

# St. James the Apostle Episcopal Church



## Tempe, Arizona

2020 Annual Report  
Presented on January 31, 2021

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# Agenda

- I Welcome - Opening Prayer
- II Opening Prayer
- III Meeting Logistics
- IV Administrative Actions
- V Appointment of Annual Meeting Clerk
- VI Approval of 2020 Annual Meeting Minutes
- VII Election
  - Vestry (2)
  - Junior Warden (1)
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## **Vestry Members**

Bob Klassen, Senior Warden  
Larry Kenyon, Junior Warden  
Gerry Carlston, Treasurer (non-voting)  
Mary Hovden  
Joan Besonen  
Ann Marie Bellamy-Bartholomew  
Tara Papicco  
Denise Boyd

## **2019 Annual Meeting Minutes**

Submitted for vote on January 31, 2021

Welcome and Opening Prayer – 11:57am

### Administrative Actions

Appointment of Secretary for Annual Meeting – Mary Hovden

Confirmation of meeting quorum – Mary Hovden confirmed quorum

Member's voting rights – Bob Klassen discussed and described voting rights pertaining to who may and may not vote

Motion to approve minutes from 2018 Annual Meeting – Chris Papaccio

Second – Denise Boyd

Approved

### Elections

### Appointment of Tellers

Eileen Flock and Diana Bowie were appointed as tellers for election

### Nominations for:

#### Vestry (3)

Ann Marie Bartholomew (three year term)

Tara Pappacio (three year term)

Mary Hovden (one year term)

Motion to close and accept nominations – Chris Papaccio

Second – Kristy Carlston

Approved

### Nomination for:

#### Junior Warden (1)

Larry Kenyon

Motion to close nominations and accept Larry as our new Junior Warden with assistance from a small team – Bob Klassen

Second – Mary Hovden

Approved

### Nominations for:

#### Delegates to convention (5) which will be in October in Tucson

Kristy Carlston

Denise Boyd

Damian Brandais

Amy Sabiers

Joan Besonen

As there were no additional nominations from floor, motion to close nominations and accept 5 nominees – Denise Boyd

Second – Jill Leatherman

Approved

### Reports and Presentations

Interim Rector – Pastor Andrea Wight

Report is provided in hard copy of Annual Report

- Welcoming, loving and serving all God's children – our mission statement serves us well
- Mentioned two concerns: 1) Outreach – Halle Center monthly dinner fund is running low so consider donating/sponsoring a dinner(s) and 2) Stewardship – we need to put together a team to lead this very important effort of Time, Talents and Treasures – we are all stewards of God and if we're going to grow, Stewardship needs to be more intentional at St. James – there are many resources to draw upon

Senior Warden – Bob Klassen

Report is provided in hard copy of Annual Report

Outgoing Junior Warden – Denise Boyd

Report is provided in hard copy of Annual Report

Treasurer – Gerry Carlston

Report details are provided in hard copy of Annual Report

Slides discussed:

- 2019 Financial Highlights
- 2019 Budget vs. Actual – Income
- 2019 Budget vs. Actual – Expense
- 2020 Budget Highlights – Income
- 2020 Budget Highlights – Expense

We are to be commended for managing our expenses in 2019 and increasing our pledges for 2020. Larry Kenyon mentioned that we also increased our Umbrella Insurance to reduce our liability.

Motion to approve Treasurer’s Report– Chris Papaccio

Second – Larry Kenyon

Approved

Recognition

- Thanks to everyone at St. James – especially in the transition
- Thanks to Denise Boyd for being our Junior Warden
- Thanks to Larry Kenyon and Gerry Carlston for working on our irrigation system – especially during the summer months!
- Thanks to Dave Faymon for everything that he does for St. James – especially for all that he does for our youth
- Thanks to the Search Committee – the team is in its final edits of the Church Profile that will be posted as we start our search for a new Rector
- Thank you to Erica Neimoth for her leadership of the Search Committee
- Thank you to Pastor Andrea for her quiet guidance since she joined us
- Thank you to contributions from the Ian & Barbara Bell, Damian Brandais and Deacon Robin for new worship items
- Thank you to Eileen Flock and Brandon Flock for all that they do to help open the church and prepare for Sunday services
- Thank you to Diana Chambers for sending out cards to members of our congregation
- Thank you to Bob Klassen for his role as Senior Warden – especially for all that he’s been doing during the transition

Jim Disney suggested that for next year's Annual Meeting – we have just one service which will encourage more to attend – especially from the first service. We will take this into consideration.

