

ANNUAL PARISH REPORT 2023

ST. PETER'S EPISCOPAL CHURCH

18001 Detroit Avenue

Lakewood, Oh 44107

(216) 226-1772

(216) 226-0354 FAX



VESTRY & OFFICERS

Liz Crosby, Senior Warden; Stephen Bickerton*, Junior Warden;
Joanne Hull, Clerk; Dan Lammers, Treasurer;
George Filko*, Jan McDonough*, Anne Marie Foti, Ryan Vogelgesang,
Martha Taylor, John Neumann, Betsy Yingling, Lilia Stanton*
(*term ending)

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18001 Detroit Avenue
Lakewood, Ohio 44107
Church Office Phone: 216-226-1772
Church Fax: 216-226-0354

SUNDAY SERVICES

8:00 am Holy Eucharist
10:00 am Holy Eucharist
11:15 am Coffee Hour
11:15 am Virtual Coffee Hour, on ZOOM
2nd Sunday of the Month

SUNDAY ON-LINE SERVICES

10:00 am St. Peter's YouTube Page

BIBLE STUDY

Friday, 8:00 am – Bible Study at Joe's Deli

E-MAIL ADDRESSES

office@stpeterslakewood.org
finance@stpeterslakewood.org

WEBSITE

www.stpeterslakewood.org

Parish Statistics 2022

Congregation

Households	189
Church Members, All	349

Sacramental Rites and Other Services

Celebration of Holy Communion

Sundays / Saturdays	101 in-person 51 online with 3455 views
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(10:00 services are online and available on St. Peter's You Tube Page)

Weekdays	34		
Private Services	33		
Baptisms	3	Confirmations	3
Reaffirmation	4	Reception	2
Marriages	0	Burials	8
Transferred In / Newcomers	30		
Transferred Out	44		

The 2022 Leadership of Saint Peter's Episcopal Church

THE VESTRY

Class of 2022 Steve Bickerton, George Filko,
Jan MacDonough, Ron Stach (resigned)
Lilia Stanton

Class of 2023 Anne Marie Foti, Martha Taylor
Ryan Vogelgesang, Joanne Hull

Class of 2024 John Neumann, Betsy Yingling,
Joanne Hull, Liz Crosby

THE PARISH LEADERSHIP

Administration & Finance: Dan Lammers

Stewardship: Susan Jensen, Jeff Tennant, Pat Wielinski,
Anne Marie Foti, Susan Jensen, Mark Lekan,
Jan McDonough, Victoria Dehmalo

Parish Life: Lorna Jordan, Amanda Chambers

Outreach & Servant Ministry: Martha Taylor, Anne Marie Foti,
Jan McDonough

Community Meal: Jan Babbit, Lesley Demagall

Saint Peter's Foundation: Mike Bickerton

THE STAFF

Parish Administrator: Leslie Hannan

Parish Bookkeeper: Eric Mazzone

Sexton: Barrett (Tom) Newman

Choirmaster/Organist: Bryan Mitnaul

Interim Rector: The Rev. Sally Goodall
The Rev. Brian Wilbert

Bishop of Ohio: The Rt. Rev. Mark Hollingsworth

Agenda
St. Peter's Episcopal Church
113th Annual Meeting
Sunday, January 22, 2023

Call to Order, during 9:30 a.m. Church Service

Approval of 2022 Minutes

Report of the Nominating Committee

Motion/Second to Approve Slate of Nominees

Presentations:

Treasurer – Dan Lammers
2022 Year-end
2023 Budget

St. Peter's Foundation – Mike Bickerton

Senior Warden Report – Liz Crosby

Rector Search Committee – Sara Ferry, Dan Gourash

Reports: All filed by title in Annual Meeting Booklet

Questions/discussion

Adjournment

St. Peter's Episcopal Church

Lakewood, Ohio

Minutes of the 112th Annual Meeting

Sunday, January 23, 2022, 10:45 a.m.

In-person at St. Peter's Church

Live-Streamed and recorded (on YouTube):

https://www.youtube.com/channel/UC5r-XEvAg8xKiEl2jnl_s7g

Attendees

Parish: Approximately 35 church members [check] attended in person, and xx participated online

Clergy: Rev. Sally Goodall, Interim Rector

Vestry/officers: Stephen Bickerton, Amanda Chambers, George Filko, Dan Gourash (Sr. Warden), Tucker Handley, Dan Lammers (Treasurer), Jan Madigan, Ron Stach (Vestry Clerk), Sarah Taylor, Ryan Vogelgesang

Staff: Tom Newman (Sexton)

Call to order and prayer

Sr. Warden Dan Gourash called the 112th Annual Meeting of the parish of St. Peter's Episcopal Church to order at 10:45 a.m., following the single 9:30 a.m. service that day. Live-streaming on the church's YouTube channel was provided for those not attending in person, with the recording available for later viewing. Rev. Sally Goodall, Interim Rector, led participants in a prayer. Physical copies of the Annual Report were provided prior to the meeting online, and at the back of the church for those attending in person.

Resolution to waive Article I, Section 5, of the Code of Regulations

The first order of business was to ask the congregation's approval to waive the above article, which was not required due to live-streaming of the meeting on YouTube. Stephen Bickerton so moved, seconded by Dan Lammers. There were none opposed, and the motion passed without discussion.

Affirmation of the 111th Annual Meeting minutes

Ron Stach, Vestry Clerk, presented the vestry-approved minutes of the 111th Annual Meeting, held Sunday, January 24, 2021 and printed in the 2021 Annual Report, for formal affirmation by the congregation. Michael Bickerton so moved, seconded by Jan Madigan. The motion passed with no nays and without discussion.

Report of the Nominating Committee - Approval of slate of new vestry members and youth representative

Amanda Chambers presented on behalf of the nominating committee a full slate of four names for the incoming vestry class of 2022, who will each serve three years. These are: Liz Crosby, Dan Lammers, John Neumann, and Betsy Yingling. In addition, Lilia Stanton has enthusiastically agreed to serve as youth representative, a term of one year. Stephen Bickerton moved to accept the slate, George Filko seconded, and the motion was approved with no nays and without discussion. Rev. Sally Goodall offered a prayer of welcome.

Treasurer's Report - 2021 year-end and 2022 budget

Treasurer Dan Lammers reported that St. Peter's Parish had a good year financially. Our budget of 2021 assumed a salary for a full-time rector, but our actual expense was for a part-time interim. In addition, the loss of two staff members plus other reduced expenses left us with a considerable surplus. Revenues came in over budget as well. Pledges from last year totaled 537K. On average, St. Peter's also received 30K per year from non-pledged support. Because expenditures were down, we actually overpaid the diocese our annual fee of 19 cents for every dollar spent.

Dan noted that pledges for 2022 are down 15K from 2021. However, he reported that we still have a balanced budget. If we hire new rector and staff, will have a deficit, but the parish's surplus will be able to cover overages.

Dan also noted that the parish currently has 270K invested in Fidelity (two mutual funds - conservative, bonds/stock mix, as counseled by our investment consultant). These have yielded 10K this year. At the end of 2020, the church was able, with the help of donors, to reduce the loan from St. Peter's Foundation for the capital campaign from 149K to 40K. The Foundation forgave 31K of the loan in exchange for early repayment of what was a 10-year note.

Dan thanked the church's staff accountant Donna Felleisen for her excellent work in tracking and reporting church finances, and thanked the Rev. Sally and Dan Gourash for their leadership.

A question from the floor on what appeared to be misaligned column headings for the budget printed in the Annual Report. Dan Lammers confirmed that they were correct, but were slightly misaligned. There were no other questions.

Additional details of the Treasurer's Report are provided in the 2021 Annual Meeting booklet.

St. Peter's Foundation

Mike Bickerton reported on behalf of St. Peter's Foundation. He explained that the foundation's mission and purpose was as endowment for the perpetual care of St. Peter's and its ministries, managed for growth. The foundation provided 350K to the last capital campaign, continues pledges to operations, and manages the spending capital. He noted that the assets balance has grown by 178K over the last 2 years.

In addition, he explained that the foundation is also responsible for St. Peter's columbarium, which it owns and for which it sells columbarium niches. He said in the months ahead they will be exploring what options are to best use these and expand them. He also encouraged everyone to consider St. Peter's in will and estate planning.

Additional details of the Foundation report are provided in the 2021 Annual Meeting booklet.

Senior Warden Report

Senior Warden Dan Gourash presented his report, printed in full in the 2021 Annual Report. Highlights of the report are the many challenges faced by the vestry over the last 2 years and their tireless response, the generosity and faithfulness of parishioners, and parting prayers for a smooth journey as we transition to a new rector.

Rector Search Committee

Sara Ferry, co-chair (along with Dan Gourash), reported on activity and progress of the Search committee. She spoke of 2021 as a year of transition, taking us into a new future for St. Peter's. She introduced current members of the committee, and encouraged others to join if interested. As the committee moves ahead with the process, Sara noted it will also be addressing communications, including St. Peter's online presence. She spoke of the Epistle scripture reading

of the day [1 Corinthians 12:12-31a], and how it seemed to be speaking to us directly about the importance of all members of the body. She strongly appealed to all parishioners to participate in search committee events and help discern where St. Peter's is going. She indicated that the next series of interviews in the next few weeks will be with children and parents, and encouraged participants to share their thoughts.

Reports

In addition to oral reports above, all other reports are included in full in the published Annual Meeting booklet, available on the parish website and in hard copy at the church.

Parting thoughts

Senior Warden Dan Gourash shared his parting thought that there are really no small things in a church community. If it's important to you, he said, it's probably important to others, and you should share it. He used the example that one of the online parishioners expressed unhappiness at showing a static picture of the stained-glass during communion. (Due to privacy, showing people on media requires consent of the persons being viewed.) After exploring options, the church found it is able to provide an acceptable "opt-out" for those not wishing to be seen on the live-stream, and is now able to show partakers of Holy Communion. This has worked well.

