	<b>112</b>	<b>110</b>
	<b>\$378,526.00</b>		<b>\$373,937.24</b>	<b>\$388,050.00</b>	<b>\$388,510.00</b>

\*as of January 18, 2024

## Report from the Finance Committee and the 2024 Budget

The main takeaway of this year's budget is that the people of St. John's (both past and present) have been incredibly generous. And because of that, we are able to continue funding our ministry of worship, of sharing God's love and our lives in the community, and of making Christ known. On behalf of the Finance Committee, let us begin by saying how incredibly grateful we are.

We ended 2023 with a budget deficit of \$6,074.08. Our operating income was on track. The bulk of the deficit came from increased IT support costs, some staffing compensation changes, and a few hundred dollars here and there scattered across our programs. We were fortunate to have enough cash reserves on hand to allow the Vestry to make decisions that support our programs as necessary.

The budget for this year was a bit harder to balance than in recent years. Pledged revenue was up slightly, which is remarkable given that we lost more than \$40,000 in pledged revenue from last year due to moves, health concerns, and deaths. The Operating Subsidy Fund—a portion of our investments—was down over 2023, so we are projecting less income from that fund. At the same time, the cost of doing business continues to rise—for instance, IT support, office expenses, utilities, have all risen sharply.

However, we were still able to balance the budget because of your generosity. We received \$378,526 in pledges and estimate about \$30,000 in other gifts based on previous years. In consultation with the Investment Committee, we are proposing a 4% draw on the endowment. This is more than we have drawn in previous years, but it is still below the 4.5-5% threshold that is considered sustainable for not-for-profits. We are also being more conservative about our expectations from the Operating Subsidy

Fund. The Diocesan Special Fund is designated to take care of large, capital improvements to St. John's building and grounds. The budget also includes \$20,000 from the Diocesan Special Fund for exterior painting and other capital improvements.

Two caveats about this year's budget. First, recent budget reports have contained some things that we call "pass throughs" such as Habitat for Humanity, Hunger Hike, Jubilee Christmas, etc. Usually, money spent on these programs, events, or fundraisers is equal to the money donated directly to them. However, because of direct online giving (to Hunger Hike, for instance) and other complexities, including these programs in the budget has created accounting challenges. So, this year, those programs will not appear in the budget. They are explained, however, in the "Special Offerings" report above. (Note: Bradley would like to apologize to Teresa. She warned him years ago that this wouldn't work, but he insisted.)

Secondly, in 2020, the Diocese of Indianapolis invited St. John's to take part in a curacy program. That program provided a grant to cover half of the compensation of a full-time curate or associate priest. We have benefited greatly from this program and will continue to enjoy serving alongside our current curate Father Jason through July. But that Diocesan program has now ended, and this year's budget does not include funding for additional clergy moving forward. As a result, we will need to make sure that St. John's staff members are supported and not overloaded.

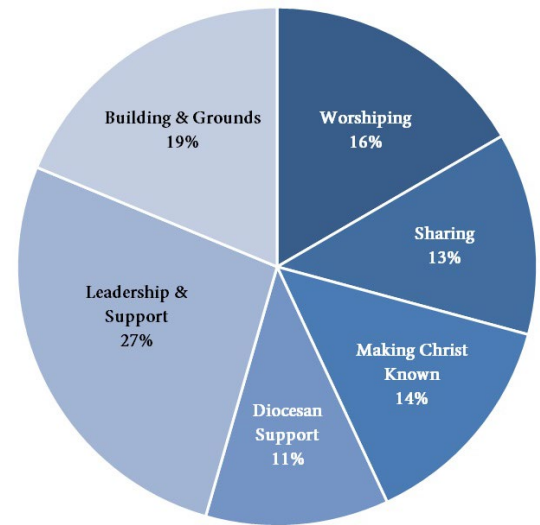
**The total budget for 2024 is \$578,801.96.** The complete budget report is below. These numbers represent how we worship, share, make Christ known—our beautiful worship and music, meaningful outreach, pastoral care, parish life,



Christian formation, and so on. Based on this year's budget and a rough approximation of how staff

spend their time, St. John's funds our ministries as follows:

- **Worship** includes money for Worship & Liturgy, some music expenses, and a portion of the clergy and Director of Music's salaries.
- **Sharing** includes the outreach budget, portions of the music budget dedicated to welcoming the community to St. John's, and a portion of the clergy and Director of Music's salaries.
- **Making Christ Known** includes all budget items dedicated to Christian formation and education, communication, parish life, and a portion of clergy salaries.
- **Diocesan Support** includes our assessment, which is based on a percentage of "Normal Operating Income" and supports Diocesan ministry.
- **Leadership & Support** includes all budget items related to administration including most office expenses, the salary for our Associate for Administration and Finance, and a portion of the Rector's salary.