Adjourn – 12:42pm

###

## **Rector's Report January 2021**

St James the Apostle Annual Meeting

January 31, 2021

Rector's Report for the Year 2020

Little did we know that when we started the year (2020) that a worldwide global pandemic would hit! Overnight our lives changed. For a long time all but essential services remained open. St James, as all churches, had to make adjustments to our worship. We had to be fluid and flexible as conditions were routinely changing. It was challenging and stressful however I believe this congregation rose to the challenges that we faced in how we would continue to worship together. And we have worshipped together every Sunday via technology. I'll have more about that later for those who like numbers and statistics.

We learned a lot this year about ourselves and about our church. We have much to celebrate.

Because of the necessity of using and mastering technology to offer worship, we were able to call on the many talents and skills of our tech savvy parishioners, who under the leadership of our Deacon Robin Hollis formed the Digital Ministry Team. Their work has been key to our ability to offer what I believe is a high quality worship experience.

We also could not have done this without the help of our music team—Lali and Greg, Tara and Michael, and while Tara was recovering from an injury, Myra. Your music recordings have added greatly to our worship. I also want to acknowledge the many people in our congregation, who volunteered to join our recording sessions to read, to pray, to create delightful PSA's (thank you Papaccio family).

Because of the UTO grant that was applied for and received, we were able with those grant monies to share our knowledge and skill and supply the needs of 16 other churches so that they could better meet their needs for worship and pastoral care to their congregations.

The Digital Ministry Team Report will supply many more details on their work and ministry. I want to thank each and every one of them for the many hours they have put in getting us to

where we are today. Online worship will not totally go away even when we are able to again meet in-person.

Early on, a Pastoral Care team was formed and we asked people to step up and help with making calls to all our members to check in with them on a regular basis, to verify contact information, to offer our help if needed. Thank you to those who serve on the Pastoral Care Team. And thank you too to those while not officially part of the Pastoral Care Team, called and checked in regularly with members of our congregation.

For many of us we had to learn how to use Zoom and other technology so we could continue our Coffee Hour virtually, Christian Formation, and our Centering Prayer group. We also began to offer the Taize service twice a month via Zoom. And because we were not able to offer communion to people we began gathering online for an Agape Meal service.

All of our regular meetings (like Vestry and our meeting today) had to move online as well.

Finally, last year I recommended that St James take on Stewardship by forming a team. Thank you Mary Hovden, Ellie Kenyon and Jim Disney for agreeing to work on presenting a Stewardship program for 2020. It was in my opinion excellent. I especially liked hearing some of our members tell us their story of what St James means to them.

We often think of stewardship as something we do every fall in an appeal for support of the church. As the Stewardship team reminded us it is much more than that. Stewardship at its best is meant to be year-round, as an ongoing time for recognition, thanksgiving and celebration of the work of our parishioners and our church in our many ongoing ministries.

So, I encourage you to continue developing a year round program for Stewardship at St James.

I have some slides with statistics for 2020 some of which will be part of the church's Parochial Report. I'd like to share some of those numbers with you today as I conclude my presentation.

Before the pandemic

Sunday Holy Eucharist services                      22                      Ave Sunday Attendance (ASA) = 77

We stopped having in-person services at the church on 5<sup>th</sup> Sunday of Lent (March) through the end of the year. We did a joint service with St Augustine's on 4<sup>th</sup> Sunday of Lent (at St Augustine's-clergy and musicians only)

Sunday Ante-communion services                      38  
Ave Views (Facebook, YouTube and the 4 hybrid services)= 155  
Broken down

Ave Views Facebook = 134

Ave Views YouTube = 23

Hybrid Holy Communion Services 5 times  
(All Saints' Day, Advent 1, Advent 2, Advent 3, Advent 4)

Communion to Go 3 times  
(All Saints' Day, Advent 1 and Advent 4) (We had 8-10 cars come through)

Cathedral Services with Bishop 2 times (July 12 and September 6)