Jim Calhoun, parishioner, offered his perspective on St. Peter's music. He said that when he and his wife first came to St. Peter's in 1990, they were attracted by its excellent music program. He urged the need to preserve its excellence, which doesn't necessarily mean the type of music (e.g., early or traditional), but to maintain the high musical standards provided during worship. He emphasized the need to ensure it is maintained during this time of transition especially. Members of the congregation greeted the remarks with applause.

The Rev. Sally Goodall made a plea for volunteers to represent St. Peter's as delegates for the diocesan convention (last quarter of 2022). She spoke of it as a wonderful opportunity for meeting others and finding out how the church at large works. Sara Ferry, who has attended as a delegate in the past, spoke of how it was a privilege to attend, and provides a sense of one church with many voices, worshipping together.

Rev. Goodall then offered a closing prayer. At 11:24 a.m., Jim Calhoun motioned to adjourn the meeting, seconded by Dennis Driscoll, and unanimously passed.

Respectfully prepared and submitted,
Ron Stach, Vestry Clerk

Nominating Committee Report

The Nominating Committee is pleased to offer these names for consideration and election to the Vestry for a three-year term.

DENNIS DRISCOLL



My name is Dennis Driscoll, and I have been married to Susan Murnane for 38 years. Susan and I have been members of St. Peter's Episcopal Church for approximately 25 years. I am a retired attorney, and currently serve as a volunteer coordinator with the AARP TaxAide Program. I have previously served on the vestry two times. I also regularly serve as an usher and lector. Susan and I richly enjoy the relationships we have developed with our fellow parishioners and the many events we attend at St. Peter's. If elected, I look forward to serving on the vestry, including the transition to our new rector.

NAOMI OPDYCKE

I have been a member of St. Peter's for more than fifty years and I am especially excited about our next years!

Currently, I am serving on the Search Committee and look forward to growing God's plan for us and our new Rector on the corner of West Clifton and Detroit Avenue. Thank you for this opportunity.

Faithfully, Naomi



GEOFF RUDESILL



My Childhood and early adult life were in Indianapolis. My wife Debbie and I have been married 38 years and have two adult daughters and three granddaughters!

My career moved us from Indiana to Texas and upon retirement in 2019 we moved to Avon to be near our older daughter & family. We enjoy our grandkids and activities in Ohio. I have a quiet faith and appreciate the Episcopal liturgy, music, and message. I would be honored to serve and work with others on St. Peter's Vestry.

I was a member of St. Paul's Episcopal church in Indianapolis and participated as a child in the choir, as an acolyte, and EYC. In Texas our family attended a Lutheran ELCA church and later for a longer period, Christ Church – an Episcopal/Anglican denomination in Plano, TX. I have been a member of St. Peter's since moving here in summer 2019.

For most of my work career I was the Country Manager for a Danish manufacturer selling agricultural equipment in North America.

DAVID (“DAVE”) TABAR

Dave has been a life-long Episcopalian ever since his parents attended St. Peter's decades ago. His journey has included St. Peter's, Church of the Advent, and Christ Church in Huron. Beginning in 2007 Dave worked with the Building and Grounds Committee to guide St. Peter's through a critical building engineering, environmental and ADA study which led to major building upgrades (including AC!), which ultimately led to the demolition of the 1950's-60's era offices and classrooms for new facilities. In 2018 he and his son helped deliver musicians for St. Peter's first “Jazz Mass” which received great parish support.

Dave and his wife Donna have four married children, all of whom live locally, and recently celebrated the birth a December grandchild. Dave is also caregiver for his father, 96, a WWII U.S. Army Veteran, who lives independently nearby.

Professionally, Dave worked as an industrial safety professional, first with the State of Ohio, and later as a safety and loss control director with a local industrial firm where he traveled extensively. During those years he also led major national and international fire research projects. He is a graduate of B-W (MBA) and volunteers as a Special Expert on the National Fire Protection Association's (NFPA) *Standard 140 on Motion Picture and Television Production*.

Dave is currently a music composer and producer, working both locally and in the UK. In 2018 he co-wrote and co-produced the short WWII film, *Angel in a Foxhole*. Recent musical compositions include *Air For Trumpet*, *Stella's Waltz*, *Anna of Mariupol-Prelude*, *Dreamer*, and *Be With Me Jesus* feat. local jazz vocalist Evelyn Wright. He is presently scoring a rock opera.

Dave looks forward to providing positivity and support to the new rector, the vestry, and all members of St. Peter's, through times ahead that will be both exciting and challenging.



Interim Rector's Report

What a year! I looked back at the report I wrote last year and I was struck by two things. Firstly, what a lot has happened in a year! Secondly, what a lot was already going on this time last year. It is easy to look back at the COVID years as if looking into a black hole, yet you were holding parish life together and new things were taking shape. St. Peter's was beginning to move in new directions. Now, so many activities and ministries in the congregation are ready to take off.

The first thing that springs to mind is what has been happening in the music program. What a gift when David Wagner stepped in right after the many difficulties of Christmas 2021 to play the organ and lead the choir. Not only was his playing accomplished and uplifting, he was just the right person to bring healing to what had been a very challenging time. When David took a well-deserved break at the end of the school year, we were fortunate to find a supply organist for the first part of the summer, but the dream was to find someone to lead the choir into the future.

St. Peter's is so fortunate to have Bryan Mitnaul on the staff. He brought with him a wealth of talent, experience and dedication, and a couple of new choir members. He would love to have a few more singers, especially sopranos or altos, so don't be shy. Let him know if are thinking that you might be called to join that ministry. The music at St. Peter's is already wonderful, and you have so much potential! Thanks to all members of the choir and to Bryan for his leadership.

2022 began with virtually no children or youth in church. Thanks to several volunteers, there was online crafts and storytelling, but the younger members of the congregation had not been gathering in person for a very long time. After words of inspiration from Anna Sutterisch, Canon for Christian Formation, within a week, St. Peter's had put together a "Soft Space" at the front of the church with puzzles and crayons and low individual tables for the younger children. These children were now up front, could see what was going on and become more involved in Sunday services. Now, with a children's moment right before the sermon, the younger members of the congregation are given some ideas for creative expression on the theme of the Gospel reading of the day. These creative responses are displayed at the back of the church. More children are now attending Sunday services, sometimes up to a dozen at the front of the church, with a more traditional Sunday School class once a month. For the youth, a weekly class has taken shape. The programming is based on the Episcopal Youth Curriculum from Virginia Theological Seminary. During the first eight weeks the focus was on the sacraments. More recently, this has shifted to a unit on the Church Year. Currently three to five youth are part of this group. The plan initially was to begin a Confirmation group for those in High School. Unfortunately, this did not get off the ground this year, but several young people have expressed interest in this if this can be started in the near future. Thank you to all the volunteers involved with children and youth, Christine Afungchwi, Barb Caravona, Kristen and Jeff Gardner, Tucker Handley and Leslie Price. Beginning this fall, Leah Babaran was hired as assistant for the children and youth program. As she gets to know you all and becomes familiar with the programming, I hope she will bring enthusiasm and facilitate some memorable times together in the spiritual lives of the children and youth.

The Community Meal has continued throughout the year as a drive through ministry under the dedicated leadership of Jan Babbit, Lesley Demagal, and a faithful group of cooks and distributors. Many thanks to all who are part of this. This year, hats were collected to give as gifts to those who come by for the December meal.

In several ways this year, members of the parish have been asking themselves how to be more involved with the community. For instance, might there be a way to open up the church again for the Community Meal and regain that wonderful opportunity for people to be together and build bonds? St. Peter's is again hosting an evening AA meeting. The Rev. Leah Romanelli, priest at St. Luke's, visited this fall and shared a little about the ministries there. Many thanks to Betsy Yingling for heading up a group of members of St. Peter's who donated a total of 42 bags and back packs full of necessary and some fun items for those in that neighborhood in need at Christmas.

A small group gathered over a period of several months to talk about the book entitled, "Whom Shall I Fear?" written by The Rev. Rosalind Hughes of our Diocese. Two plans emerged from these conversations. Firstly, to invite one of the local police officers to talk to the congregation about guns and safety in the Lakewood area. Secondly to participate in an initiative by the local ministerial association for a parade and event in a local park at the beginning of the summer focusing on ways to keep people in the community safe.

Several offerings in the past year gave opportunities to deepen the spiritual lives of the congregation. Thursday Eucharists were held at 5:30 with soup and some time for reflection on the person commemorated that day, or exploration of the Book of Common Prayer before 7:30 choir practice. Because COVID was still rampant on Ash Wednesday, and many were not attending in person services, stations were set up for members of the congregation to take time individually throughout the day to experience guided reflections on the elements of earth, water, light, holy oil, ashes and the cross.

A Saturday retreat was held in preparation for Advent. The group that attended was small, but the conversation was very rich. During December, as an opportunity to deepen the experience of Advent, a series of gatherings was held between the services focusing on the perspectives of four notable Anglicans on Advent and the Incarnation. Another deepening of spiritual life came with St. Peter's first Licensed Lay Preacher. Liz Crosby was asked to attend the Diocesan Lay Preaching College and has blessed us all with two wonderful sermons. Lay Preachers bring a different perspective and a different voice and show that perhaps we all have stories to tell and messages to bring to the congregation. Thank you for your humble willingness and courage, Liz.

The search committee has been working hard this year, finishing the Parish Profile and getting ready to post the position for a new rector. Since then, they have been receiving names and interviewing. The congregation is very appreciative of all the hard work involved in the search.

A big thank you also to all on vestry. This has been an important year and next year promises to be a big year for vestry too. Special thanks to Liz Crosby, Sr. Warden, Stephen Bickerton, Jr. Warden and Dan Lammers, Treasurer, and to those who are finishing their terms as vestry members, Jan McDonough, George Filko, Stephen Bickerton and Ron Stach, who has been missed since he moved away during the year.

Bishop Hollingsworth made a visitation in November 2022 and confirmed three members of the congregation, received two members into the Episcopal Church and Reaffirmed the membership of four others. He then met with members of vestry and the search committee. St. Peter's has been blessed with many new people in the congregation this year. Welcome to all, children and grownups!