We'll end as we begin—thank you! Thank you for your attention to our ministry and for your generosity. We are so very grateful to be in ministry with you.

*A special note of thanks:* Many thanks to Elizabeth for her work as the Chair of the Finance Committee this past year. I have greatly appreciated her assistance and her counsel on the Finance Committee, the Executive Committee, and the Vestry. Fortunately, she's still got one year left on the vestry. I am also pleased to let you know that Jennie Stein has agreed to serve as the Chair of the Finance Committee beginning this year. – BP+

Elizabeth Ladd & Bradley Pace  
On behalf of the Finance Committee

## The St. John's Finance Committee

- Randy Brist, *Investment Committee*  
Becky Dick, *Senior Warden*  
Teresa Lohrman, *ex officio*  
Elizabeth Ladd, *Chair*  
Greg McClure, *Treasurer*  
Bill McInerney, *Stewardship Committee*  
Heather Johnston Nicholson, *member at large*  
Bruce Johnson, *Junior Warden*  
Bradley Pace, *ex officio*  
Dennis Sorge, *member at large*

## 2023 Comparative Schedule of Revenue - Expense and 2024 Budget

		2023	2023	2024
		Actual	Budget	Budget
<b>Income</b>				
30000 · Operating Income				
	3000 · Pledges	359,239.35	369,549.29	378,526.00
	3005 · Unpledged Gift (a)	35,996.00	17,221.81	25,000.00
	3001 · Donation-Building Use	2,570.00	2,000.00	2,500.00
	3002 · OP Fund - Copier etc.	419.60	150.00	300.00
	3003 · Unidentified Offerings (b)	3,765.05	2,000.00	2,047.16
	3103 · Special Offerings (c)	2,920.00	2,500.00	2,500.00
	3110 · Altar/Sanctuary	1,010.00	25.00	25.00
	3116 · Altar Flowers	3,455.00	2,000.00	2,500.00
	3108 · Parish Activities (d)	663.00	100.00	300.00
	3011 · 'Round the Fountain Art Fair (e)		0.00	0.00
	3012 · Music Events at St. John's (f)	2,766.00	3,750.00	0.00
	3006 · Dividend Income - Endowment (g)	62,434.52	62,434.52	86,528.65
	3006 · Dividend Income - Operational Subsidy (h)	25,202.89	34,000.00	25,000.00
	<b>Total 30000 · Operating Income</b>	<b>500,441.41</b>	<b>495,730.62</b>	<b>525,226.81</b>
31000 · Non-Operating Income				
	3122 · Transfer Income (Stephens)	17,440.00	20,000.00	20,000.00
	3127 · Transfer Income Misc. (i)	10,495.64	22,100.00	10,500.00
	3125 · Diocesan Support / Grants (ii)	39,557.40	39,557.40	23,075.15
	3104 · Use Outside Parish	254.00		
	--- · Habitat for Humanity		2,500.00	
	--- · Hunger Hike	580.00	1,500.00	
	--- · Jubilee Christmas		5,000.00	
	--- · Speakers' Bureau		5,000.00	
	--- · Brasilia		5,000.00	
	<b>Total 31000 · Non-Operating Income</b>	<b>68,327.04</b>	<b>100,657.40</b>	<b>53,575.15</b>
	<b>Total Income</b>	<b>568,768.45</b>	<b>596,388.02</b>	<b>578,801.96</b>
<b>Gross Profit</b>		<b>568,768.45</b>	<b>596,388.02</b>	<b>578,801.96</b>
<b>Expense</b>				
4565 · Outreach				
	4566 · Diocesan Apportionment	61,620.94	61,601.00	65,862.00
	4568 · LUM	1,000.00	1,000.00	1,000.00
	4570 · Rector's Discretionary	900.00	900.00	900.00
	4571 · Seminary Support		500.00	500.00
	4573 · Active Outreach (j)	1,320.55	1,000.00	1,500.00
	4575 - Use Outside Parish (includes Tech Grant)	254.00		
	--- · Support for Chapel of the Good Shepherd	2,000.00	2,000.00	2,000.00
	--- · Habitat for Humanity		2,500.00	
	--- · Hunger Hike	580.00	1,500.00	
	--- · Jubilee Christmas		5,000.00	
	--- · Speakers' Bureau		5,000.00	
	--- · Brasilia Support		5,000.00	
	<b>Total 4565 · Outreach</b>	<b>67,675.49</b>	<b>86,001.00</b>	<b>71,762.00</b>
46000 · Program				
4600 · Christian Education				
	4601 · Curriculum	300.00	750.00	500.00
	4602 · Supplies, Lit. & Books	87.33	1,000.00	1,000.00
	4605 · Teacher Training			
	4611 · Graduation/Recognition	60.00	300.00	100.00
	4607 · Youth Group (Jr. & Sr.)	364.06	500.00	500.00
	4613 · Waycross Scholarships	217.82	1,000.00	750.00
	4603 · Nursery Supplies	150.28	100.00	200.00
	4604 · Adult Education	565.92	750.00	500.00
	<b>Total 4600 · Christian Education</b>	<b>1,745.41</b>	<b>4,400.00</b>	<b>3,550.00</b>
4620 · Liturgy & Worship				
	4621 · Altar (Guild) Supplies	2,710.29	2,000.00	2,500.00
	4622 · Acolytes	578.19	500.00	500.00
	4624 · Flowers	1,970.89	2,500.00	2,500.00
	4625 · Miscellaneous L & W	684.07	750.00	750.00
	4626 · Sound System	808.99	500.00	500.00
	<b>Total 4620 · Liturgy &amp; Worship</b>	<b>6,752.43</b>	<b>6,250.00</b>	<b>6,750.00</b>
46400 · Parish Life				
	4640 · Parish Activities (k)	982.31	1,500.00	1,000.00
	4590 · Kitchen Supplies	2,375.91	2,200.00	2,200.00
	4642 · Hospitality	2,059.46	2,000.00	2,000.00
	4643 · 'Round the Fountain Art Fair (l)		0.00	
	<b>Total 46400 · Parish Life</b>	<b>5,417.68</b>	<b>5,700.00</b>	<b>5,200.00</b>

