



The 214th Annual Meeting of The Episcopal Church of Saints James and Andrew

January 25, 2026

Parish Clergy

The Right Reverend Dr. Douglas J. Fisher, Bishop
The Reverend Heather J. Blais, Rector
The Reverend Dr. Molly Scherm, Priest Associate
The Reverend Ted Thornton, Priest Associate

Thank You

Thank you, Saints James and Andrew, for your ongoing spirit of generosity, creativity, and commitment to proclaim God's dream for this world. You are changing lives and hearts. We look forward to seeing where the Spirit takes us in 2026.

Mission

We believe God is calling us to cultivate a community of love, joy, hope, and healing. Jesus is our model for a life of faith, compassion, hospitality, and service. We strive to be affirming and accessible, welcoming and inclusive; we seek to promote reconciliation, exercise responsible stewardship, and embrace ancient traditions for modern lives.

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Agenda

1. Opening Prayers Rev. Heather Blais, Rector
2. Hybrid Meeting Reminders Rector
3. Call to order & adoption of the agenda Rector
4. Reading of the warrant William Hattendorf, Clerk
5. Reading of the minutes of the 2025 annual meeting Clerk
6. ParishTransitions Rector
7. Nominations Committee Report Audley Robinson, Chair
8. Elections Rector
9. Acceptance of Annual Reports Rector
10. New Business:
 - a) Financial Review: Karen Greene, Assistant Treasurer
Budget, Giving, Endowment
(budget approved by Vestry Dec 2025)
 - b) Sanctuary Roof & Ceiling Update Rector
Ben Cluff, Reynolds Whalen, Co-Wardens
 - c) Questions
 - d) Other Business
11. Adjournment Rector
12. Closing Prayer Rector

Election Slate - Nominees for 2026

A few important things to note:

1. It is proposed that we elect the folks in bold.
2. *Officers*, which comprise the Executive Committee of the Vestry, are elected for a term of one year and shall serve until their successors are chosen per Canon 16, Section 5 of the Constitutions and Canons of the Episcopal Diocese of Western Massachusetts.
3. *Vestry members* may serve two consecutive three year terms before being required to take one year off. If elected to fill an unexpired term, Vestry members are still eligible to run for their own two consecutive terms per Canon 16, Section 5 of the Constitutions and Canons of the Episcopal Diocese of Western Massachusetts.

Nominating Committee

The Nominating Committee would like to present the following Slate for consideration by the Parish at the Annual General meeting in 2026. The 2026 Slate as presented:

OFFICERS

Co-Warden	Ben Cluff
Co-Warden	Reynolds Whalen
Treasurer	Mary Johnson
Assistant Treasurer	Karen Greene
Clerk	Julie Carew

VESTRY

2027	Allyson Michal (<i>second term</i>)
2027	alyssa kai
2028	Jeanne Canteen (<i>fulfilled an unexpired term, now on own first term</i>)
2028	Charlie Houghton (<i>first term</i>)
2029	Fred Momaney
2029	Erin Donnally Drake

Convention Delegates

Vestry	Charlie Houghton
Parish	Julie Orvis
Parish	Jack McKinnon

Alternate Delegates

Parish	Joan Pyfrom
Parish	Kathryn Aubry-McAvoy
Parish	Audley Robinson

Submitted by the Nominating Committee

Kathryn Aubry-McAvoy, Jack McKinnon, and Audley Robinson, Chair

Thank you to the members of the committee and to the parish for the gift of your time and talents.



The Episcopal Church of **Saints James and Andrew**

8 Church Street • Greenfield, Massachusetts

Minutes of the 213th Annual Meeting

Hybrid on Sunday 26 January 2025 – 9:00 A.M.

1. Welcome – The Rev. Heather Blais welcomed both in-person and virtual attendees to the 213th Annual Meeting of the Episcopal Church of Saints James and Andrew. She announced that there was far more than a quorum present and that the meeting was being recorded. Heather expressed thanks for the parish’s generosity of time, talent, treasure, and showing up for every ministry that makes this community the special place that it is. Reviewing some housekeeping announcements, she noted that the Annual Report is available at the church website and other materials were available from the ushers.

2. Call to Order and Adoption of Agenda – Heather entertained a motion to call the meeting to order and several voices combined to make the Motion and to Second it. The Motion Passed. Adoption of the Agenda was Moved by Mary and Seconded by Sheila. No discussion was offered and the Adoption of the Agenda was Passed.

3. Reading of the Warrant – Clerk Bill Hattendorf rose to provide a traditional Reading of the Warrant, but a Steve Hussey quickly Moved to Waive the reading, Reynolds providing a Second, and Bill’s planned reading of the Warrant was quashed before it had begun (all voting in favor except Sheila).

4. Reading of the Minutes – The Clerk was also prepared to read the Minutes of the 2024 Annual Meeting, but Kathy Moved and Julie Seconded a Motion to Waive the Reading. The Motion to waive the Reading was Passed (again with one No vote).

5. Vestry Transitions – Heather spoke of being blessed with wonderful Co-Wardens this year (Ben Cluff and Kathryn Aubry-McAvoy) who helped us navigate substantial staffing changes and transitions, a flood, and a few other surprises, providing much wisdom and graciousness along the way. Kathryn is stepping down from the Warden position but is being nominated for a regular Vestry term. Mary Johnson is completing her Vestry term, and we will miss her down-to-earth nature, sense of humor, and common-sense approach to our mission and ministry. Thankfully, she is joining us on the finance team.