Thank you to all the staff, to Leslie for keeping the office going, and to Tom for dealing with many challenges this year. With the resignation of Donna Felleisen, Eric Mazzone was hired as Bookkeeper and has swung into that role quickly and competently and with a smile.

This year's Diocesan Convention was the first in-person convention in three years. The Diocese of Ohio is in transition to a new Bishop. The Convention ran very smoothly, electing the Rev. Anne Jolly as Bishop Coadjutor elect on the second ballot. Thank you to delegates Liz Crosby, Stephen Bickerton and Dennis Driscoll.

I am writing this in the middle of December 2022 and one concern that the stewardship committee and vestry as governing body of the parish have is that the budget for next year be met. This is a tough time for all parishes in the aftermath of COVID, in fact for all organizations. St. Peter's is right at the point when a new rector could be joining you very soon. St. Peter's is a lively, generous congregation, and the future looks very bright, with so many ministries ready to take off. So, if you have been considering a pledge and have not got around to it yet, or if you feel you can increase your pledge, please let the office know.

I am sorry to be leaving you at such an exciting time. I have enjoyed worshiping with you these past eighteen months and I am sad that I will not be part of what happens with the music program, with children and youth, or with outreach into the community, but you will be in good hands. Remember that God is in this and that you are all deeply loved by God, and as the benediction at the end of Morning and Evening Prayer says, "Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen.

The Rev. Sally Goodall
Interim Rector

Senior Warden's Report

We are back. Despite the fact that COVID remains an ever-present threat to the health of the world, 2022 was a year in which we learned to exist beyond COVID. Our doors are open, our pews are filling, our choir is singing (gloriously), children are occupying our spaces. WE ARE BACK.

So much has happened in 2022 that I run the risk of forgetting some very major events. Nevertheless, it is worth an attempt.

WE CREATED a soft space for children in the east transept of the church which has been, by all accounts, a tremendous success.

WE REINSTITUTED church school for our Middle School and High School kids with a weekly lesson plan and related projects.

WE OPENED the nursery for child care during the 10:00 service for our youngest members.

WE WELCOMED our first Alcoholics Anonymous group in nearly 15 years. A Tuesday night women's group made their home at St. Peter's beginning in May 2022.

WE POLISHED brass for the first time in two years and what once might have been a necessary chore became an opportunity to reconnect.

WE WORSHIPPED on Thursday evenings as a means of communing mid-week and sharing God's peace, outside of Sunday worship.

WE PICNICKED at Lakewood Park with the same joy and laughter that we shared before the world changed.

WE APPEARED for the first time EVER at the Lakewood Arts Festival where our booth and our paper hats were the HIT of the festival.

WE REJOICED when Bryan Mitnaul answered St. Peter's call (and more accurately, the Holy Spirit) and joined us as our organist and music director. And we welcomed new voices to that ministry that weekly enhance our worship experience.

WE CELEBRATED baptisms, weddings and eucharist with wine. And we said goodbye, either through moves or death, to many cherished souls who have accompanied us for so many years in our journey of faith.

WE HIRED our new finance secretary, Eric Mazzone and he has been a welcomed addition to our family.

WE REPAIRED our brick and mortar, our boiler, and various annoyances that regularly plague aging structures. And we added additional blinds to the chapel to soften the brilliance of a sunny day.

WE PERFORMED our first live Christmas Pageant since 2019 and it warmed our hearts as it became the exclamation point on three years of darkness.

WE RELEASED Reverend Sally Goodall from her nearly 18 month interim duties with St. Peter's with a lovely send off and we promptly welcomed Reverend Brian Wilburt who will shepherd us to our next rector.

WE SEARCHED and we have found our new Rector, Father Michael Lager who, with his wife Kim, will begin his ministry at St. Peter's on April 2, 2023. Many, many thanks to our search committee, led by Sara Ferry and Dan Gourash with the tireless assistance of Mark Lekan, Naomi Opdyke, Neil Green, Ian Drennan, Christine Clarke, Kristen Gardner and Father David Bargetzi.

In his Senior Warden Report of 2022, Dan Gourash expressed a wish and a prayer for St. Peter's, that the period of transition into which we entered 2022, would be truly transitory. As we enter our new year, I am pleased to report that Dan's wish and his prayer has been granted.

All of this, all of these moments, in the name of Christ, from whom all things are possible. Amen.

Respectfully submitted,
Liz Crosby, Senior Warden

Treasurer's Report

For 2022 there is good news and bad news. The bad news is since 2020 we have 26 fewer people pledging and a decrease of \$100,000 in pledge support. The good news is our surpluses more than offset our proposed budget deficit of \$33,000 for 2023. I am anticipating a major change in 2023 and a revitalized congregation, which I pray will help us reach our goals for 2024.

Thank you for allowing me to serve as Treasurer of St. Peter's Church.

Respectfully submitted,
Dan Lammers, Treasurer

Statement of Activities

Profit & Loss Budget Performance: 2022 and Projected Budget: 2023

	2022 Actual	2022 Budget	2023 Budget
Ordinary Income/Expense			
Income			
40000 · OPERATING REVENUE			
41000 · Parishioner Regular Support	464,161	457,000	465,000
41050 · Parishioner Other Support	31,207	30,000	30,000
41100 · Prior Year Pledge Payments	2,447		
41400 · Special Occasions Plate/Gifts	8,520	10,000	8,000
41500 · Miscellaneous	6,561		
41625 · Child Care Occupancy Fee	18,000	18,000	21,600
41850 · Foundation Operating Support	7,000	5,000	7,500
41870 · Operating Outreach/Grants/Bequests	2,468		24,000
Total 40000 · OPERATING REVENUE	540,364	520,000	556,100
Total Income	540,364	520,000	556,100
Expense			
50000 · PERSONNEL EXPENSE			
Total 50100 · Rector	76,706	76,040	136,397
Total 50300 · Parish Administrator	77,706	76,440	78,195
Total 50400 · Sexton	59,626	68,357	59,308
Total 50500 · Parish Accountant	33,178	33,838	24,000
Total 50600 · Music Director	20,008	18,700	24,000
Total 50800 · Children & Youth Minister	3,718	19,620	10,000
Total 50900 · Other Personnel Costs	3,539	1,500	1,500
50950 · Statutory Benefits			
5113 · Employer's FICA Taxes	10,560	10,000	11,000
5114 · Workers' Compensation Ins	846	1,000	1,000
Total 50950 · Statutory Benefits	11,406	11,000	12,000
Total 50000 · PERSONNEL EXPENSE	285,887	305,495	345,400

51100 · OUTREACH			
51110 · Grants from Operating	3,600	3,600	24,000
Total 51100 · OUTREACH	<u>3,600</u>	<u>3,600</u>	<u>24,000</u>
51200 · ANGLICAN FRIENDS & PARTNERS			
5501 · Diocese Assessment	64,399	65,000	78,000
Total 51200 · ANGLICAN FRIENDS & PARTNERS	<u>64,399</u>	<u>65,000</u>	<u>78,000</u>
52000 · ADMINISTRATION & STEWARDSHIP			
5201 · Postage	4,242	5,000	5,000
5202 · Office Supplies	2,242	2,000	3,300
5204 · Printing	1,630	3,000	3,000
5205 · Stewardship Materials	6,404	2,000	2,000
5206 · Miscellaneous Admin Expense	1,266	2,400	1,300
5207 · Toner and Ink for Copier & Fax	481	1,800	
5208 · Audit & Accounting Expense	3,162	3,100	3,100
5209 · Telephone & Computer Services	12,525	10,990	12,500
5210 · PAYPAL Expense	497		
Total 52000 · ADMINISTRATION & STEWARDSHIP	<u>32,449</u>	<u>30,290</u>	<u>30,200</u>
Total 53000 · MISCELLANEOUS EXPENSES	0		
54000 · MAINTENANCE & PROPERTY EXPENSE			
5404 · Maintenance & Repair	16,345	10,000	14,000
5406 · Building & Grounds Supplies	4,926	4,000	7,500
5407 · Window Cleaning	415	500	
5410 · Snow Removal & Equipment	4,549	2,000	2,000
5411 · Utilities	36,306	38,500	38,500
5413 · Insurance Expense	12,770	12,000	13,000
5414 · Licensing	25		
5415 · Contract Services	12,656	12,580	13,000
5416 · Other Bldg/Grounds Expenses	656	1,400	
5417 · Fire Alarm Monitoring	999	750	
Total 54000 · MAINTENANCE & PROPERTY EXPENSE	<u>89,647</u>	<u>81,730</u>	<u>88,000</u>
54500 · CHILDREN & YOUTH			
5304 · Youth Group Ministry	0	1,500	3,000
5316 · Sunday School (Rocks & Pebbles)	369	1,500	
5317 · Other Children/Youth Expenses	278	1,500	
54500 · CHILDREN & YOUTH - Other	238		
Total 54500 · CHILDREN & YOUTH	<u>885</u>	<u>4,500</u>	<u>3,000</u>
54600 · MUSIC & ARTS			
5302 · Music Expenses	278		
5303 · Choral Scholars	12,063	14,400	15,000
5308 · Other Music/Arts Expenses	1,322	1,500	1,500
Total 54600 · MUSIC & ARTS	<u>13,663</u>	<u>15,900</u>	<u>16,500</u>

54700 · OTHER PROGRAM EXPENSE			
5305 · Worship Expenses	2,099	1,000	1,000
5306 · Adult Spiritual Life	0	1,000	
5307 · Fellowship	1,891	1,000	2,000
5309 · Congregational Development	234	1,000	1,000
5311 · Rector's Search Committee Exp	2,471	7,500	
	<hr/>	<hr/>	
Total 54700 · OTHER PROGRAM EXPENSE	6,695	11,500	4,000
66900 · Reconciliation Discrepancies			
	<hr/>	<hr/>	
Total Expense	497,225	518,015	589,100
Net Ordinary Income	43,139	1,985	-33,000
Other Income/Expense			
Other Income			
Total 42000 · NON-OPERATING REVENUE	28,033		
45000 · CAPITAL CAMPAIGN REVENUE			
42400 · Capital Campaign Contributions	10,000		
Total 45000 · CAPITAL CAMPAIGN REVENUE	10,000		
Total Other Income	38,033		
Total 90000 · NON-OPERATING EXPENSE	84,296		
Total Other Expense	84,296		
Net Other Income	-46,263		
Net Income	<u><u>-3,124</u></u>		