**2023 Comparative Schedule of Revenue - Expense and 2024 Budget**

		<b>2023</b>	<b>2023</b>	<b>2024</b>
		<b>Actual</b>	<b>Budget</b>	<b>Budget</b>
4641 · Communication				
4579 · Web Page Maintenance		228.00	200.00	250.00
4572 · Advertising		1,013.42	300.00	1,300.00
4690 · Evangelism\Greeters Ministry				
<b>Total 4641 · Communication</b>		<b>1,241.42</b>	<b>500.00</b>	<b>1,550.00</b>
4650 · Music				
4651 · Instrument Maintenance		3,928.53	2,970.00	3,900.00
4652 · Sunday Program Expenses			0.00	0.00
4659 · Misc. - Music, Concerts, etc. (m)		181.22	500.00	500.00
4662 · Lunchtime Concerts (n)			800.00	0.00
4660 · Evensong		550.00	1,000.00	1,000.00
4654 · Guest Musicians (o)		435.00	1,400.00	1,400.00
4663 · Special Concerts (p)		5,238.39	5,100.00	2,000.00
<b>Total 4650 · Music</b>		<b>10,333.14</b>	<b>11,770.00</b>	<b>8,800.00</b>
<b>Total 46000 · Program</b>		<b>25,490.08</b>	<b>28,620.00</b>	<b>25,850.00</b>
46100 · Administration				
4635 · Stewardship		1,679.04	500.00	1,700.00
4645 · Convention Expense		1,117.52	1,500.00	1,500.00
4610 · Vestry Education		836.69	1,000.00	1,000.00
4614 · Rector's Mutual Ministry Review		562.30	650.00	0.00
4615 · Awards		625.26	800.00	800.00
<b>Total 46100 · Administration</b>		<b>4,820.81</b>	<b>4,450.00</b>	<b>5,000.00</b>
45000 · Personnel (r)				
4500 · Rector				
4501 · Rector Salary		76,728.23	76,728.23	83,451.11
4502 · Rector Housing		15,772.84	15,772.84	12,750.00
4503 · Rector Travel		2,250.00	3,000.00	3,000.00
4505 · Rector Pension		16,650.24	16,650.19	17,149.70
4506 · Rector Other (Cont. Ed.)		970.80	1,000.00	1,000.00
4507 · Rector Professional Expenses		1,753.65	1,500.00	1,500.00
<b>Total 4500 · Rector</b>		<b>114,125.76</b>	<b>114,651.26</b>	<b>118,850.81</b>
4530 · Parish Administrator				
4531 · Administrator Salary		24,725.18	49,450.46	
4532 · Administrator Pension		2,225.26	4,450.54	
4533 · Administrator Health Plan		4,273.62	8,547.00	
4526 · Administrator Other Insurance (s)		315.96	625.00	
4529 · Administrator Continuing Ed.			500.00	
<b>Total 4530 · Parish Administrator</b>		<b>31,540.02</b>	<b>63,573.00</b>	<b>0.00</b>
Associate for Administration & Finance				
4531 · Associate for A&F Salary		29,725.20		61,828.48
4532 · Associate for A&F Pension		2,675.28		5,564.56
4533 · Associate for A&F Health Plan		4,273.60		8,983.20
4526 · Assoc. for A&F Other Insurance (s)		357.42		740.00
4529 · Associate for A&F Continuing Ed.				500.00
<b>Total · Associate for Administration &amp; Finance</b>		<b>37,031.50</b>	<b>0.00</b>	<b>77,616.24</b>
4510 · Director of Music				
4511 · Director of Music Salary		38,595.48	38,595.48	40,139.30
4512 · Director of Music Pension		3,473.59	3,473.59	3,612.54
4516 · Director of Music Other Ins. (s)		431.04	425.00	440.00
4658 · Dir. of Music Cont. Education		1,000.00	1,000.00	1,000.00
4515 · Director of Music Prof. Exp.		100.00	100.00	100.00
<b>Total 4510 · Director of Music</b>		<b>43,600.11</b>	<b>43,594.07</b>	<b>45,291.84</b>
45460 · Christian Education/Youth				
4546 · Christian Education Director		6,500.00	16,250.00	20,280.00
4547 · Christian Education Cont. Ed			500.00	500.00
4517 · Christian Education Prof. Exp.			500.00	100.00
<b>Total 45460 · Christian Education</b>		<b>6,500.00</b>	<b>17,250.00</b>	<b>20,880.00</b>
4535 · Associate Priest				
4536 · Associate Priest Salary				
4539 · Associate Priest Housing				
4534 · Associate Priest Pension				
4537 · Associate Priest Cont. Ed.				
4538 · Associate Priest Travel				
4518 · Associate Priest Professional Exp.				
<b>Total 4535 · Associate Rector</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>