6. Nominating Committee Report and Elections – Audley Robinson, Chair of the Nominations Committee, was recognized by Heather to give the committee’s report. He provided some background on the requirements of Vestry membership and thanked committee members Jack McKinnon and Joan Pyfrom for their work on the committee. The committee proposed the following slate for 2025 (bolded names indicate up-for-election this year):

Officers:

Co-Warden	Ben Cluff
Co-Warden	Reynolds Whalen
Treasurer	Fred Momaney

Asst Treasurer Karen Greene
Clerk Bill Hattendorf

Vestry:

2026 Cindy Gwosh (filling an unexpired term)
2026 Kathryn Aubry-McAvoy (filling an unexpired term)
2027 Allyson Michal (second term)
2027 Julie Carew (first term)
2028 Jeanne Canteen (filled unexpired, now first own term)
2028 Charlie Houghton (first term)

Convention Delegates:

Vestry Julie Carew
Parish Julie Orvis
Parish Joan Pyfrom

Alternate Delegates:

Vestry Charlie Houghton
Parish Jack McKinnon
Parish Mary Johnson

Heather entertained a Motion to include all nominees as a single slate rather than vote by position one-by-one. Such Motion was Moved by Steve and Seconded by Tinka. Motion Passed. Then it was Moved by Audley and Seconded by Ginny to Accept the slate as presented. Passed without objection. Heather then asked all Vestry members (including new and departing) to stand. She noted that as we would be electing a new Bishop this year, there would be listening/discussion opportunities coming up

7. Annual Reports – Heather said that Bill was prepared to read aloud to the Annual Meeting all of the ministry reports in the SsJA Annual Report, but Kathy O’Rourke Moved and Charlie Seconded a Motion to Waive the reading of the Annual Reports. Passed, with one abstention.

8. Timeline Review – To put budget and other things in perspective, since as a community we’ve come and joined at different times, Heather presented a timeline commentary going back to 2008 (with the calling of the previous Rector and staffing shifts). During this time we participated in a “recasting of church assets” program through the diocese, and doubled down on the property use program to share the property with the community. In 2017-19 we went through our merger process (the technical process was a very quick few months, like speed dating), but it took a couple of years to fully figure out what it meant to be a new church – a merger of equals into a new church, a new culture, new norms. It was a beautiful blessing to see how these gifts came together. And then we had to shut down in 2020 when Covid happened. We had to figure out what it meant to be the Church without being together in person. We were able to adjust our outreach ministries (like using the Whiteman Room windows in ways they’d never been used before) when we launched Sunday Soup and Sandwiches as a two-week stopgap after another meal in town had to shut down. We had to figure out how to do worship and ministry in the new Covid age, and we invested in digital ministry for hybrid worship, thanks to the generosity of so many in the congregation.

Then in 2022-24 we began a series of “narthex conversations” (a Bishop Michael Curry term to describe where the church meets the world) about what does it mean to be the church at this time. We

started exploring our very lengthy deferred maintenance list and examined various staffing models. A Vestry retreat identified three mission priorities: Property task force, ministry of young families, and staffing transitions. We're still in the middle of a cultural shift about our facilities. And in the middle of all this this, we received an unprecedented bequest from Red and Cathleen Esleeck that bumped our assets considerable higher, and the Vestry set \$200,000 aside for deferred maintenance (and we're about halfway through that).

We expect that by the end of 2025, a Vestry Retreat will focus on strategic planning; paid staff will include a Rector (full time), Admin (28 hours), Musician (13-15 hours), Bookkeeper (6 hours), Caregiver (stipend), and Childcare (4?); Several deferred maintenance projects will have been completed with a recommendation on the future of Strong House; Further efficiencies to property use and culture shift around facility; and Ministry with Young Families continues without missioner.

9. Financial and Budget Presentation – In December, the Vestry approved a budget for the new 2026 fiscal/calendar year, and a deep dive discussion was offered two Sundays ago (18 December) for those interested. Assistant Treasurer Karen Greene highlighted key areas of the past year's results and the 2026 budget plan. Pledges were less than prior year due to people moving away or dying and we were not able to recoup all that income. Projected income for 2025 is \$436,171.93 including draw from endowment. Expenses: Payroll is higher due to sexton and parish administrator positions changing and pay increases based on diocesan recommendations. Most things are as close to level-funded as possible. Property expenses are considerably higher especially because of cleaning service. So bottom line is that with expenses of \$436,717.93 that creates a third deficit in a row, this year of \$80,258.41, with the budget reflecting our continuing commitment to our outreach work, staff, and property.

Karen had reviewed our endowment numbers since 2019, when our accounting went on QuickBooks. As of 01 January 2019, our endowments stood at \$585,251; on 01 January 2023 they were at \$616,280. During 2023 we received the very generous Esleeck bequests, the first being an unrestricted \$535,549 (of which the Vestry earmarked \$200,000 for capital improvements), and the second was a restricted gift (we cannot invade principal but can use the income therefrom) of \$674,860, which is now valued at \$755,520. So our total endowment (restricted and unrestricted combined) stands as we begin the new year at \$1,861,583.

Questions? Tupper asked in future years if we might see a three-year spread on the balance sheet. There was also a question about restricted meant, and Heather explained that some funds were restricted by the donor (like the Esleeck restricted fund), and some funds are restricted by the Vestry. Karen noted that as of the end of September, the restricted funds other than Esleeck were \$224,000 (some restricted by donor, some by Vestry). Erin asked about Vestry perspective on using endowment versus cutting expenses and raising more money. If we were to close up shop, of course, the endowment would disappear to the Diocese. We seem to be at our limit on being able to fundraise and people are generally giving what they can give. We used to have a number of wealthy donors, but these days it takes gifts of five new donors to replace just one of those old donors.