Statement of Financial Position as of December 31, 2022

	Dec 31, 22
	<hr/>
ASSETS	
Current Assets	
Checking/Savings	
11100 · CASH - FIRST FEDERAL Checking	107,145
11500 · Petty Cash	100
11600 · FIDELITY-Church Investment Acct	328,008
Total Checking/Savings	<hr/> 435,253
Total Current Assets	435,253
Fixed Assets	
15000 · Roof Replacement Project 2008	281,928
15200 · Building Capital Campaign Impro	3,784,797
15250 · Building-Facade Work 2008	90,518
15400 · Accumulated Depreciation	-571,897
Total Fixed Assets	<hr/> 3,585,346
TOTAL	<hr/> <u><u>4,020,599</u></u>

ASSETS	
LIABILITIES & EQUITY	
Current Liabilities	
Total Accounts Payable	-300
21000 · Restricted Accounts	
22000 · In/Out Designated Funds	
25500 · Community Meal Fund	7,127
25600 · Epiphany Proj/Share The Blessin	1,775
25900 · Mission Trip	221
22000 · In/Out Designated Funds - Other	<u>1,620</u>
Total 22000 · In/Out Designated Funds	10,743
23000 · Donor Restricted Accounts	
24200 · Memorial Flowers	2,279
24500 · GARTH Reserves	1,400
25200 · Music @ St. Peter's	<u>14,521</u>
Total 23000 · Donor Restricted Accounts	18,200
24000 · Church's Restricted Accounts	
24700 · Mntc/Office/Columb Reserves	25,500
25100 · Fellowship Committee	145
25300 · Vestry Decision Fund	4,047
25400 · Outreach Decision Fund	15,538
26151 · 2023 Prepaid Pledge	71,416
26300 · St Peter's Youth	15,518
26400 · St. Cecilia's Guild	820
26500 · Altar Guild Fund	1,585
26665 · Rector's Discretionary Fund	9,073
24000 · Church's Restricted Accounts - Other	<u>0</u>
Total 24000 · Church's Restricted Accounts	143,642
Total 21000 · Restricted Accounts	172,585
24110 · Health Insurance Payable	-31
24120 · Pension Payable	<u>48</u>
Total Other Current Liabilities	<u>172,602</u>
Total Current Liabilities	172,302
29000 · Loan from Foundation	<u>30,000</u>
Total Long Term Liabilities	<u>30,000</u>
Total Liabilities	202,302
Equity	
39000 · Net Assets	3,821,421
Net Income	<u>-3,124</u>
Total Equity	<u>3,818,297</u>
TOTAL LIABILITIES & EQUITY	<u><u>4,020,599</u></u>

St. Peter's Foundation

St. Peter's Foundation, the Church's separately incorporated endowment fund, began 2022 with a balance of \$1,445,026. We ended the year with a balance of \$1,173,555. The reduction came from two factors: spending under the spending cap and negative investment returns for the year.

We spent total of \$62,445 including a \$7,000 pledge to St. Peter's Church, \$12,500 for a new office copy machine, \$37,645 for tuck-pointing repairs to the church's exterior, and \$5,300 in financial audit and consulting fees. A table for this balance can be seen below.

The remaining \$169,726 of the reduction was a decline in our investment value – roughly 12% for the year. The S&P 500 index was down over 18% in 2022 so we were able to beat that, but we were not immune to market volatility.

Foundation Balances	
Total Asset Balance as of 12/31/2021	\$ 1,445,026.25
2022 Income:	
Investment Return/Loss	\$ (169,726)
Memorials/Bequests/Donations	\$ 225
Columbarium Sales	\$ 475
2022 Expenses:	
	\$ 40,000
Parish Gift (Tuck Pointing)	(37,645)
Parish Support	\$ 7,000
New Sharp Copier	\$ 12,500
Financial Audit	\$ 1,300
Consulting Fees	\$ 4,000
Total Asset Balance as of 12/31/2022	\$ 1,173,555

I wanted to offer a special thanks to Pete Wheeler, Kelly Dillon, and Doug Hoffman who have retired from the Foundation board following the completion of their five-year terms. Jan MacDonough and George Filko have been elected by the Vestry to replace them.

The Foundation's primary support comes through financial gifts from parishioners. Such gifts allow The Foundation to continue to support The Church, today, tomorrow and for generations to come. Please consider a gift to the St. Peter's Foundation in your estate planning. If you have any questions about providing a planned gift to the St. Peter's Foundation, please contact Dan Lammers, or any member of the Board of Supervisors.

Respectfully submitted,
Michael Bickerton, President

Rector Search Committee

The Search Committee was launched in 2021 and embarked on a nearly 2-year journey to identify and attract the next Rector of St. Peter's. The process included an intensive discernment process from which the Parish Profile emerged, a long and exhaustive process that culminated submission of resumes for consideration.

During this time, over 200 Episcopal parishes were searching for clergy. Less than 30 candidates were seeking full time positions. A daunting outlook but through perseverance and faith, we ultimately identified our next Rector. The Reverend Michael Lager has accepted appointment as the next Rector of St. Peter's Lakewood. His tenure will begin on April 1, 2023.

Many thanks to the members of the search committee: Sara Ferry, Dan Gourash, Naomi Opdyke, Ian Drennan, Kristen Gardner, Mark Lekan, Christine Afungchwi, Neil Green, Ron Stach, Liz Crosby and our Spiritual Advisor, Reverend David Bargetzi.

Children and Youth Ministry

Children, Youth, and Family Ministries Purpose Statement

The purpose of St. Peter's Christian Formation Program is to enable children of all ages to discover and know the biblical story of God and God's people within the context of the beliefs and practices of the Episcopal Church. One goal of this ministry is to help each participant find guidance and meaning in their own lives, both alone and in the community, and come to know themselves and others as children of God.

2022 saw the return of this important ministry. Beginning in early spring, we launched the "soft space" where we welcomed young people from 1 to 10 years old. The "soft space" is located in the east transept and was the brainchild of Kristen Gardner, Christine Clarke and Stephen Bickerton. Many thanks to the Crosby family for donation of the beautiful carpet and to Tom Newman who made it happen.

At the same time, we reformulated church school for our middle and high school students, utilizing the Episcopal Church Curriculum provided by the Virginia Theological Seminary. This ministry would not be possible without the dedicated teaching of our volunteers, Jeff Gardner, Tucker Handley, Leslie Price and Barb Caravona.

The nursery is open! Parents with babies and young toddlers are welcome to enjoy weekly worship without worrying about crying or fussiness with their little ones. Care is provided weekly by our enthusiastic volunteers, Linda Lange, Penny Mead, Maddy Crosby and Amanda Chambers.

This ministry has hosted a number of family-based events including a beach excursion, lunch at the Lakewood Truck Park and trips to Bellwether Farms.

As we move into 2023 much is planned. From monthly outings to the [hopeful]return of the homeless sleep-out, we are striving to ensure that our youngest members of the parish have our full attention.

As part of this growth, our objective is to identify and hire part-time staff to oversee this important ministry. We also hope to attract additional volunteers. Truly all are welcome.

Music Ministry

I am pleased to present my first of what I hope to be many Annual Reports on the Music Ministry at St. Peter's, Lakewood. When I began my tenure this past summer as your Organist and Choirmaster, I had no idea of the joys that awaited me. I am humbled by the fact that everyone has been so very supportive and appreciative of my work here thus far. My colleagues on the staff have been amazing to work with and have helped me tremendously as I learned how things are done at St. Peter's! Rev. Sally Goodall was

especially helpful in bringing me to St. Peter's and always made sure I was comfortable and had the tools necessary to be effective in my job. I will truly miss her caring and concern.

My greatest joy so far has been found in my work with the St Peter's Choir! What a talented and committed group of singers. While at 14 members it is the smallest church choir I have ever directed, it has been by far the most rewarding. In the fall we welcomed three new singers to the choir, William Wofford, bass; Charles Eversole, tenor; and Alexander Pongracz, tenor. As you can see from the makeup of the choir on Sunday mornings, we are still in need of more women to fill out the ranks. Despite that fact, the abilities of our choir amaze me on an ongoing basis. They are ready and willing to tackle any piece of music that I throw their way. The more difficult it is, the more they seem to enjoy it. Plus, they sightread far better than most professional choirs I have directed in the past. For the first time in my career, I can truthfully say that Thursday night choir rehearsals are the highlight of my week! The St. Peter's choir is open to anyone who likes to sing and while we do need more women, anyone male or female is welcome to join! In addition, I would love to have the presence of singers of high school age in the choir. If you know of anyone that would be interested, high school age or otherwise, please let me know.

There have also been some challenges for the Music Ministry this year. The first issue is the quality of the sound on the YouTube live feed. While the video quality is absolutely superb, the sound is poor and often becomes distorted. It has been very disappointing to have the choir sound so poorly on the live feed, particularly when they have sounded so beautiful in person. I understand that this is an equipment problem and the Vestry is currently working on a solution.

The other issue is the St. Peter's organ. It was installed in 1959 and is overdue for a major rebuild. Organs generally need to be rebuilt every 30-40 years and our instrument is now 64 years old. The organ has been well cared for over the years but due to its age, certain components are simply starting to wear out. This is especially true with respect to the leather that is used extensively throughout the instrument. When the leather fails, at the minimum certain notes will no longer play or in the case of leather failure in the air reservoirs, large sections may not play or the entire instrument can go silent. I have been meeting with members of the company that has cared for our organ for decades to develop a plan to address this significant issue and will be making a report to the Vestry soon.

When I retired from my post as Canon for Music at St. Mark's Cathedral, Shreveport, LA, I honestly believed I would never again have the opportunity to perform wonderful and challenging sacred music. St. Peter's has opened that door for me once again and for that, I am truly grateful.