## 2023 Comparative Schedule of Revenue - Expense and 2024 Budget

		2023	2023	2024
		Actual	Budget	Budget
	4631 · Curate			
	4632 · Curate Salary	50,852.10	50,852.10	29,588.04
	4633 · Curate Housing	16,926.32	16,926.32	11,530.87
	4666 · Curate Telephone	1,070.88	1,200.00	624.68
	4634 · Curate Pension	12,200.16	12,200.12	7,401.40
	4637 · Curate Travel	294.75	1,500.00	875.00
	4636 · Curate Cont. Ed.	1,082.52	1,500.00	875.00
	4638 · Curate Professional Exp.	151.02	500.00	300.00
	<b>Total --- · Curate</b>	<b>82,577.75</b>	<b>84,678.53</b>	<b>51,194.99</b>
	4540 · Other Personnel			
	4541 · Casual Labor Day Care (Nursery)	4,265.00	6,240.00	6,240.00
	4542 · Other Salaries (t)	1,689.70	2,000.00	2,000.00
	4528 · Staff Development	100.00	300.00	500.00
	4544 · Payroll Taxes (SS)	7,794.21	7,978.64	9,351.96
	4548 · Staff Parking	1,920.00	1,920.00	1,920.00
	<b>Total 4540 · Other Personnel</b>	<b>15,768.91</b>	<b>18,438.64</b>	<b>20,011.96</b>
	<b>Total 45000 · Personnel</b>	<b>331,144.04</b>	<b>342,185.51</b>	<b>333,845.83</b>
	4550 · Office			
	4551 · Communications (Telephones, Internet, VoIP)	6,403.62	5,800.00	4,500.00
	4564 · Domain Name/Email	30.00	30.00	30.00
	4552 · Copier Lease	2,332.50	3,732.00	3,426.00
	4553 · Copier Service Agreement	1,992.50	1,100.00	3,000.00
	4554 · Equipment Repair		200.00	200.00
	4555 · Postage	1,222.80	1,200.00	1,200.00
	4556 · Office Supplies	3,696.18	5,000.00	5,500.00
	4557 · Bulletins & Printing	1,514.36	2,000.00	
	4558 · the "Eagle"	895.14	2,000.00	
	4559 · Fees (Includes Bank, Realm, ADP, etc.)	2,707.42	2,000.00	2,600.00
	4560 · Accounting Consultation			
	4561 · Audit	5,750.00	5,700.00	8,000.00
	4562 · Miscellaneous (Includes IT Support)	2,458.22	50.00	5,300.00
	4563 · Subscriptions		100.00	100.00
	<b>Total 4550 · Office</b>	<b>29,002.74</b>	<b>28,912.00</b>	<b>33,856.00</b>
	4580 · Property			
	4581 · Utilities	17,820.65	20,000.00	19,000.00
	4582 · Maintenance and Repair	17,549.25	10,000.00	10,000.00
	4691 · Maintenance Management	4,200.00	4,200.00	4,200.00
	4583 · Phys. Plant Capital Expense	25,074.00	20,000.00	20,000.00
	4584 · Janitorial Supplies	1,389.39	1,000.00	1,500.00
	4682 · Janitorial Service	20,740.44	20,740.51	21,570.13
	4683 · Trash Pickup	390.00	390.00	390.00
	4688 · Recycling Contract	811.80	750.00	820.00
	4585 · Security System	400.00	600.00	600.00
	4588 · Insurance	18,217.00	17,000.00	19,000.00
	4589 · Garden/Lawn Care	1,800.00	1,800.00	2,000.00
	46800 · Maintenance Contracts			
	4680 · Heating A/C Maintenance	1,950.00	1,950.00	1,950.00
	4684 · Elevator Service Contract	2,865.68	2,800.00	2,866.00
	4685 · Sprinkler System Maintenance	740.65	600.00	600.00
	4686 · Fire Protection	833.99	700.00	803.00
	4687 · Pest Control	789.00	839.00	839.00
	4692 · Irrigation	330.00	350.00	350.00
	<b>Total 46800 · Maintenance Contracts</b>	<b>7,509.32</b>	<b>7,239.00</b>	<b>7,408.00</b>