Easter Sunday  
Views (Facebook and YouTube) = 244

Maundy Thursday (live-streamed & recorded)  
Views (Facebook and YouTube) = 238

Good Friday (live-streamed &  
recorded)  
Views (Facebook and YouTube) = 212

Christmas Eve (Hybrid service) with Communion to  
Go  
Views (Hybrid Service: in-person+Facebook+YouTube) = 110

We had 1 Baptism in January 2020. No marriage services or funeral/memorial services. No confirmations or receptions

Taize Services 19 Ave attendance= 6  
Agape Meal Services 8 Ave attendance= 5 (These started in  
September)

###

## Junior Warden's Report January 2021

Greetings to all. This has been a year of exciting changes, unusual and stressful challenges. Most people think that the Junior Warden's main responsibilities are buildings, grounds and facilities, maintenance. The Junior Warden's actual title is the "Peoples Warden" and that is where Covid-19 has affected this job the most. The Junior Warden should interact, observe, and listen closely to parishioners' concerns, and then make sure any questions are answered, concerns heard, and problems solved. I've contacted people over the phone and by Zoom but that will never replace in-person contact. The vaccine cannot get here fast enough. I'm happy to report, for the most part, people have held-up commendably during these trying times. Everyone is frustrated not being able to live our "normal lives".

As for the "facilities manager" side of the Junior Warden's job dealing with such mundane things as: A/C repairs, holes in sinks, broken toilets, plumbing leaks, A/C thermostats shorting, replacing, and rebuilding gates, to mention just a few. We had some issues more challenging, of course, the irrigation system is in constant need of repair. This year we had a plague of pigeons. It was a real challenge to eliminate them. Thanks to a great pest control company, and other helpers, it took us almost six months to permanently remove them from the premises. Other items to be noted are: Removal of five trees, large and small; two wind bursts causing roof and tree damage and requiring repairs: concrete repairs, and repainting of Memorial Garden walls, vestibule pillars, and supports; reconfigured the irrigation and painted outside walls to help with SARRC's new playground project. We rewrote and updated the Emergency Preparedness Program. We've agreed to sponsor another Eagle Scout project that entails beautifying the northeast/east sides and front of the SAARC playground.

We have been in the process of collecting funds for replacement of the irrigation system. The cost will be \$12-15,000. So far about \$8,200 has been donated. Thanks to Jill Letterman and her teams for all their hard work on the eBay auction and the St. James's Cookbook. The funds from both the auction and the Cookbook have been designated to the irrigation project, bringing the total to \$10,000. The Vestry has voted to take \$2,000 from the \$8,000 gift donated by Ellie and Larry's friends bringing our total funds for use on the irrigation project to \$12,000.

Once more, I am retiring my position as Junior Warden. Nothing negative, but at the age of 79 I think it is time to let someone else have all the fun. I will still be available to help. Also, with new irrigation system and the building and grounds team concept, the job of Junior Warden should be much easier to manage.

Wishing everyone a healthy and back to normal New Year.

###

## Senior Warden Report

2020 - The view from where I sit is that it is in our rear view mirror. 2021 is here now and even though we are still in a pandemic and even though we still need to worship virtually, it is still important that we operate in a way to keep all of St. James safe. We have much to look forward to in 2021.

How it started...

This year started in a normal way. We began with normal life and normal services from January all of the way through Lent. Life was good, but COVID-19 was rapidly spreading at the same time. Then right at the beginning of Holy Week, the diocese made the decision to have all churches take drastic measures to keep ourselves safe. We had to shut our sanctuary doors to keep the virus from spreading through our congregations. In a matter of a couple of days, St. James evolved from never filming or streaming our services to broadcasting Stations of the Cross on Facebook Live. We knew that this going to be our new normal and reached out to the congregation for help and the rest is history!

How its going...

As you will see in the following ministry reports, we never stopped being the church. St. James not only went from a few posts on Facebook each week to, in only one week, live streaming Holy Week services without a glitch. This is where, in true St. James fashion, instead of feeling defeated from the pandemic we transitioned into professionally edited recorded services. A YouTube account was created and these services are all available for a consistent 9:30am Sunday service.

But we did not stop here! Again, because we are St. James, we went and did more. We have had a Blankets for Navajoland ministry. We took this Navajoland ministry and with Lynn Johnson's vision, it was expanded into donation drives for pandemic protection and relief. Several U-Haul trucks were filled and delivered to several communities and Chapters on the reservation.