Respectfully submitted,
Bryan Mitnaul

Parish Life

Many different ministries at St. Peter's fall under Parish Life. They include everything from intergenerational events to bringing the congregation together for fellowship and fun including coffee hour, picnics, and breakfasts.

One of the first steps in the life of a new member at St. Peter's is "Explore and Connect" which includes a luncheon to introduce newcomers to the clergy, staff and lay leaders of the parish. Newcomers are offered the opportunity to be introduced to the congregation with a short liturgy during the 8 am or 10 am service. Many members of the Vestry and staff came to greet the newcomers' lunch. We held two Explore and Connects this year and welcomed a number of new people to our congregation. A huge thanks to Lorna Jordan for assisting with this wonderful ministry.

We have continued with a virtual Sunday Coffee Hour on the second Sunday of the month hosted by Kathy Woolner via ZOOM. This will continue throughout 2023. And we hosted in person, Coffee Hour on the plaza and in the Narthex, hosted by Amanda Chambers after the 10:00 service. We are truly thankful to Kathy and Amanda for spearheading the coffee hour services

Ministry to the church shut-ins during 2022 was a vital link for these important parishioners. They receive the Forward Day by Day booklets four times a year along with cards throughout year. They are also visited by the Clergy; and we were able to re-instate the Lay Eucharistic Visitor Ministry.

In addition to these ministries, we also held our first parish picnic at Lakewood Park since the pandemic began. We had lots of participation and it was wonderful to combine the service on the lake with the fellowship of the potluck picnic. St. Peter's is looking forward to the 2023 picnic in June.

Report on 2022 Convention of the Diocese of Ohio

**The 206th Convention of the Episcopal Diocese of Ohio
November 18 & 19, 2022**

The 206th Convention of the Episcopal Diocese of Ohio brought congregations from all over the dioceses to downtown Cleveland for its first in-person convention since 2019 held at Trinity Cathedral and The Cleveland Marriott hotel. Festivities kicked off at the cathedral with Bishop Hollingsworth leading his final Convention Eucharist before his retirement, and a reception followed thereafter for all in attendance. Saturday brought the voting Lay & Clergy delegates together for several business matters, including the election of the Bishop Coadjutor.

The results of Saturday's elections are as follows:

Leadership Positions

Diocesan Trustee	<p>Five-Year Term</p> <p>The Rev. Nancy Kin - Retired</p> <p>One-Year Term</p> <p>John Shelley - Christ Church, Shaker Heights</p>
Standing Committee	<p>Clergy</p> <p>1. The Rev. June Hardy Dorsey - St. Andrew's, Elyria</p> <p>Lay</p> <p>1. Halley Marsh - St. Barnabas, Bay Village</p>
Diocesan Council	<p>Clergy</p> <p>1. Rev. Brian Bechtel - St. John's, Cuyahoga Falls</p> <p>2. Rev. Rachel Harrison - St. Paul's, Mount Vernon</p> <p>Lay</p> <p>1. Lance Grahn - St. John's, Youngstown</p> <p>2. Rebecca Montague - Grace, Sandusky</p>

<p style="text-align: center;">Episcopal Community Services Development Council</p>	<p>Clergy</p> <ol style="list-style-type: none"> 1. Rev. Robin Woodberry - St. Paul's, Canton <p>Lay</p> <ol style="list-style-type: none"> 1. Aretha McCreary - Trinity Cathedral, Cleveland 2. Alison Ricker - Christ Church, Oberlin 3. Mary Shepherd - St. Paul's, Akron
<p style="text-align: center;">General Convention Deputy</p>	<p>Clergy</p> <ol style="list-style-type: none"> 1. Rev. George Baum - St. Timothy's, Massillon 2. Rev. Debra Bennett - Our Saviour, Akron 3. Rev. Vincent Black - Ascension, Lakewood 4. Rev. Bridget Coffey - St. Andrew's, Toledo <p>Lay</p> <ol style="list-style-type: none"> 1. Jenna Bing - St. Hubert's, Kirtland Hills 2. William Powel - St. Paul's, Cleveland Heights 3. Dianne Audrick Smith - St. Andrew's, Cleveland 4. Eva Warren - Harcourt Parish, Gambier

Overview of the 2023 Diocesan Program and Budget:

The 2023 Budget was presented to the delegations and approved by the convention. A copy of the full report can be viewed in the Convention Handbook, downloadable from the diocesan website(<https://www.dohio.org/convention/convention-resources>).

Report of the Committee on Constitution and Canons

No changes or amendments to the Constitution and Cannons were presented to the convention. However, two resolutions were prepared and presented in which the parishes of St. John the Baptist, Bowling Green, and St. Mark’s, Wadsworth be declared extinct. Both resolutions passed.

Report of the Committee on Resolutions

The committee submitted three resolutions to be voted on by the convention. A full description of all proposed resolutions can be found in the Convention Handbook, downloadable from the diocesan website (<https://www.dohio.org/convention/convention-resources>). The proposal and results are as follows:

- R-1: A Resolution on Clergy Compensation: **Passed**
- R-2: A Resolution to Declare St. John the Baptist, Bowling Green parish to be Extinct: **Passed**
- R-3: A Resolution to Declare St. Mark’s, Wadsworth parish to be Extinct: **Passed**

The Election of the Bishop Coadjutor

This year's convection was headlined by the election of twelfth Bishop of the dioceses. The following names were submitted by the search committee: Rev. Anne B. Jolly of the Diocese of Chicago; Rev. Dr. Elaine Ellis Thomas of Hoboken, New Jersey; and Rev Diana Wilcox of Bloomfield & Glen Ridge, New Jersey. Leading up to this election, their profiles and events allowed the diocese, as a whole, to get to know and discern the best fit for our next spiritual leader. The election took three rounds of voting for a majority to be realized and elect Rev Anne B. Jolly as Bishop Coadjutor. The results were met with great jubilation. Anne then addressed the Convention via Zoom and expressed joy and excitement about the election.

The 206th convention concluded with the Bishop's adjournment and prayers to continue to server our community.

Respectfully submitted,
Stephen Bickerton, Jr. Warden & Delegate

St. Cecilia's Guild

St. Cecilia Guild held regular meetings in 2022 including a book discussion, recipe exchange, and a session on technology. The Guild had its traditional spring luncheon at the Cleveland Yacht Club sponsored by Naomi Opdycke and the Christmas luncheon at the Clifton Club sponsored by Joanne Calkins. After a winter break, St. Cecilia members will gather for a tea the Emerald Necklace Inn in March and a tour and lunch at Bellwether Farm in May.

Respectfully submitted,
Lorna Jordan

Outreach and Servant Ministries Outreach Partners of the Month & Outreach Decision Fund

Like so many ministries in 2022, Outreach Partner of the Month saw an exciting revitalization! This long-time ministry of St. Peter's is focused on the monthly practice of donating our loose money in the offering plate each Sunday to an important charity in the Cleveland area. Following a two-year hiatus, the Outreach committee rebooted this ministry at the end of 2021. In 2022, our committee was thrilled to be able to present a full year of partners for consideration. We're pleased to report that through your loving donations and support from the vestry we were able to donate over \$18,000 to twelve wonderful organizations including our own Child Care Center and Community Meal! Ongoing support of Episcopal Relief and Development as well as Lakewood Community Services Center were also preserved.

Thank you to all who contributed throughout the year! Our hope is this ministry remains a strong component of St. Peter's outreach in 2023!

Respectfully submitted,
Martha Taylor

Community Meal

In 2022, we continued our pandemic protocol of take-out only service. Three to four bakers provided and often pre-wrapped baked goods, 4-6 cooks gathered in the Undercroft to prepare, package and chill individual servings of entrees and sides as well package the non-perishable parts of the meal, and distribution crew of 4-6 gathered at 5pm to combine the chilled items with the others, and hand out the bags at the parking lot entrance from 5:30-6. In December, generous parishioners donated knit hats so we could offer a gift to each of our diners.

We averaged 53 diners per meal, with a high of 65 in December. We know that some of the Lakewood Community Meal providers are offering in-house dining, although we were told that all of the churches still provide take-out only. The question of when it would be safe and possible to return to in-house dining continues to vex us. Our new normal is a vastly different service than what we provided pre-Covid, and

many of the 30-40 regular volunteers we counted on are no longer participating. Clearly a return to a pre-Covid level of service will require some modifications, recruiting and careful planning. We are grateful that Community Meal was designated as Outreach Partner of the month in November. We are also grateful for Leslie Hannan and Tom Newman's taking over the procurement responsibilities for another year.

Beginning balance:	\$2989.42
Offerings:	\$5292.50
Expenses (food and supplies):	\$4153.13
Ending balance:	\$4128.79

Respectfully submitted,
Lesley Demagall and Jan Babbit

Flower Delivery Volunteers

Every Sunday of the year, with the exception of Palm Sunday, Easter and Christmas, two members of St. Peter's parish each receive one of the lovely floral arrangements that adorned our altar that day. Faithful, devoted volunteers of the Flower Delivery Team deliver these flowers to parish members. We believe that this timely connection between those who are worshipping in church on Sundays and those who are unable to attend services, is indeed an important part of the pastoral ministry at St. Peter's.

This past year, we have enjoyed a number of weeks with altar flowers which parishioners have delivered to various shut-ins, infirmed, or those celebrating milestones. We are hoping to rejuvenate this ministry and get folks on-board to join this wonderful ministry.

Everyone receiving the altar flowers has been touched to be remembered, either for their birthday or anniversary, for their illness, or just to be remembered by the caring people of St. Peters. Without these volunteers, we could not fulfill our mission and complete this ministry. Thanks to all the members, past and present for a job well done.

Individuals or couples may serve on the Flower Delivery Team. We are in need of more volunteers. Anyone interested in joining us in this rewarding ministry to our own church family is welcome. Please call the office for more information.

Eucharistic Visitor Ministry

Eucharistic Visitors are licensed by the Bishop, upon the recommendation and approval of the Rector, to take the sacrament to the ill and infirm after celebrations on Sundays or major feast days. This ministry supports the work of the priests and deacons of the church. After a long hiatus, the Eucharistic Visitor Ministry is up and running. We thank those individuals who have volunteered to be Eucharist Visitors and look forward to training others. If you are interested in this ministry, please contact the rector.