How are the endowment funds invested? Through the consolidated funds of the diocese, with a group of church trustees working through Mercer Investment Advisors.

10. Sunday Soup and Sandwiches – Erica and Marie provided an overview of the Sunday and Soup and Sandwiches that expanded from two weeks to five years. Through visuals they showed the increase

in meals served, starting out in 2020 with about 30 meals a week, growing at about 30% a year. In 2024 we hit over 300 meals per week, with over 11,000 meals served in 2024, projecting the total for 2025 to be over 15,000. It's become bigger than we can do; we cannot sustain it. It's been a great experience, but everyone is just tired, and we'll all feel sad when it ends. Evaluating how long the program could go on, the decision will be to end well in October.

11. Other Business and Comments – Sheila expressed feeling so good about being an Episcopalian this week, thanking our Bishops, so proud of what our greater church is able to do with a sense of love and hope and moving forward.

Heather: This has been a year of transitions in 2024 and we'll continue that in 2025, with three of our long-term leaders of the Mistletoe Mart and Craft Fair are retiring after many years of hard work, and we want to thank those folk: Joan McKelvey, Di Kurkulonis, and Marie Paquette; a sustained applause ensued.

12. Adjournment – With no other business to come before the meeting, Charlie Moved and Erica Seconded a Motion to Adjourn. Passed. After a very brief closing prayer, the meeting ended, and the Sunday Worship Service followed.

Respectfully Submitted,



Bill Hattendorf, The Clerk

Reports

Clergy Report

Dear saints of James and Andrew,

Each year the clergy report reflects on the past year - often in a year-in-review approach. This year, I would like to have us take a bigger step back, and reflect on the themes that I have seen emerge in our community over the last two and a half years since I returned from my summer sabbatical in 2023. We have navigated many changes and a roof trying to blow off the church, and yet this community is more resilient, more nimble, more spiritually mature than I have seen during my thirteen years serving as your Rector. And it is all because of your faithfulness, dedication, and love for God's dream and this world. Thanks be to God for you. Alleluia, Alleluia!

We made an intentional decision to invest in our spiritual formation two years ago and the fruits of that investment are present. We are growing in our faith by offering meaningful worship; community building offerings like Coffee & Conversation and Shrove Tuesday Pancake Supper & Hymn Sing; and special programmatic offerings like Children's Chapel, Midweek Eucharist & Coffee Hour, Teen Confirmation Class, Episcopal 101 & Newcomers Group, a Lenten Quiet Day, a Cultivating Eco-Resilience Retreat, and much more. Enhancing these efforts, is the Vestry's commitment to ensure our decisions and actions are theologically grounded, living into the promises of our baptism, and the norms that guide our work. While we no longer have a paid Missioner to help us cultivate spiritual formation, if we continue to lean into these efforts as lay and clergy leaders, this trend will continue.

We have navigated a wide variety of staffing and lay leadership transitions. We have done this by experimenting, pausing after a period of time to assess the experiment, shifting and adapting as needed, all while striving to communicate these changes regularly to the parish. The repeated exposure to change through intentional processes has helped us grow in our nimbleness and agility. We are a resilient people, and we will want to continue to cultivate that resilience as we navigate future changes and transitions.

We acknowledge that our large campus is a gift, a resource that enhances our worship, mission, and ministry that we are glad to share with the wider community. At the same time, the sheer weight of responsibility that accompanies caring for our buildings and grounds remains a real challenge. We continue to slowly assess the longer term options around our buildings and grounds, while addressing deferred and preventative maintenance thanks to the herculean efforts of our Property Committee. We will continue to live into the ambiguity of roof-now-ceiling work and the future of the Strong House, and with time it will become clearer.

While navigating these different pieces of our shared common life, we remain as committed to our mission and outreach as ever before. This year we celebrated 5 years of the equally herculean effort by volunteers that made possible Sunday Soup & Sandwiches - which concluded in October; 10 years of Whitney's Pantry; and 25 years of Second Helpings, as well as, our partnership with Deerfield Academy in running that program. All while continuing our other efforts like supporting Franklin County Pride, St. Matthieu's School in Haiti, Emmaus Companions, Bombas socks, Green Team events, and so much more.

As the calendar year shifts into 2026, we will need to remain nimble and creative with how we use the

time, talent, and treasure of our community; continue growing in our faith; continue to discern what responsibilities live with our paid staff, what is handled by our volunteers, what processes need to shift and adapt; how we steward our campus; and remain ever faithful in our prayer and praise of God. Because all that truly matters is that God is with us, we have one another, and a wider community that needs the radical love of God we have to offer. Especially at this hour in our common life. May we continue to be guided by the Holy Spirit, embody the hands and heart of Christ, and trust that God is always with us. Thanks be to God. Alleluia, Alleluia!

Yours in Christ,

Rev. Heather J. Blais,
Rector



Co-Wardens Report

In addition to the normal flow of parish life that includes, coming together to worship, feeding our neighbors, sharing our gifts and talents with our surrounding community; we have experienced floods, changes in staffing, and engaged in holy experiments.

Each of our committees, task forces, and ministry teams have shown great commitment to putting faith into action through all of these experiences of the past year.

The vestry has exercised great thoughtfulness and courage in meeting the challenges of attempting new staffing patterns and striving for improved efficiencies in the way we conduct the “business” of parish life.