But again, we did not stop here! We created a Digital Ministry Team to give us a vision for the future, knowing that streaming our services will, and should, continue into the future. This was a first for the diocese and evolved into being awarded a UTO grant. This grant has allowed our digital ministry vision to help 16 congregations. This means that St. James has been able to touch many, many people in our diocese.

But again, we did not stop here! St. James also initiated the first formal stewardship program in our recent history. This stewardship program was incredibly successful. I could go on. But this is where it is important t say thank you.

Thank you...

A topic that comes up very often in our vestry meetings is that our congregation loves St. James. Doing everything and successfully running a church virtually is hard work and takes up much more time than if we were able to meet face to face. So, my first thank you is to Diana Bowie. Her administrative eye has directly influenced our success being a church. While it was necessary out of loving our neighbor to move everything online, Diana never left and literally kept us on track.

Our stewardship committee, consisting of Jim Disney, Ellie Kenyon, and Mary Hovden also deserve to be thanked and recognized. Their hard work, with the guidance of Pastor Andrea+, have created a much needed path towards not only financial stability, but also allowing us to realize how important the donation of time and talent are.

Our digital ministry and EVERYONE who is involved in our online services also deserves a huge thank you. There is so much to say here, so I will just say that we have found out that St. James has its own super powers.

We were not able to have an Evening of Music this year, but that did not stop Jill Leatherman. Her love for St. James came through in the creation of the pandemic cookbook and a wildly success online auction. Thank you.

We found our Super Powers...

We have found our super powers. The gifts of leadership, knowledge, time, talent, and love for each other have shown that there are true superpowers guiding St. James. These super powers have not only guided us through this pandemic successfully, but also through our search for a rector. It is hard not being able to be physically together, but our super powers which are guided by love will get us through. Thank you!

###

# Treasurer's Report January 2021

## St. James The Apostle Episcopal Church 2020 Financial Report

### 2020 Financial Highlights

Thanks to you, we've held our own this year – no mean accomplishment!

- Total Income was about the same as in 2019.
- We received almost \$26,000 from the federal Small Business Administration Covid relief loan programs –and we won't have to pay it back!
- We continued our partnership with SARRC & T-Mobile.
  - We lease the space to SARRC for less than the market rate.
  - The total rent we receive from both will be about 26% of our income in 2021.
- We were able to set aside significant funds into our Operating Reserves in 2020!
  - Didn't require funds for a full-time priest; which also reduced the 'Mission Share' we remit to the Diocese
  - Reduced expenses: telephone/internet (thanks Nick!), utilities, office supplies, etc

### 2020 Financial Results

#### Income

Operating Contributions*	\$ 205,345
Restricted funds contributions	\$ 24,519
SARRC and cell tower rental fees	\$ 71,420
Diocesan mission share rebate + Outreach	
Endowment Fund dividends (restricted)	\$ 2,763
Other (including our share of United Thank Offering digital ministry grant)	\$ <u>6,341</u>
<b>TOTAL</b>	<b>\$ 310,388</b>

\* Including SBA "loans" and Operating Reserves minus pledges pre-paid for 2021

#### Expense

Personnel	\$ 109,391
Restricted funds expenses	\$ 20,686
Administrative	\$ 17,077
Property management	\$ 32,420
Governance (diocesan assessment, other)	\$ 20,933
Celebration & worship, Ministries	\$ 2,145
<b>TOTAL</b>	<b>\$ 202,652</b>

Net Income\*\* **\$ 122,890**

\*\* Includes restricted accounts (i.e. Building) and money placed in Operating Reserves

**2020 Investment Balances** as of 12/31/2020

- Outreach Endowment Fund \$ 31,045
- “Rainy Day” Reserve Fund \$ 44,030
- Credit Union Money Market Fund (“Operating Reserves”) \$ 206,526

**2021 Budget Highlights**

We are presenting a “bare bones” budget. But even so, we have had to transfer \$30,000 from out Operating Reserves in order to include funds for the total compensation package we will be offering a full-time priest.

**Income**

- Almost every ‘regular contributor’ to St. James turned in a pledge card this year! This was a great help in estimating 2021 membership contribution income. As usual, I have de-rated the pledged amounts by 15% to cover members who move away during the year, etc.
- SAARC and T-Mobile facility rental fees will be about the same this year as last. They account for about 26% of total 2021 budget income.
- We have already applied for the “Second Draw” SBA Covid relief funds. If our application is successful the money would cover all but about \$5,000 of the expected budget shortfall.