Buildings & Grounds

During 2022, all the exterior windows were cleaned by a local professional cleaning company. They did a wonderful job at a very reasonable rate.

Spring and Autumn clean up days went well, we had significantly greater participation than in the previous couple years. A great deal was accomplished, thank you to everyone who participated. The sexton has done all the regular grounds work in 2022 and will do so going forward. The hanging plants on the Detroit Ave. curving ramp were placed and except for some vandalism did well. The garth is in good shape and the narthex palmetto tree is doing fine, it spent the summer outside in 2022.

Several small projects, primarily plaster work, are ongoing. They are on an “as time allows” basis. A portion of the Undercroft ladies room ADA stall south wall was replaced. It had some moisture damage as a result of stone and concrete problems above it.

The semi-annual roof inspection and maintenance for autumn/winter was done at the end of November. About twelve slates were replaced and calking and sealing done on a number of locations. The roofer inspected in spring and found no need for maintenance procedures. There was no charge.

A large maintenance and repair operation by HMM (masonry company) was completed at the end of November and beginning of December on the stone work. The focus was on the southwest entrance steps and ramp, as well as the Detroit Ave. tower entrance steps. General building wide tuck pointing, cleaning, and sealing was performed as well. Several problems that have resulted in the need for plaster and drywall work on the interior have been corrected by the work of the masons and roofers.

Some airflow and air quality problems have been addressed by a combination of Childcare Center grant acquisitions of air purifiers and the church installing several air purifiers and odor eliminators in targeted key locations.

The HVAC systems underwent a number of critical repairs as well as preventative and remedial improvements. A new expansion tank was added to the boiler to remedy a very long term and persistent system pressure problem.

Some repair work on exterior lighting, specifically one of the parking lot lights, was begun in 2022, however the electricians encountered some unusual problems and as of this writing we are still awaiting word from them on when they can resume the work and bring it to a satisfactory conclusion.

If there is interest and we can reconstitute the Building and Grounds Action Group (formerly “committee”), we may look into replacement of the exterior accent lighting that made the building look so beautiful in years past. That’s for 2023.

All parishioners with an interest and time may help with any aspect of the building maintenance and improvement, and are gratefully welcome. Participation in the Building and Grounds Action Group is welcome and appreciated. This can, but doesn’t necessarily need to involve direct labor. Ideas, experience, and contacts are valuable assets by themselves.

Administration & Finance Ministry

The Administration and Finance Ministry responsibilities include:

- To provide ongoing detailed support to the Vestry in its financial management oversight of the church and its operations.
- To provide policy and procedural support to ensure that all of the administrative and financial related processes of St. Peter’s have been thoughtfully developed for adequate internal controls, efficiency and effectiveness.
- To provide annual administrative and technical support in the matters of risk management, including property and casualty insurance and directors and officers insurance, as well as employee benefit oversight, including hospitalization and other related issues for applicable lay staff.
- To provide annual administrative and technical support in the matter relating to the development of an annual budget.
- To provide administrative and technical support in the matters of ensuring personnel and human resource management have been legally and properly handled
- To assist the Rector, as well as office and accounting staff, on matters that support the parish and its operations.

- To provide fiscal and administrative continuity during periods of Rector and Vestry officer transition, to ensure continued fiscal integrity, adequate management and sound decision-making.

The office continues to function and in addition to the office’s normal work load such as preparing the Sunday leaflets, entering donations, writing checks, balancing the books, preparing monthly statements, answering the phones and emails, the office oversaw the purchase and installation of a new copier.

The office has continued to maintain its status in providing support to the clergy and other staff as well as the Vestry and St. Peter’s parishioners. We look forward to continuing our role through this transition.

The Generosity Team (Stewardship Committee)

All We Need Is You!



The Stewardship Committee members for this year were: Susan Jensen (Chair), Jeff Tennant, Anne Marie Foti, Jan McDonough, Victoria DehMalo, Mark Lekan and Pat Wielinski, we were supported by Leslie Hannan and Tom Newman.

Our campaign theme was “All We Need Is You” which we viewed as a call to gather in community to worship, pray and to share of our time, talent, and treasure.

Committee members and members of the Vestry wrote meditations on this theme which were shared in What’s Happening and Fishermen’s Net Articles. We kicked off our campaign by providing St. Peter’s T-Shirts to all our early pledgers as well as making the shirts available for sale to the congregation.

Thank you to Anne Marie Foti for the beautiful shirt design as well as all our other graphic design needs, including the banners that announced our theme to the congregation and community.

Our traditional In Gathering Sunday Brunch celebration returned after two years of hiatus due to Covid. A HUGE thank you to Leslie Hannan and her family, the Vestry and Stewardship Committee for organizing the breakfast and providing the food. I am personally grateful to Leslie, Tom, and Jan for stepping into run the Sunday Brunch when I became ill and was unable to attend.

The congregation responded positively, we had 127 pledges received, 69 of which were increases from the previous year. We are also grateful for the 11 new pledgers who began supporting our Church and mission. We are hopeful our results will allow us to support St. Peter’s ministries and financial needs in 2023.

Pledges Received to date:	\$473,696 (+ 7% to LY)
Number of pledges received:	127
Number of pledges increased from LY:	69
Number of pledges same as LY:	40
Number of pledges decreased from LY:	22
Number of pledges not renewed:	7
Number of new pledges:	11

Thank you for the opportunity to serve St. Peter’s.

Submitted in Gratitude on behalf of the Generosity Team,
Susan Jensen, Chair

Chancel Guild

The Chancel Guild of St. Peter's Episcopal Church is a group 20 or so parishioners working in 3 teams preparing the sanctuary for worship services of all kinds. We clean the sanctuary, oratory, and chapel, polish silver and brass, wash and press linens, hangings and vestments, count wafers and measure wine for the Eucharist, fill candles with oil, place flowers, healing oil, service leaflets, collection plates out for 2 services each Sunday as well as all holy holidays, funerals, baptisms and weddings and clean it up and store it for the next service.

This year we added some weekday services to our duties with a noon service through the winter and spring on Thursdays. That service switched to an evening service in the fall. Reverend Sally spearheaded these smaller services hoping to offer alternatives to Sunday service for those wanting to avoid crowds. We have not hosted any weddings since the pandemic. We served 7 funerals and 3 baptisms. It may seem like the chancel guild has quite a lot to do each week but this guild is most capable as it works as a big team together. We all check in with each other to help as needed. I am forever grateful for the natural kindness this guild breeds.

We welcomed three new members to the guild in 2022, Beth O'Rourke and Geoff & Debra Rudesill. Our ranks are always open to those that wish to serve the church in a very hands on way. There is always a need for more hands and I am happy to discuss our work with inquiring minds.

On behalf of the guild, I thank Tom Newman, Leslie Hannan, Donna Felleisen and Eric Mazzone for their assistance and guidance with our duties. Many thanks to Reverend Sally Goodall for her support and leadership in her role as interim rector. We look forward to a fresh take on our roles with our new interim rector, Reverend Brian Wilbert. New eyes can often inspire opportunities to learn and grow.

As 2023 begins I look forward to another great year of guiding the finest group of devoted volunteers in the Chancel Guild. I pray for deeper understanding of our commitments and community, positive support and communication throughout the parish and sincere appreciation of all our gifts and service.

Respectfully submitted,
Catherine Step, Directress

Acolyte Service, Lectors and Eucharistic Ministers

A huge and grateful 'thank you' to all who serve in this very visible ministry. You are a valued part of Sunday worship and this congregation. Perhaps this year, more than any other, your services have been utilized more than anyone can realize. We thank each and every one of our acolytes, lectors and eucharistic ministers. We have resumed our regular schedule and are in need of new folks to serve as acolytes and chalicers, especially at the 8:00 service. If you are willing to serve, please contact the office.

Ushers

The ushers are an integral part of each St. Peter's service. Ushers pass out service leaflets, assist with seating when needed, take up the collection, and direct traffic to communion. Usually there are two people scheduled to serve the 8:00 a.m. service, and four members are scheduled for the 10:00 a.m. service. Folks serve on a rotating basis.

We are in great need of ushers, especially at the 8:00 service. We look forward to the time when we have ushers at every door, greeting every parishioner coming into the building, handing them a service leaflet, and saying, "good morning, welcome to St. Peter's!"

We would like to thank everyone who has participated as an usher in the past year. Your help has been greatly appreciated. For those who would like to help, once we resume services, call the office. The duties are simple, easily mastered, and **very important!**

Communication

The Communication Ministry's goals are to maintain open sharing of information, keep the parish informed of Vestry decisions and directions, support connectedness and community within the parish, and create an inviting presence to those outside the parish.

We continue to strive to meet these goals. The Fisherman's *NET*, the monthly newsletter, resumed full production, the *What's Happening*, the weekly bulletin, continues to be very visible. The What's Happening ran weekly via Mailchimp, an electronic format and has become the most recognizable source of printed information. St. Peter's plans to continue to use Mailchimp for the foreseeable future. If your email changes, please notify the office.

The parish website, www.stpeterslakewood.org, is also available for viewing the weekly What's Happening and the monthly Fisherman's NET as well as the weekly readings. The website also has additional information about St. Peter's, its ministries, and how to get involved with the church.

St. Peter's has a Facebook site; join us and become a friend of St. Peter's!

The Communication Ministry is constantly striving to keep parishioners informed. It is especially crucial during this time of transition to keep all lines of communication open. If you have questions or concerns, please contact the office or a member of the Vestry. Also, if you have a change of address, phone number, or email, please let the office know as soon as possible.

ST. PETER'S CHILD CARE CENTER INC
Lakewood, Ohio
ANNUAL REPORT 2022

St. Peter's Child Care Center is a non-profit child care center that was established in 1983, after operating for decades as a part-time nursery. The Center was separately incorporated from St. Peter's Episcopal Church on January 1, 2009 as St. Peter's Child Care Center Inc, but it remains the church's oldest and largest outreach ministry.