All of this has been driven by the desire to do the work God has given us to do; to care for each other, to grow in faith, and to continue to maintain a stable presence in the community.

Thanks be to God.

Ben Cluff and Reynolds Whalen
Co-Wardens

Finance Report

Financials

THE EPISCOPAL CHURCH OF SAINTS JAMES AND ANDREW			
2025 Financial Report and 2026 Budget			
		SsJA Budget 2025	SsJA Actual 2025
			SsJA Budget 2026
INCOME			
PLATE OFFERINGS			
4001 Plate Offerings - Loose		\$5,600.00	\$8,558.64
4002 Plate Offerings - Initial		\$100.00	\$123.00
4003 Plate Offerings - Easter/HW		\$1,200.00	\$793.00
4004 Plate Offering/Christmas		\$1,200.00	\$1,314.01
4006 Plate Offerings/Thanksgiving		\$100.00	\$355.00
Total PLATE OFFERINGS		\$8,200.00	\$11,143.65
PLEDGE PAYMENTS			
4014 Pledge Payments- Current Yr		\$176,000.00	\$188,042.82
4015 Pledge Payments- Last Year		\$1,500.00	\$1,429.32
Total PLEDGE PAYMENTS		\$177,500.00	\$189,472.14
GENERAL PURP INCOME			
4021 Genl Inv-Checking Account		\$25.00	\$46.45
4022 Gen'L Inv- Undesignated		\$75,000.00	\$80,968.64
4023 Property Use Income		\$36,000.00	\$24,854.15
4025 Parish Fundraising		\$11,000.00	\$8,799.72
4026 Other Gen Purp/Whiteman		\$29,750.00	\$22,713.00
4027 Heat (from Endowments)		\$2,250.00	\$2,191.59
4028 Repairs (from Endowments)		\$2,250.00	\$2,191.59
4029 Altar Guild (from Endowments)		\$1,000.00	\$1,016.16
4031 Rec. Disc. Fund (from Endowments)		\$1,500.00	\$1,570.35
4032 Thrivent		\$0.00	\$168.00
4033 John Ross Trust		\$8,938.52	\$8,938.52
4034 Misc. Inc. - From Diocese		\$2,500.00	\$2,500.00
4035 Trans from Endowments		\$80,258.41	\$80,258.41
Total GENERAL PURP INCOME		250,471.93	236,216.58
TOTAL INCOME		436,171.93	436,832.37
EXPENSE			
WORK OUTSIDE CHURCH			
5001 Diocesan Assessment		\$35,043.00	\$35,043.00
5003 Health Ministry		\$500.00	\$100.00
5005 Outreach		\$500.00	\$422.94
5006 Whitney's Pantry		\$800.00	\$800.00
5007 Welcoming		\$200.00	\$211.36

		SsJA Budget 2025	SsJA Actual 2025	SsJA Budget 2026
	5009 Mass. Council of Churches	\$150.00		\$150.00
	5010 Interfaith Council	\$100.00	\$100.00	\$100.00
	5011 F.C. Resource Network	\$25.00		\$0.00
	5012 Forward Movement	\$260.00	\$240.00	\$240.00
	5013 Green Team	\$500.00	\$95.91	\$500.00
	5015 Sunday Sandwiches	\$7,000.00	\$5,126.62	\$0.00
	5017 Second Helpings	\$300.00	71.69	\$0.00
	5018 F.C. Chamber of Commerce	\$250.00	\$250.00	\$250.00
	5019 Bach's Lunch	\$2,700.00	671.95	\$2,700.00
	Total WORK OUTSIDE CHURCH	\$48,328.00	\$43,033.47	\$44,905.00
	PAYROLL			
	5101 Clergy Staff	\$61,088.40	\$61,088.40	\$70,086.00
	5103 Assoc. Clergy Staff	\$18,150.88	\$18,277.92	\$0.00
	5104 Organist	\$32,374.88	\$32,374.60	\$33,508.00
	5105 Parish Administrator	\$33,488.00	\$34,973.80	\$37,440.00
	5106 Bookkeeper	\$6,132.00	\$6,132.30	\$6,346.00
	5107 Lay Pension	\$3,014.00	\$3,147.65	\$3,370.00
	5108 Lay Life Insurance	\$288.00	\$432.00	\$432.00
	5109 Social Security- Clergy	\$8,797.00	\$8,832.58	\$7,433.00
	5110 Social Security- Laity	\$5,568.81	\$5,635.22	\$5,913.00
	5111 Clergy Pension Premiums	\$23,118.42	\$23,756.54	\$21,678.00
	5112 Emp Ben- Worker's Comp	\$850.00	\$305.00	\$500.00
	5113 Emp Ben-Clergy Med/Den/Lif	\$42,997.00	\$43,505.46	\$38,143.00
	5114 Rector Equity Allowance	\$2,443.54	\$2,204.42	\$3,504.00
	5115 Organist Supply	\$1,000.00	\$500.00	\$500.00
	5117 Caregiver Support Group Facilitator	\$1,800.00	\$1,800.24	\$1,865.00
	5118 Sunday AM Child Care Asst.	\$800.00	\$180.00	\$0.00
	Total PAYROLL	241,910.93	243,146.13	230,718.00
	OFFICE EXPENSE			
	5201 General Supplies	\$1,500.00	\$1,654.77	\$1,600.00
	5202 Postage	\$1,200.00	\$650.84	\$700.00
	5203 Advertising	\$1,000.00	\$1,639.64	\$1,500.00
	5204 Offering Envelope	\$300.00	\$241.02	\$250.00
	5205 Equip Repair/Cont	\$4,000.00	\$3,075.09	\$4,000.00
	5206 Office Exp- All Oth & Arch	\$1,400.00		\$1,200.00
	5207 Tithe.ly Fee	\$100.00	64.52	\$100.00
	Total OFFICE EXPENSE	9,500.00	7,325.88	9,350.00
	UTILITIES			
	5221 Church Gas	\$11,500.00	\$14,354.97	\$14,000.00
	5222 Church Electric	\$13,500.00	\$12,932.93	\$13,500.00