**Expense**

- Salaries for our Interim Vicar and lay staff were increased by 3%. Amounts for utilities and several other categories were also increased by 3% to account for rising costs.
- Costs for the “total compensation package” we are offering candidates for out full-time priest position have been included.
- All other expense categories are approximately what we spent in 2019 and 2020, and assume we will not be back in our sanctuary until at least the summer. ..

**2021 Budget Financials**

Income	
Pledge, plate, regular givers*	\$ 214,670
Restricted funds contributions	\$ 24,640
SARRC, cell tower	\$ 71,310
Diocesan mission share rebate (outreach)	\$ 2,100
Other	<u>\$ 7,020</u>
	<b>\$ 323,380</b>
Expense	

Personnel	\$ 163,405
Restricted funds expenses	\$ 41,539
Administrative	\$ 21,885
Property management	\$ 49,770
Governance (diocesan assessment, other)	\$ 37,881
Celebration & worship	\$ 4,400
Ministries	<u>\$ 4,500</u>
	<b>\$ 323,380</b>
 Net Income	 \$ 0

\*Includes "Operating Reserve Donation" category

Gerry Carlston,  
Treasurer

###

## Rector Search Committee

### Members:

Erica Neimoth (Co-Chair)  
Carol Paulk (Co-Chair)  
Kristy Carlston  
Dave Faymon  
Nick Spence  
Joan Besonen (vestry member)  
Bob Klassen (vestry member)

The Rector Search Committee has has been busy this year. Even with this COVID-19 pandemic. The Parish Profile was completed, approved by the vestry, sent to the diocese, and published on the St. James website. This Parish Profile along with the completed Office of Transitional Ministry (OTM) questionnaire were posted by The Episcopal Church shortly before the pandemic began.

### **Here is where we are in the process:**

- Received two candidate applications last month
- Thoughtfully reviewed and discussed their answers
- Met with both candidates to confirm their qualifications as set forth by the Office of Transition Ministry (questions/guidelines)
- Determined skills/qualifications of both
- Informed Rev. Canon Anita Braden at the Diocese for Bishop Review
- Prepared a report with clarifications for the Vestry
- Vestry will meet with each then discern the best candidate for St. James

###

## **Administrative Report**

### ADMINISTRATION

As Parish Administrator, I assist the rector and other church members during my work hours from 9:00 am to 3:00 pm, Monday to Thursday. Here is a brief summary of my duties:

- Prepare the bulletins and readings for Sunday services.
- Responsible for the design and production of all parish publications, including weekly bulletins, weekly e-news and special event flyers.
- Responsible for the design and creation of the monthly newsletter publication called, "The Spirit of St. James," gathering all the articles from various people and creating and publishing the document.
- Prepare the monthly calendars and lay readers schedules.
- Prepare "Weaving God's Promises" lesson plans.
- Respond to "office" e-mails; answer the phone, and do any filing.
- Greet visitors.
- Post items of interest on the bulletin board.
- Maintain the church calendar.
- Schedule events, including space allocation and reservations for those events.
- Update and maintain our member database in Power Church, recording and maintaining accurate up-to-date records of membership contributions.
- Post items and keep the website updated.

- Assist with all other administrative tasks including those associated with major community events like Vacation Bible School, Mother Daughter Tea, Advent Event and the Annual Meeting.
- Produce bulletins for special services like the Blessing of the Animals, Lent services and Memorial services.
- Produce the St. James directory.
- Oversee the production and mailing of the annual stewardship materials.
- Oversee the management of all official records and files of the congregation such as preparing the Annual Report; and maintaining the security of files and records.
- Maintain accurate up-to-date Personnel files on each employee.
- Maintain all financial files and records.
- Provide financial reports to the Treasurer and Bishop's Committee as requested.
- Supervise the counting of all offerings and revenue.
- Oversee the collection of funds during parish events.
- Works with the Treasurer to liaison with the bank & other financial institutions to establish & maintain the accounting of the restricted funds.
- Manage accounts payable and payroll.
- Research vendors as needed. Interface with vendors to determine office equipment needs and make appropriate suggestions for the purchase or leasing of office machines, computers and peripheral equipment.
- Order supplies.
- Other duties as assigned by the Rector!