UNIVERSAL PREKINDERGARTEN (UPK): We completed our first year with our UPK contract for August 2021-July 2024 after applying for UPK Next contract in the beginning of 2021. This Contract provides us services and funds to support our 3-5-year-old population, their families, and our staff that educate and care for these children. We have continued as members of the National Network of Partnership Schools (NNPS) which supports all levels of education in creating action plans for family involvement and community connection. During 2022, we were awarded the "Partnership School Award" for 2022. We have formed an action team consisting of administration, staff, board members, community leaders, cohorts, and parents to assist with annual events, create new ones, connect with the community, share resources and be mindfully father-friendly.

FIVE STAR RATING: For the sixteenth year the Center's STAR rating was renewed through Step Up to Quality, Ohio's voluntary quality rating system. The 5-Star system was created to enrich and promote quality in early childhood programs and create cohesion to elementary education. Participating programs earn a one to five-star rating by meeting an extensive list of practices and standards that exceed licensing requirements and earn extra points in a variety of categories including Family and Community partnerships. Maintaining this level of quality requires a significant amount of work by staff and the administration, requiring higher education and continued staff training, lower staff: child ratios, and developmentally appropriate curriculum. Programs are only eligible for a Star Rating if they have not had any serious risk licensing non-compliances within the past 12 months. If this program were to have a serious risk non-compliance, our rating would be either suspended or removed based on the non-compliance. Our School Age Child Care (SACC) Program at Horace Mann Elementary has maintained a FIVE STAR rating through Step Up to Quality for the past 11 years.

OPERATIONS: Courtney Nerad, celebrated her 20th year at the Center in December. She continues to serve as the Executive Director for the Center and Schoolage Program. Brittaney Berkheimer has continued in the role of Summer Camp Coordinator and Schoolage Administrator. As of year-end, all of our Center classrooms will remain full through 2024. Our SACC Program is also currently full for the remainder of the 2022-2023 school year.

Our St. Peter's family pushed through another year of uncertainty safely and healthy. 2022 was a year of renewal for us and our families. Many of the in person family events had been moved to a virtual platform for 2020 and 2021, therefore we approached the year with a sense of togetherness in mind. We were able to gather for many of our annual events including the Mother's Day Tea, Dogs with Dad, the End of Summer Family Picnic, the Thanksgiving Feast, and the Winter Potluck. Our classrooms remained full for the entire year and our core staff have remained the same. We had 1 staff celebrate their 1-year anniversary with us, and 5 staff celebrate their 2 year anniversary, while others celebrated their 3-, 4-, 5-, 8-, 20- and 21-year anniversaries! We even welcomed back 2 staff this year! We are still looking for a few new members to add to our incredible and dedicated team. An atmosphere of trust, comfort and stability is created when staff remains constant and quality additions are made, which helps us to retain our families and market to new ones.

We renewed our designation as an Ohio Healthy Program. Through this designation, we focus on creating healthy habits, menus, policies and family engagement to address childhood obesity. Each year we add a new policy to our Parent Handbook. For 2022, we focused on Healthy Celebrations and encouraged families to support our efforts during our many celebrations throughout the year.

In an effort to remain competitive and current in the child care market Courtney attends monthly Early Childhood Professional (ECP) meetings where with the Lakewood Directors are invited to meet for collaboration and comparison. We often discuss trends within our Centers and where spaces may be available for new enrollment of children.

FINANCES: The Center was able to secure several grants this year through the ARPA funds that helped us cover the many consumable cost increases that we faced. These grants also allowed us the opportunity to provide retention bonuses to our current staff. The UPK funds helped to aid in balancing some of the costs associated with the PPE we needed throughout the year, our UPK staff salaries and health insurance premiums for our UPK staff. These funds are also used to cover the costs for our Family Engagement events, enhancement activities, training and professional development for UPK staff, and most of the new equipment in our classrooms. This year, the Executive Director also applied for and was awarded the School Safety and Security Grant-HVAC that was funded through Ohio BWC. The funds from this grant were used to purchase and install air purifiers for each of the classrooms and two purifiers were installed in the Undercroft.

The Center continues to participate in the Child and Adult Care Food Program (CACFP) which is a Federal Government Program that reimburses a percentage of food and related expenses monthly while meeting specific criteria. This program is facilitated by Courtney Nerad as the certified administrator of the program and with support from Brittaney Berkheimer, the Schoolage administrator.

Benefits currently offered to our staff include health care, vision and dental insurance, enrollment in AFLAC supplemental insurance, paid professional development, child care discounts and the T.E.A.C.H tuition reimbursement program. We were able to give qualified hourly staff a 4% raise this year. The Center carries separate liability insurance, our own audit, the payment of unemployment taxes, a separate paper copier, cleaning services and separate internet and phone networks. We continue to maintain a strong foundation and look forward to continuing our mission to provide quality care for children within the surrounding communities.

The financial management continues to be done by the Executive Director, with oversight provided by the Board of Directors.

GOVERNANCE: Dave Opdycke is the President of the St. Peter's Child Care Board of Directors, with Eric Dorenkott, CPA as treasurer. The other Board members included Nan Archbold, Jill Rumford, Michelle Killin-Keith, Kelly Dillon, and Joan French. We are always looking for new individuals to share their skills, connections, resources and expertise as new members for our Board or even as community members to join our Action Team at the Center.

OUTREACH: In keeping with the service ministry that is a part of St. Peter's culture, the Center remains involved in several collaborations and continues to serve a diverse population which adds to the education of our students and new relationships for our families. Approximately 10% of the enrollment is low-income children whose tuition fees are subsidized through the State of Ohio, Department of Job and Family Services, the UPK tuition scholarship, or a Community Development Block Grant through the Lakewood Division of Early Childhood. As well, the Center participates in service projects as outreach to the community, which includes support of Providence House, St. Jude's Children Hospital, the Ronald McDonald House of Cleveland, and the Cystic Fibrosis Foundation. The Center adopts other projects to donate yearly as they come about for our community or Center specific interests.

Please contact us for more information:

V (216) 226-2840 C (216) 403-6690
spcc18001@att.net

www.stpeterschildcarecenterinc.com

18001 Detroit Ave, Lakewood, OH 44107

Respectfully submitted.

Courtney Nerad, Executive Director

By-Laws
Adopted by way of Annual Meeting
January 28, 2001
Amended January 29, 2006
Amended January 22, 2012

CODE OF REGULATIONS

St. Peter's Episcopal Church Lakewood, Ohio

The Parish of St. Peter's Church is a not-for-profit corporation formed under the laws of the State of Ohio on January 22, 1921 pursuant to charter number 95287.

Preamble: This Code of Regulations is adopted pursuant to the authority granted by Chapter 1702 of the Ohio Revised Code. These Regulations shall govern the corporate and temporal affairs of St. Peter's Episcopal Church, subject to the laws of the State of Ohio, to the Constitution & Canons of the Protestant Episcopal Church in the United States of America (the "Episcopal Church") and to those of the Episcopal Diocese of Ohio (the "Diocese").

ARTICLE I

Members

Section 1. Ordinary Members. All persons who have been baptized, whether in the Episcopal Church or in another Christian church, and whose Baptisms have been duly recorded in the Episcopal Church, and who regard St. Peter's Episcopal Church (the "parish") as their regular place of worship, shall be Ordinary Members of the parish.

Section 2. Voting Members. Every person not less than 16 years of age who has been an Ordinary Member of the parish for at least six months preceding the day when the person may wish to vote, and who shall have been, for the period aforesaid, a communicant in good standing in the Episcopal Church and enrolled as such in the records of the parish, shall be a Voting Member thereof, with the right to vote in the election of Vestry members and upon all other matters having to do with the affairs of the parish. A communicant in good standing means an Ordinary Member of the parish not less than sixteen years of age who has received Holy Communion in the parish at least three (3) times in the preceding year, and who for the preceding year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying and giving for the spread of the Kingdom of God.

The Rector shall maintain a current list of communicants in good standing as determined by the Rector's best judgment according to the Canons of the Episcopal Church. The presiding officer of any meeting shall be the judge of the qualifications of any person to vote who shall offer to do so, subject, however, to appeal and final determination by a simple majority of the Voting Members present at such meeting.

Section 3. Annual Meetings. There shall be an annual meeting of the Voting Members of the parish at which all Ordinary Members shall be welcome but shall have no vote. Unless otherwise provided by resolution of the Vestry, the Annual Meeting shall be held on the third Sunday of

January each and every year. The business to be transacted at the annual meeting of Voting Members shall include the election of Vestry members, consideration and action upon reports of the Rector, Officers, Vestry members and committees, and any other business within the power of the parish as a not-for-profit corporation of the State of Ohio.

The Rector shall be the presiding officer of the annual meeting. In the absence of the Rector, the order of priority of the presiding officers shall be (1) the Senior Warden, (2) the Junior Warden, and (3) the Clerk of the Vestry. If none of the above are present, the Voting Members in attendance may elect as presiding officer, by majority vote, any Voting Member present.

Section 4. Special Meetings. At any time during the interval between annual meetings, special meetings of the Voting Members, at which all Ordinary Members shall also be welcome, may be called by (1) the Rector, (2) by not less than one-third of the Vestry members, or (3) upon the written request of not less than fifty Voting Members filed with the Rector, or in the Rector's absence, with the Senior Warden. The presiding officer of the meeting shall be determined in the manner set forth in Section 3 above.

Section 5. Notice and Place of Meetings. All meetings of members, both annual and special, shall be held at the parish at the time specified in the notice. Notice of all meetings shall be given (1) by announcement at services in the parish on at least two Sundays immediately preceding the date of the meeting, (2) by publication in the weekly bulletin of the parish, if there be such a bulletin, in not less than two issues immediately preceding the meeting, and (3) by regular U.S. mail to all Ordinary and Voting members of the parish not less than thirty days prior to the meeting. Such notice shall indicate whether the meeting is an annual meeting or a special meeting, and if a special meeting, the business to be transacted. No business other than that specified in the notice shall be transacted at special meetings. The notice shall also contain the procedure for the nomination of candidates for Vestry member, by Voting Members of the parish, as set forth in Section 3 of Article II of these Regulations.