		SsJA Budget 2025	SsJA Actual 2025	SsJA Budget 2026
	5223 Church Water/Sewer	\$1,400.00	\$3,560.48	\$3,658.10
	5224 Church Telephone	\$3,600.00	\$3,797.34	\$3,800.00
	5225 Rectory Fuel	\$4,000.00	\$4,052.86	\$4,200.00
	5226 Rectory Electric	\$4,300.00	\$4,447.87	\$4,500.00
	5227 Rectory Water/ Sewer	\$1,400.00	\$955.80	\$1,200.00
	5228 Rectory Telephone	\$1,800.00	\$1,030.70	\$0.00
	5229 Strong House Electric	\$400.00	\$1,337.53	\$1,125.00
	5230 Strong House Water/Sewer	\$100.00	\$158.12	\$100.00
	Total UTILITIES	42,000.00	46,628.60	46,083.10
	CLERGY EXPENSES			
	5241 Rector's Exp Reimbursement	\$3,000.00	\$2,976.38	\$3,000.00
	5244 Clergy Continuing Ed	\$750.00	\$750.00	\$750.00
	5246 Clergy Sabbatical	\$500.00	\$500.00	\$500.00
	5247 Sabbatical Supply Priest	\$500.00	\$500.00	\$500.00
	5248 Rector's Discretionary Fund	\$1,500.00	\$1,351.84	\$1,500.00
	5249 Supply Clergy	\$450.00	\$229.40	\$1,000.00
	Total CLERGY EXPENSES	6,700.00	6,307.62	7,250.00
	SPIRITUAL FORMATION			
	5252 Adult Spiritual Formation	\$100.00	\$124.25	\$500.00
	5253 Youth Spiritual Formation	\$2,000.00	\$1,289.49	\$2,000.00
	5254 Children Spiritual Formation	\$200.00	\$287.01	\$500.00
	Total SPIRITUAL FORMATION	2,300.00	1,700.75	\$3,000.00
	ALTAR SUPPLIES			
	5261 Wafers	\$150.00	\$130.35	\$150.00
	5262 Wine	\$100.00	\$71.95	\$100.00
	5263 Oil	\$300.00		\$300.00
	5264 Altar Supplies/All Other	\$550.00	\$51.00	\$450.00
	5265 Candles		\$546.85	
	Total ALTAR SUPPLIES	1,100.00	800.15	\$1,000.00
	GENERAL EXP			
	5271 Music	\$300.00	\$372.74	\$300.00
	5272 Misc. Worship Expense	\$500.00	\$477.46	\$500.00
	5275 Parish Audit	\$600.00	\$450.00	\$600.00
	5281 Safe Church	\$300.00	\$130.00	\$0.00
	5276 Miscellaneous Fees	\$500.00	\$779.00	\$500.00
	5277 Technology Expense (Licensing)	\$3,000.00	\$3,971.57	\$4,000.00
	5279 Technology Exp. (Hardware)	\$1,000.00	\$51.49	\$1,000.00
	5280 Coffee & Conversation	\$500.00	299.11	\$500.00
	Total GENERAL EXP	\$6,700.00	\$6,531.37	\$7,400.00

		SsJA Budget 2025	SsJA Actual 2025
			SsJA Budget 2026
PROPERTY			
	5301 Church Repairs/Minor Imp.	\$15,000.00	\$17,857.91
	5302 Church- Lift/elevator Maint.	\$500.00	\$500.00
	5303 Church- Cleaning/Paper Supply	\$1,300.00	\$1,000.83
	5304 Church- Heating System	\$3,500.00	\$3,444.75
	5305 Inspection Fees	\$2,300.00	\$910.00
	5306 Security System	\$500.00	\$1,600.01
	5307 Snow Plowing	\$6,000.00	\$11,934.50
	5308 Rectory Repairs/Minor Im	\$2,000.00	\$1,999.26
	5309 Capital Improvements	\$500.00	\$500.00
	5311 Strong House Repairs/Improv	\$1,000.00	
	5312 Kitchen Supplies & Maint.	\$700.00	\$1,376.99
	5313 Instrument Maintenance	\$1,250.00	\$1,205.00
	5314 Dump, Lawn, Misc	\$6,000.00	\$4,674.20
	5315 Blanket Insurance	\$16,383.00	\$17,082.00
	5317 Roof Maintenance	\$2,000.00	
	5319 Gardening	\$100.00	\$100.00
	5320 Cleaning Service	\$18,600.00	\$18,600.00
	Total PROPERTY	77,633.00	82,285.45
TOTAL EXPENSE		\$436,171.93	\$437,759.42
INCOME/DEFICIT		\$0.00	-\$927.05

Class Report

The Episcopal Church of Saints James and Andrew Profit & Loss by Class January through December 2025