As always, the office is very grateful to all who volunteer, especially Susan Buckley, who collated and folded our weekly bulletins.

####

## **Children and Youth Ministry Report**

St. James youth in 2020.

The Youth Ministry was greatly effect by the Pandemic and the in ability to meet in person. The youth missed out on the following activities this year. Since the church was closed from March through October , I was not able to offer Godly Play lessons, Sunday school lesson, EYC or A summer program for the youth.

Here is a few of the things our St James youth was able to do this year. Mother's day youth service, that was the first time since early March the youth was able together via Zoom to record the service. In early December we got together in person to record the Christingle

Service and the Godly Play Christmas story that the youth was able to share with the congregation during the Christmas season.

Outreach over the past year has been very limited, typically over the year the youth group is able to pass out Hygiene bags (2-3 times) to the homeless in the area and go to feed my starving children we were unable to do either of those two outreach programs this year. Here is what the youth was able to do for outreach this year. The youth group had cases of water that were collected prior to the start of pandemic, we were able to help Lynn Johnson's outreach to the Navajo by giving her cases of water and some Hygiene products. One of the more popular outreach programs we were able to do this year was Angel tree. Even though the program was done differently it very much was a success. St James was able to help 24 families and 53 youth through the program. We collected donations and the gifts were purchased online. The first Sunday in December the St James youth were able to have an in-person meeting and bag all the gifts for the Angel tree families. The gifts were delivered to the families the 2<sup>nd</sup> and 3<sup>rd</sup> Sunday's in December.

Thank you so much for all of your support of the youth of St James. We look forward to the New Year and how the youth at St. James is always willing to share themselves through youth service, acolyte and the wonderful outreach programs. They are willing to listen, learn and lead us all in the way as disciples of Jesus Christ.

###

## **Stewardship Report**

Updated 1/12/21

With the encouragement and support of Pastor Andrea, a stewardship team was formed in August 2020 consisting of Mary Hovden, Ellie Kenyon and Jim Disney. Using materials from The Episcopal Network for Stewardship (TENS), the team put together a stewardship campaign which formally started on Sunday, October 4 and ended on All Saint's Day on Sunday, November 1. Since we were not attending services in-person, our campaign was all virtual. Highlights of the campaign included a great deal of communication about the effort, special messages from five of our congregants and giving partners, individual phone calls to all congregants to ensure they received their stewardship packet and to answer any questions, a special streamed pledge card receipt the final week of the campaign and a celebration of our success the week after the formal campaign ended. Stewardship at St. James will not just be an annual event but an ongoing process/mindset of giving of our 'time, talent and treasures'.

What follows are some quantitative measures from our formal Stewardship Campaign which was a great success:

- For 2020 our members were able to donate over 95% of what they had pledged at the end of 2019!!
- For 2021 "Pledging Units" totaled 46; many regular givers moved over to pledgers
- For 2021 General Membership Contributions totaled \$147,180
- For 2021 Restricted Funds were pledged as follows:
  - Building Fund: \$17,185
  - Discretionary Fund: \$300
  - AV/Streaming: \$5,000
  - Outreach: \$4,800
  - Operating Reserve: \$1,600

###

## Digital Ministry

- We have been recording weekly services. Special thanks to Nathan Besonen for all the time and effort he put in to editing the services and making the production quality the envy of the diocese and to Nick Spence for recording and editing the music performances.
- Installed cameras, video and sound equipment in the church to enable St. James to provide high quality video streaming of live services and other events. Thank you to Nick Spence for all the countless hours he has put in to planning, designing and installing the system.
- Wrote a UTO grant proposal that was ultimately accepted. The money from the grant has provided not only St. James but other parishes in diocese with the equipment to live stream services during the pandemic. Thanks to Mary Hovden to leading the grant effort and Nick Spence for selecting the equipment and providing training to the other parishes.
- Developed a new Web Site for St James. Thanks again to Nick Spence and Mary Hovden to all their hard work.
- Thanks to Robin, Nathan, Nick, Tara, Jason and Damien for all they have done over the past year to contribute the success of the Digital Ministry team.