	4524 · Snow Removal	807.52	2,500.00	2,000.00
	<b>Total 4580 · Property</b>	<b>116,709.37</b>	<b>106,219.51</b>	<b>108,488.13</b>
	<b>Total Expense</b>	<b>574,842.53</b>	<b>596,388.02</b>	<b>578,801.96</b>
	<b>Net Income</b>	<b>-6,074.08</b>	<b>0.00</b>	<b>0.00</b>

## Notes to the 2024 Budget

- (a) These are contributions—other than pledges and special offerings—that come from identified individuals.
- (b) These are contributions from unknown individuals (primarily cash in Sunday collection plate).
- (c) Contributions on special days (e.g., Christmas, Easter) not designated as a pledge or for other purposes.
- (d) Proceeds from parish events like the Pancake Supper, coffee hour, reimbursements for Bible study/class materials, and similar items (see lines 4640 and 4604 for related expenses).
- (e) Proceeds from St. John’s strawberry shortcake booth at Lafayette’s ‘Round the Fountain Art Fair.’ (See line 4643 for related expenses). This program was ended in 2022.
- (f) These are donations collected at the Wednesday Concert Series (see line 4662 for related expenses). Net proceeds are allocated to music expenses (see lines 4654 and 4659). This program ended in 2023.
- (g) This line item represents income from the St. John’s Endowment.
- (h) This line item represents dividend income from the Operational Subsidy Fund.
- (i) This transfer income includes \$500 from a restricted fund to support seminary education and \$10,000 from a member gift to help cover the salary of the Christian Education Director.
- (ii) The 2024 budget includes a grant from the Diocese of Indianapolis for a portion of the Curate’s salary.
- (j) This line item usually covers costs associated with OUTFest, turkeys for the community Thanksgiving meal, etc.
- (k) This line includes expenses from events like the Mardi Gras Pancake Supper and other parish life expenses (see line 3108 for income).
- (l) This line includes food and supply expenses for the strawberry shortcake booth (see line 3011 for revenue). This program was ended in 2022.
- (m) This line includes the costs to purchase choral music.
- (n) This line includes food and supply expenses and musician honoraria for the Wednesday Concert Series (see line 3012 for income). This program was ended in 2023.
- (o) This line includes guest vocalists and instrumentalists, including Christmas Eve musicians and summer Sunday musicians.
- (p) This line includes special musical events planned by the Music Committee.
- (r) For clergy, salary includes 7.65% of the cash salary and housing as a reimbursement for self-employment taxes (SECA).
- (s) Accidental death, life, long term disability, and income replacement insurance for lay staff.
- (t) This line item includes the cost of substitute musicians and clergy.