	3001 Operating Fund	3005 Strong House Repair Fund	3006 U.T.O. Fund	3007 Outreach Fund	3008 Church School Fund	3010 Rector Disc. Savings Fund
Income						
4000 Plate Offerings	11,173.65	0.00	0.00	0.00	0.00	0.00
4010 Pledge Payments	189,195.14	0.00	0.00	0.00	0.00	0.00
4020 General Purpose Income	235,823.25	0.00	0.00	0.00	0.00	393.33
4100 ClassIncome /Non-Operating	11,123.62	875.02	128.15	8,267.82	600.16	1,006.30
Total Income	447,315.66	875.02	128.15	8,267.82	600.16	1,399.63
Gross Profit	447,315.66	875.02	128.15	8,267.82	600.16	1,399.63
Expense						
5000 Work Outside Church	43,033.47	0.00	0.00	0.00	0.00	0.00
5100 Payroll	243,146.13	0.00	0.00	0.00	0.00	0.00
5200 Office Expense	7,325.88	0.00	0.00	0.00	0.00	0.00
5220 Utilities	46,628.60	0.00	0.00	0.00	0.00	0.00
5240 Clergy Expenses	6,307.62	0.00	0.00	0.00	0.00	0.00
5250 Spiritual Formation	1,700.75	0.00	0.00	0.00	0.00	0.00
5260 Altar Supplies	800.15	0.00	0.00	0.00	0.00	0.00
5270 General Expense	6,531.37	0.00	0.00	0.00	0.00	0.00
5300 Property	82,215.61	0.00	0.00	0.00	0.00	0.00
5400 Class Expense/NonOperating	500.00	0.00	99.00	511.47	0.00	1,194.63
5500 Uncategorized Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Total Expense	438,189.58	0.00	99.00	511.47	0.00	1,194.63
Net Income	9,126.08	875.02	29.15	7,756.35	600.16	205.00

The Episcopal Church of Saints James and Andrew
Profit & Loss by Class
January through December 2025

	3011 Sanctuary Lamp Fund	3012 Special Gifts Fund	3014 Music Fund	3015 Memorial Fund	3017 Clergy Sabbatical Fund	3018 Feeding Ministries Fund	3019 Capital Imp. Fund
Income							
4000 Plate Offerings	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4010 Pledge Payments	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4020 General Purpose Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4100 Class Income /Non-Operating	2,620.74	13,322.04	1,991.51	19,027.44	4,512.96	24,890.61	1,500.00
Total Income	2,620.74	13,322.04	1,991.51	19,027.44	4,512.96	24,890.61	1,500.00
Gross Profit	2,620.74	13,322.04	1,991.51	19,027.44	4,512.96	24,890.61	1,500.00
Expense							
5000 Work Outside Church	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5100 Payroll	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5200 Office Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5220 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5240 Clergy Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5250 Spiritual Formation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5260 Altar Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5270 General Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5300 Property	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5400 Class Expense/NonOperating	0.00	9,524.00	1,750.00	0.00	0.00	20,820.34	0.00
5500 Uncategorized Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expense	0.00	9,524.00	1,750.00	0.00	0.00	20,820.34	0.00
Net Income	2,620.74	3,798.04	241.51	19,027.44	4,512.96	4,070.27	1,500.00

The Episcopal Church of Saints James and Andrew
Profit & Loss by Class
January through December 2025

	3021 Barnabas Guild Fund	3022 LaPan Camp Fund	3023 Revolving Fund	3024 Welcome Cte Fund	3026 Whitney's Pantry Fund	3028 Memorial Flowers Fund	3029 Property Cte Fund
Income							
4000 Plate Offerings	0.00	0.00	0.00	0.00	0.00	0.00	110.00
4010 Pledge Payments	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4020 General Purpose Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4100 ClassIncome /Non-Operating	3,004.64	1,064.07	15,316.36	22.63	5,107.36	4,168.69	3,961.15
Total Income	3,004.64	1,064.07	15,316.36	22.63	5,107.36	4,168.69	4,071.15
Gross Profit	3,004.64	1,064.07	15,316.36	22.63	5,107.36	4,168.69	4,071.15
Expense							
5000 Work Outside Church	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5100 Payroll	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5200 Office Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5220 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5240 Clergy Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5250 Spiritual Formation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5260 Altar Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5270 General Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5300 Property	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5400 Class Expense/NonOperating	0.00	350.00	1,930.07	22.63	592.28	2,218.36	250.00
5500 Uncategorized Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expense	0.00	350.00	1,930.07	22.63	592.28	2,218.36	250.00
Net Income	3,004.64	714.07	13,386.29	0.00	4,515.08	1,950.33	3,821.15

The Episcopal Church of Saints James and Andrew
Profit & Loss by Class
January through December 2025

	3030 St. Andrew's Guild Fund	3031 Church Projects Fund	3035 MLJ Grant - Labyrinth	3036 Scholarship Fund	3040 Technology Fund	3042 Green Team Card Fundraiser	3044 Grocery
Income							
4000 Plate Offerings	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4010 Pledge Payments	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4020 General Purpose Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4100 Class/Income /Non-Operating	6,477.35	11,618.95	1,352.67	1,000.00	3,958.00	373.38	7,924.37
Total Income	6,477.35	11,618.95	1,352.67	1,000.00	3,958.00	373.38	7,924.37
Gross Profit	6,477.35	11,618.95	1,352.67	1,000.00	3,958.00	373.38	7,924.37
Expense							
5000 Work Outside Church	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5100 Payroll	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5200 Office Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5220 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5240 Clergy Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5250 Spiritual Formation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5260 Altar Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5270 General Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5300 Property	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5400 Class Expense/NonOperating	3,570.79	11,618.95	56.00	0.00	0.00	0.00	7,924.37
5500 Uncategorized Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expense	3,570.79	11,618.95	56.00	0.00	0.00	0.00	7,924.37
Net Income	2,906.56	0.00	1,296.67	1,000.00	3,958.00	373.38	0.00