###

# Music Ministry

Annual Newsletter Report from Lali Breen Music Director 2021

As 2019 came to a close, I don't think any of us had any idea where we would be at the end of 2020. We had a very strong finish to 2019 with our joint service with a great turnout and bigger choir and orchestra at our last service. before Christmas Eve. We all heard reports of this new illness, but it still felt pretty far away as we got into February and started preparing for Lent and Easter. I started scheduling extra practices for Easter and I think I had one around Mar 11. Of course, shortly after that, we went into the short-lived live streaming services. (many thanks to Bob, for being our initial videographer). At that point, as we started figuring out the process of going into total remote services, I realized that our music would really suffer if we had to Zoom it from our living room. (right around the same time, I quickly had to figure out Zoom in order to continue my private teaching) Tara quickly agreed to record with her phone at church and we started doing music for services that way, which meant we had to get straight into Holy Week music with our little crew, make song adjustments, and go from there.

Fortunately, a few weeks later, Nick Spence joined our group and started recording us, which took a huge weight off of us and especially Tara. As Nathan became an integral part of editing and recording the services and fitting our music into them, we have certainly developed our own 'rhythm' for making this process happen. Recording music, without being able to listen back to it until it's posted, certainly has challenges, and I don't always find out if something is amiss until the service.

Some of the highlights during these early months have been doing a Youth service (May 10) with collaboration with Audrey to pick out songs and a gospel music service done in conjunction with Pentecost (May 31). For July 5, Greg and I did an American folk song medley. We have made use of the violin, and guitar as well as the piano and the organ. We had weeks where no other singers were available besides Greg and me. As we have created so much recorded music, we now have a huge backlog to have available for services, but we have always had newly recorded music for every service, now going on around 45 services. Other churches who do not have much music available now want to use our performances for their services. We also discovered that as our music was going out over the 'air' that we had to make sure that all music was public domain or licensed for performance, which has added another level of busy and brought more participants in to help manage that. (thanks to Mary for being a huge part of this!)

Toward the end of the summer, Mike Haley was able to join us, which gave us one more person to help if Tara wasn't available. We were also happy that Audrey Spence started adding her flute into the post-recordings so that we heard that for the services. Many thanks to Nick and Audrey for spending all the extra hours to make this happen! And many thanks to Audrey for her help in picking songs. It was exciting to go back to some live streaming of the services for All Souls Day

and during Advent even with much of the music of the music pre-recorded, but always with some live as well. We were able to add Myra Lin in Dec when Tara was not able to join us, which made a big enough group to do some exciting pieces and was really happy we could play an excerpt with the strings (from 2019) for our final lessons and carols service on DEC 27 (with more thanks to Nick for editing it)

As far as the question of who decides on the music, at this point, it is very much a collaborative effort. With having just the single service, we aim to get a mix of both services. Pastor Andrea sends me hymn selections for the Processional and gospel hymns, we both have had input on the Song of praise, I usually pick the offertory and Recessional hymn as well as my instrumental opening and closing pieces. I do get suggestions for music and kinds of pieces which I will then do my best to incorporate.

I think for me and for everyone involved in any kind of leadership position at church, the pandemic has certainly created a lot of extra work-or a different type of work. I know that I am not alone in this (being extra busy) and I am grateful for the support and care that I get from both Pastor Andrea and Deacon Robin (who are also extra busy) and I so appreciate Nathan and Nick for helping all our efforts come to fruition so that we have good music while we are going through these very different services.

This year, while not being the year we hoped for, provided all of us with opportunities to learn new technologies, make church services available for those who cannot attend in person, (which can be something we can always use going forward) and made many of us more connected than we would have normally been. Even though we all have had to stay in our 'bubbles' more than usual, we also have developed inter-dependent relationships that have been so important to keep the good worship thoughts and music continuing. I cannot begin to thank all the people who have made my job here possible-which includes my husband Greg, Pastor Andrea, Deacon Robin, Tara, Mike, Nathan and Nick. I think calling all of them heroes is not too much of a stretch!

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# Acolyte Ministry Report

## **St. James Acolyte Ministry – Celebrating the St. James Community and Ministries-2020**

Our worship is blessed by the time and talents of those who have answered the call to serve as Acolytes and in the case of the early service, to also serve as Chalice Bearers. For 2020, our service was cut short and we were only able to serve during first quarter. We look forward to returning when the time for re-gathering is safe for our members. We also had to say farewell and thank you to Barbara Bell who has moved to Canada. Barbara, whose service goes back to the time of the Ahwatukee congregation, has blessed us with her service and know you will be missed.