## 2024 Diocesan Convention

The 2024 Diocesan Convention will take place Friday, November 10 and Saturday, November 11 in Plainfield, IN. Delegates are expected to attend a deanery-wide meeting in preparation for Convention business at a time and place to be determined.

If you would like to serve as a delegate to Diocesan Convention, please contact Bradley Pace at [bradleypace@stjohns-laf.org](mailto:bradleypace@stjohns-laf.org).



## The St. John's Vestry

*Officers will be elected at the Vestry's first meeting after the Annual Meeting.*

Michael Benner	2025
Kristine Holtvedt	2025
Bruce Johnson	2025
Elizabeth Ladd	2025
Sally Boniece	2026
Dorinda Kueberth	2026
George Moore	2026
Jennifer Stein	2026
Rick Bowerman	2027
Randy Brist	2027
Maggie McClure	2027
Julie Peretin	2027

## The St. John's Investment Committee

Mary Kay McCauley	2025
Cynthia Stauffacher	2025
***	2026
***	2027
***	2027

## St. John's Statistics

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Baptisms	5	2	2	2	5	5	0	3	13	2	8
Marriages & Blessings	1	1	0	0	2	1	2	0	3	2	1
Burials	12	6	17	4	7	7	10	8	3	9	7
Confirmation/Reception	6	0	8	0	0	9	2	13	6	1	6
Home Communion	22	25	19	34	31	51	51	21	31	49	12
<b>Attendance</b>											
Average Sunday	115/21*	100/29*	83 / 43*	1. 152 2. 16 3. 71	152	151	162	167	165	162	150
1st Lent	130	89 / 25*	70*	161	124	144	152	142	154	199	192
Easter	315	304 / 29*	52 / 81*	175*	397	294	336	372	396	385	332
Pentecost	139	65 / 31*	45 / 42*	85*	134	177	133	167	185	151	148
1st Advent	163	97 / 22*	82 / 25*	17 / 68*	136	159	167	154	145	145	144
Christmas Eve & Day	301	281 / 14*	214 / 10*	164*	330	384	266	402	351	355	276
<b>Education</b>											
Children	31	27	25	**	44	48	50	51	52	48	48
Leaders	13	13	**	**	20	25	24	26	25	23	23
Adult Education	35	25	42	**	50	55	52	70	65	52	50
<b>Pledges</b>											
Number of Pledges	98	98	104	110	110	113	115	115	127	119	111
\$Pledged for coming yr.	\$378,526.00	\$373,937.24	\$375,225	\$391,080	\$376,080	\$382,611	\$374,472	\$367,583	\$362,458	\$366,789	\$326,418
Average Pledge	\$3,863	\$3,816	\$3,608	\$3,555	\$3,419	\$3,386	\$3,256	\$3,196	\$2,854	\$3,082	\$2,941

\* Zoom Participants

\*\* Information Unavailable

1. Average Sunday attendance January 1-March 15, 2020

2. Average Sunday attendance in person since March 22, 2020 (9 services)

3. Average Sunday attendance / Zoom participants





ST. JOHN'S  
EPISCOPAL CHURCH  
LAFAYETTE

600 Ferry Street · Lafayette, IN 47901-1142  
765.742.4079 · [www.stjohns-laf.org](http://www.stjohns-laf.org) · [stjohns@stjohns-laf.org](mailto:stjohns@stjohns-laf.org)  
[@stjohnslaf](https://www.facebook.com/stjohnslaf) · [facebook.com/stjohnslaf](https://www.facebook.com/stjohnslaf)

The Parish Office is open  
Monday through Thursday 8:30 a.m. to 4:00 p.m. &  
Friday 8:30 a.m. to 12 noon

### Parish Staff & Leadership

Jennifer Baskerville-Burrows, Bishop  
Bradley Pace, Rector  
Jason Fortner, Curate  
Teresa Lohrman, Associate for Administration & Finance  
Michael Bennett, Director of Music  
Amanda Yauney, Director of Christian Education

Greg McClure, Treasurer  
Bill McInerney, Building Use Coordinator

### The Mission of St. John's Church

St. John's Episcopal Church is a **worshipping** community called by Christ  
to grow spiritually and to nurture that growth in others,  
to strive for justice and peace among all people  
and to respect the dignity of every human being,  
to **share** the love of God and our lives by reaching out to our community  
and to **make Christ known** through word and action.