The Episcopal Church of Saints James and Andrew
Profit & Loss by Class
January through December 2025

	3045 MDI Grant - Bach's Lunch	3046 Esleeck Fund Projects	3047 Handbell Fund	3048 Church Roof Repair	3049 Young Adult Ministry	3050 Kitchen Equipment Fund	Unclassified	TOTAL
Income								
4000 Plate Offerings	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,283.65
4010 Pledge Payments	0.00	0.00	0.00	0.00	0.00	0.00	277.00	189,472.14
4020 General Purpose Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	236,216.58
4100 Class Income /Non-Operating	500.00	34,000.00	1,200.00	380,332.67	716.40	4,320.00	0.00	576,285.06
Total Income	500.00	34,000.00	1,200.00	380,332.67	716.40	4,320.00	277.00	1,013,257.43
Gross Profit	500.00	34,000.00	1,200.00	380,332.67	716.40	4,320.00	277.00	1,013,257.43
Expense								
5000 Work Outside Church	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43,033.47
5100 Payroll	0.00	0.00	0.00	0.00	0.00	0.00	0.00	243,146.13
5200 Office Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,325.88
5220 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46,628.60
5240 Clergy Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,307.62
5250 Spiritual Formation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,700.75
5260 Altar Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	800.15
5270 General Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,531.37
5300 Property	0.00	0.00	0.00	0.00	0.00	0.00	69.84	82,285.45
5400 Class Expense/NonOperating	450.00	26,016.57	0.00	374,239.00	0.00	0.00	0.00	463,638.46
5500 Uncategorized Expenses	0.00	0.00	0.00	0.00	0.00	0.00	106,360.26	106,360.26
Total Expense	450.00	26,016.57	0.00	374,239.00	0.00	0.00	106,430.10	1,007,758.14
Net Income	50.00	7,983.43	1,200.00	6,093.67	716.40	4,320.00	-106,153.10	5,499.29

Balance Sheet

The Episcopal Church of Saints James and Andrew Balance Sheet Previous Years Comparison

December 31, 2020 - December 31, 2025

	<u>Dec 31, 25</u>	<u>Dec 31, 24</u>	<u>Dec 31, 23</u>	<u>Dec 31, 22</u>	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>
ASSETS						
Current Assets						
Checking/Savings						
1000 SsJA Co-Op Checking	112,110.55	111,211.26	104,658.03	149,254.50	145,098.60	128,525.62
1001 Greenfield Co-Op Checking					0.00	21,175.60
1002 Gfld Co-Op Rector Disc	847.01	1,481.23	1,651.75	1,684.25	1,294.14	788.16
1003 GCB Brokerage Acct			0.00	15,249.08	16,783.93	12,538.09
** 1004 Trustees - Combined Funds	1,899,353.95	1,861,584.87	1,926,063.98	616,280.14	716,597.80	668,784.67
** 1005 Trustees - Gould Fund	13,487.05	12,499.02	12,089.33	11,584.82	13,082.63	12,234.66
Total Checking/Savings	<u>1,913,688.01</u>	<u>1,875,565.12</u>	<u>2,044,463.09</u>	<u>794,052.79</u>	<u>892,857.10</u>	<u>844,046.80</u>
Total Current Assets	<u>2,025,798.56</u>	<u>1,986,776.38</u>	<u>2,044,463.09</u>	<u>794,052.79</u>	<u>892,857.10</u>	<u>844,046.80</u>
TOTAL ASSETS	<u>2,025,798.56</u>	<u>1,986,776.38</u>	<u>2,044,463.09</u>	<u>794,052.79</u>	<u>892,857.10</u>	<u>844,046.80</u>
LIABILITIES & EQUITY						
Liabilities						
Current Liabilities						
Other Current Liabilities						
2001 Next Year's Pledge Payment	5,400.00	10,000.00	5,200.00	8,750.00	250.00	6,900.00
Total Other Current Liabilities	<u>5,400.00</u>	<u>10,000.00</u>	<u>5,200.00</u>	<u>8,750.00</u>	<u>250.00</u>	<u>6,900.00</u>
Total Current Liabilities	<u>5,400.00</u>	<u>10,000.00</u>	<u>5,200.00</u>	<u>8,750.00</u>	<u>250.00</u>	<u>6,900.00</u>
Total Liabilities	<u>5,400.00</u>	<u>10,000.00</u>	<u>5,200.00</u>	<u>8,750.00</u>	<u>250.00</u>	<u>6,900.00</u>
Equity						
Balance Equity	1,913,755.59	1,875,632.70	1,939,872.64	644,798.29	747,758.50	694,345.58
Unrestricted Net Assets	101,143.68	99,390.45	140,504.50	144,848.60	142,801.22	123,764.15
Net Income	5,499.29	1,753.23	-41,114.05	-4,344.10	2,047.38	19,037.07
Total Equity	<u>2,020,398.56</u>	<u>1,976,776.38</u>	<u>2,039,263.09</u>	<u>785,302.79</u>	<u>892,607.10</u>	<u>837,146.80</u>
TOTAL LIABILITIES & EQUITY	<u>2,025,798.56</u>	<u>1,986,776.38</u>	<u>2,044,463.09</u>	<u>794,052.79</u>	<u>892,857.10</u>	<u>844,046.80</u>