For some background about the service of the acolyte, the word acolyte is derived from the Greek word *akolouthos*, meaning companion, attendant, or helper. This ministry has its roots in the Old Testament, where the prophet Samuel is seen assisting Eli, the Levite priest. Similarly, Elisha is seen assisting Elijah the Prophet (see 1 Samuel 2:18-21). Serving as an acolyte is a commitment of time and talent and faith is formed in service to our Lord.

Thank you to our **dedicated cadre of current acolytes: Allison Aguirre, John Barnabas, Linda Batte, Dr. Damien Brandeis, Dylan Flock, Brandon Flock, Careen Henry, Zac Houle, Elliot Niemoth, Janet Oatfield, and Pamela Paul. Special thank you to Aly Houle, Alison Bell, and Collin Spence who graciously step in to help us out when needed.**

We lift up this vital ministry for our worship and give thanks for the blessing of our Acolytes' service!

Rev. Dr. Robin Hollis, Deacon  
Acolyte Ministry

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# Lay Reader Ministry Report

## St. James Lay Readers/Lectors – 2020

### Celebrating the St. James Community and Ministries

The liturgy is brought to life and made worshipful by those who give voice to our liturgy. In the past we have welcomed and thanked our lay readers and this year we are even more thankful. With the move to online and pre-recorded worship, we are blessed to have many dedicated members who volunteer a Thursday evening for 1 hour each week to record the service. There has been much we have learned, and we are grateful for their talents. Please take the time to thank them whenever you can.

Our team of in-service readers has been enhanced and grown with the addition of others. We give thanks for all those who make our worship so special:

**Prior to the pandemic and now with our move to online we were blessed by: Jay and Diana Chambers, John Barnabas, Damien Brandeis, Kim Gillespie, Gene House, Mary Hovden, Mike Schmoker, Dave Faymon, Chris Papaccio, Nick Spence, Bob Klassen, Erica Niemoth, Greg Olsen, Jim Disney, Carol Paulk, Anna Krithis, Pat Maybee, Paul Hand, and Ian Bell. Additionally, we thank, Elliot Niemoth, Jill and Jeff Leatherman, Parker Neff, Lali Breen, Audrey Spence with Collin, Erica, and Brady, Tara Papaccio along with Ayden and Mia, Joan Besonen, and Carol Justice. We are further blessed to have Nathan Besonen join us for our recordings to make sure our readers are shown with the correct “halos”.**

We thank them for their continued dedication and service.

Diana Bowie  
Rev. Dr. Robin Hollis, Deacon

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## Altar Guild

Altar Guild is a lay ministry that has the sacred responsibility to prepare the altar for worship. We work under the direction of our priest. Members of the Altar Guild handle and care for the holy vessels, the linens, the wine, the wafers, and the candles that are a part of our weekly worship experience. Altar Guild members set up the altar before each service and clean up after the service ends. In addition, our members hand wash and iron the linens that we use each Sunday.

We would like to thank our St. James congregation. Through thoughtful generosity, we now have a new candle lighter, two new processional torches and a new thurible. We also give thanks for our dedicated volunteers; Carol Paulk, Erica Niemoth, Amy Sabiers, Ann Marie Bartholomew, and Bob Klassen. The Altar Guild is always seeking new members. Sadly, this year, this sacred ministry was placed on hold in March when we are forced to worship virtually. This is temporary and if you are interested in serving God behind the scenes, this important and quiet ministry may be for you.

Alicia Klassen  
Marcia Wright

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## **Hospitality**

Marcia Wright, Team Lead

The mission of the Hospitality & Welcoming ministry is to ensure that all members, visitors and newcomers feel welcome at St. James. We want all to feel comfortable during worship and to experience God's gracious hospitality through fellowship and a variety of ongoing programs, annual events and special celebrations. This year started out with a bang. Starting with our Annual Meeting, then Bishop Reddall's visitation, and Shrove Tuesday, but then the pandemic appeared and the rest is history.

We will have some Hospitality needs we we are able to physically worship together again. We are in need of more Greeters at both services. Anyone interested in becoming a part of this fun ministry, we would love to have you. It will be a celebration when we return to the sanctuary!

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