Article II

The Vestry

Section 1. Eligibility. Every Voting Member of the parish, as defined in Section 2 of Article I of these Regulations, who has made and maintained a pledge during the preceding year, shall be eligible to serve as a Vestry member.

Section 2. Number and Term of Office. The Vestry of the parish shall consist of the Rector and twelve lay members chosen from among the Voting Members eligible to serve. (For purposes of implementation, the Vestry in 2013 shall consist of no more than 14 members, and in 2014 of no more than 13 members, and thereafter of 12). Of the twelve lay members, four shall be elected each year and shall serve three-year terms. A lay member shall take office as Vestry member immediately upon election.

No lay member shall be eligible for re-nomination and re-election to the Vestry for a period of one year after the member's term has expired, provided, however, that service on the Vestry in filling a vacancy shall not be considered a disqualification for immediate re-election.

One additional Vestry seat shall be held by a voting member who, at the time of election, is between the ages of 16 and 18. One person shall be elected each year to hold this seat for a term of one year, and may stand for re-election. An individual may occupy this seat for no more than three consecutive terms.

Section 3. Nomination. Voting Members shall be nominated to serve as Vestry members in the following manner:

No less than ninety days in advance of each annual meeting, a Nominating Committee consisting of six Voting Members shall be appointed in accordance with the following formula: three members shall be selected by the Rector from the congregation at large, and three shall be selected by the Vestry from the retiring Vestry members. The Nominating Committee shall nominate at least as many Voting Members to serve as there shall be vacancies in the Vestry to be filled. The Nominating Committee shall submit to the Vestry the names of those persons so nominated not less than forty-five days prior to the annual meeting, and the Vestry shall immediately make known to the congregation by publication in the parish bulletin, or by such other means as the Vestry may select, the names of those so nominated.

Any group of five or more Voting Members may nominate a candidate or candidates for the office of Vestry member by submitting such nomination or nominations over their signatures to the Clerk of the Vestry no later than two weeks prior to the annual meeting. The Vestry shall immediately make known to the congregation by publication in the parish bulletin, or by such other means as the Vestry may select, the names of any such additional nominees.

No person shall be nominated for Vestry member unless the person has agreed to serve if elected.

Section 4. Election. Vestry members shall be elected at the annual meeting by the Voting Members present and voting thereat. Voting by proxy shall not be permitted. Those receiving the highest number of votes for the vacancies to be filled shall be deemed elected. In the event of a tie vote that prevents the proper number of Vestry members from being elected, a coin shall be tossed in the presence of the tellers to determine the person elected.

Section 5. Vacancies. If by reason of death, resignation, or any other cause a vacancy shall occur in the Vestry, the remaining Vestry members may, by a majority vote of those present at a duly constituted meeting, elect an eligible person to fill such vacancy for the unexpired term thereof. In the discretion of the Vestry, any such vacancy may also be filled by nomination and election by the Voting Members at any annual meeting in the manner provided in Section 3 above.

Section 6. Duties and Powers. The Vestry shall take charge of the property of the parish and its business interests except those reserved to the Rector. It shall also be the duty of the Vestry to provide the clergy with compensation consistent with the provisions of the Canon "Of Minimum Clergy Compensation," to pay all lawful assessments of the parish, to keep order in the Church during Divine Service, and in general, to assist in the furtherance of the Gospel and the well-being of the parish.

Section 7. Meetings. Regular meetings of the Vestry shall be held on the third Monday of each month, or at such time as the Vestry may provide. Special meetings may be held at any time or place as called by the Rector, by the Senior Warden in consultation with the Vestry Officers, or by not less than one-third of the number of Vestry members.

Notice of the time and place of all regular and special meetings shall be given to each Vestry member in person, by telephone, or by electronic mail, at least forty-eight hours in advance of such meeting, or by regular U.S. mail posted not less than three days preceding the date of such meeting. No business shall be transacted at special meetings except that specified in the notice.

Section 8. Quorum and Presiding Officer. A majority of Vestry members shall constitute a quorum for the transaction of business at any meeting of the Vestry. Officers who are not members of the Vestry shall not be counted for purposes of determining a quorum.

Except as otherwise provided in this Code of Regulations, the act of the majority present at a meeting at which a quorum is present is an act of the Vestry. The Rector, or such other Vestry member as the Rector shall designate, shall preside at all meetings of the Vestry.

Article III

Officers of the Vestry

Section 1. Titles of Officers. The Officers of the parish shall be the Rector, a Senior Warden, a Junior Warden, a Clerk of the Vestry, a Treasurer and such other officers as the Vestry may from time to time designate.

Section 2. Election. The Senior Warden, Junior Warden, Clerk of the Vestry, and Treasurer shall be elected annually by a majority vote at the first meeting of the Vestry held after the annual meeting. The Wardens shall be elected by the Vestry from among their own number. The Clerk of the Vestry and the Treasurer must be Voting Members of the parish, eligible to serve on the Vestry, and may, but need not, be members of the Vestry. Any vacancy in any office shall be filled for the unexpired term thereof by a majority vote of the Vestry.

Section 3. The Rector. For all purposes of these Regulations, the Rector shall be deemed a Voting Member of the Parish. The Rector of the parish shall be the president and chief executive officer of the parish and shall perform such duties and have such powers as may be prescribed by the Constitution & Canons of the Episcopal Church and of the Diocese. The Rector shall be elected by majority vote of the entire Vestry and shall continue to serve until death or resignation or until the pastoral relationship is severed by mutual consent of the Rector and Vestry and approved by the Bishop or Ecclesiastical authority of the Diocese.

Section 4. The Church Wardens. The Senior Warden shall serve as lay consultant and advisor to the Rector and shall perform such other duties as may be assigned to the Senior Warden by the Vestry. The Senior Warden shall be the senior lay officer of the parish.

The Junior Warden shall share leadership with the Senior Warden and shall perform such other duties as may be assigned to the Junior Warden by the Vestry.

Section 5. The Clerk of the Vestry. The Clerk of the Vestry shall record the minutes of all meetings of the Vestry and of all annual and special meetings of the Voting Members in a suitable minute book, which shall be maintained in the parish office. The Clerk of the Vestry shall be charged with the responsibility of keeping current at least two copies of the Code of Regulations which shall be open to inspection in the parish office at reasonable business hours by an Ordinary Member or Voting Member of the parish. In addition, the Clerk of the Vestry shall perform such other duties as may be assigned to the Clerk by the Vestry.

Section 6. The Treasurer. The Treasurer shall keep the financial records of the parish and shall have general custody of all parish funds, securities and other investments. All monies received by the parish shall be delivered to the Treasurer, and all expenses and other payments shall be made by the Treasurer, or under the Treasurer's direction. The Treasurer shall make a report as to the general financial condition of the parish at the annual meeting of the Voting Members and such other reports from time to time as the Vestry may request.

Section 7. Assistant Treasurer. The Vestry may at any time or from time to time elect one or more Assistant Treasurers who shall do and perform such duties of the Treasurer as the Treasurer may assign to them.

Section 8. Other Officers. Such other officers as may be designated by the Vestry from time to time shall have and perform such powers and duties as may be assigned to them by the Vestry.

Article IV

Committees; Diocesan Delegates

Section 1. Designation by Vestry. The Vestry may designate regular and special committees for such purposes as may be indicated in the resolution or resolutions providing therefore. Committee appointments shall be made jointly by the Rector and Senior Warden, with the advice and counsel of the Vestry and its Officers.

Section 2. Election of Lay Delegates. No less than ninety days prior to each annual meeting of the Convention of the Diocese of Ohio, the lay delegates from the parish to the Convention shall be elected by the Vestry.

Article V

Fiscal Matters

Section 1. Fiscal Year. The fiscal year of the parish shall be the calendar year.

Section 2. Signature to Commercial Paper. All checks and drafts shall be made, drawn, and endorsed in the name of the parish in such manner as the Vestry may from time to time authorize.

Section 3. Limitation on Expenditures. Any expenditure in excess of \$1,000.00 not specifically provided for in the current annual budget of the parish must be approved in advance by the Vestry. All other expenditures shall be made in accordance with the Policies and Procedures Manual of the parish.

Section 4. Audit. The financial books and records of the parish shall be audited annually in the manner designated by the Diocese. Such audit shall be presented to the Vestry no later than the last regularly-scheduled Vestry meeting prior to the deadline for submission of the audit to the Diocese. The audit shall be filed with the records of the parish.

Section 5. Fidelity Bond. The Treasurer and such other officers, employees or other persons handling parish funds, whether salaried or non-salaried, as the Vestry may direct from time to time, shall be bonded for the faithful performance of their duties at the expense of the parish, in such amounts and by such surety companies as the Vestry may determine.

Section 6. Business Methods. Business methods utilized by the parish shall conform with the Constitution & Canons of the Episcopal Church and those of the Diocese.

Section 7. Special Circumstances. Adoption of a resolution authorizing (1) an annual budget projecting a year end deficit, (2) the purchase, sale or encumbrance of real property, (3) the expenditure or forgiveness of a debt in excess of ten thousand dollars (\$10,000.00), or (4) a contract in excess of three years in duration must be read at two different Vestry meetings scheduled a minimum of fourteen days apart. After the first meeting and at least ten days prior to the second meeting, copies of the proposed resolution shall be conspicuously posted in the parish or summarized in a general mailing to the parish. No such resolution shall be passed without the concurrence of two-thirds of the members of the Vestry.

Article VI

Amendment to Code of Regulations

These regulations may be amended by a majority of the Voting Members of the parish in attendance at a special meeting called for that purpose or at an annual meeting. Notice that an amendment shall be considered at an annual or special meeting shall be included in the written notice of that particular meeting which is to be sent by regular U.S. mail to all Ordinary and Voting members of the parish not less than thirty days prior to the meeting (in accordance with Article I, Section 5 of these Regulations). The notice shall include a brief description of the nature of the amendment and shall further state that copies of the amendment shall be made available at the parish.

Adopted January 28, 2001
Amended January 29, 2006
Amended January 22, 2012