**2025 Trustees Combined Funds & Gould Fund Balances do not include 4th Qtr profit/loss information.

YEARLY WITHDRAWALS FROM TRUSTEE FUNDS:

Esleek Fund Projects	25,000.00	92,000.00				
Yearly Operating Budget Withdrawal (5%)	87,939.33	82,306.28	47,717.94	29,814.32	29,193.51	28,572.01
Extra withdrawal to cover deficit	80,258.41	37,850.00	15,000.00			
TOTAL:	<u>193,197.74</u>	<u>212,156.28</u>	<u>62,717.94</u>	<u>29,814.32</u>	<u>29,193.51</u>	<u>28,572.01</u>

Stewardship Report

Fall Giving Campaign 2026

The team consisted of Tupper Brown, Jeanne Canteen, Tinka Lunt, Carolyn Smith, Rev. Heather, and the administrative support of our Parish Administrator, Aaron McMurray.

Our Process - Phase 1

We used The Episcopal Network for Stewardship materials and adapted for our campaign, which included:

- Reflections in the front of the leaflet on 9/28, 10/5, 10/12, 10/19, 10/26.
- Letter from the Rector, sent by mail and to our *Newsletter* email list on 9/26, and ***new*** included all are welcome stickers we gave at the blessing of the backpacks.
- Letter from the Fall Giving Campaign with pledge card and return envelope on 10/3
- Both mailings were assembled and prepped by the Midweek Eucharist Coffee Hour.
- Utilized online pledge form, garnering 14 pledges to date.
- Utilized paper pledge form, garnering 50 pledges to date.
- Stewardship reflection moments were offered by Kevin Hollister (10/5), Tinka Lunt (10/12), Carolyn Smith (10/19), and Agnes Coakley Cox (10/26).
- Utilized recommended campaign hymns - Tell out my soul (10/12, 10/26)
- ***New*** shifted announcing fall giving campaign totals starting the first week instead of waiting until after the campaign is complete.
- Collected and blessed pledges 10/26, gathering 56 pledges, totaling \$142,116.68.

Our Process - Phase 2

The campaign shifted into the quiet phase in November. During this time:

- The Administrator and Assistant Treasurer sent thank you letters to all who pledge noting amount pledged and pledge number.
- Treasurers met with Rector to review who has historically pledged, who regularly gives but has not completed a pledge, and new folks who might be invited to pledge.
- Those names were communicated to the campaign team.
- The campaign team reached out individually by email and invited those folks to consider pledging for 2026.
- Campaign totals were published in the leaflet and newsletter through the end of 2025.
- ***New*** shifted announcement post collection from a thank you and new totals, to explaining the shift into the new phase and that the work continues behind the scenes.

Our Process - Shifts for 2027 Campaign:

The pledge form needs a revision for how people indicate their current involvement and interested involvement in our various ministry teams. A place to indicate current involvement, interest in becoming involved, and a way to indicate ready to step down from a ministry (green light, yellow light, and red light, etc.) as a way of better helping understand beings expressed interest. We will plan on a revision prior to the next campaign and reviewing it with the 2027 campaign team.

A big thank you to the Fall Giving Campaign Team and those who offered this year's Stewardship reflections.

Giving Trends

2026 Campaign

80 pledges, representing **\$198,318**, including*:

- **7** pledging households decreased their pledges
- **24** pledging households matched their 2025 pledges
- **49** pledging households increased their pledge from last year

Note:

- **1** pledging household died
- **4** pledging households moved away
- **5** new pledging households

Amount Pledged	Pledging Units
\$100>	2
\$100 - \$499	7
\$500-\$999	19
\$1,000 - \$1,999	16
\$2,000 - \$2,999	9
\$3,000 - \$3,999	7
\$4,000 - \$4,999	10
\$5,000 - \$5,999	5
\$6,000 - \$6,999	2
\$7,000 - \$7,999	2
\$8,000 - \$18,000	0
\$18,000<	1

Five Year Trend

	2026	2025	2024	2023	2022
Pledging Units	80	84	83	104	102
Total Pledged	\$198,318	\$183,261	\$177,583	\$200,162	\$206,181

Submitted by Rev. Heather J. Blais, Fred Momaney, and Karen Greene

Ministry Team Reports

Altar Guild

Our Mission

Altar Guild prepares the Altar for all services. We have certain protocols that we follow along with anything that Heather wants. Altar Guild also follows what directions any of our supply priests ask of us.

Our Ministry in 2025

We didn't have any significant issues nor changes this past year.

As always I give thanks for the Altar Guild team.

What is going well in this ministry? What is proving challenging?

The Altar Guild team works extremely well together. We don't have any issues because this team communicates very well with each other whenever someone needs to make a change in the schedule.

How to Get Involved

If anyone were interested in joining Altar Guild, they could speak to anyone of the AG team.

Contact: Mary Johnson (see directory for contact info)

Archives/History

Our Mission

To maintain the records of St. James and St. Andrew: history, sermons, events, other ministries, obituaries, newsletters, bulletins, vestry meetings and newspaper articles relating to the parish.

Our Ministry in 2025

This past year, there continues to be the basic projects; mostly filing of bulletins, newsletters, sermons, events and information that was archival worthy. There were requests from individuals outside of the parish and parish members who were seeking information from the parish's registries. Also finally, three years of bulletins have been bound and the second history book has been copied and digitized. Eventually this copy will be added to the history entry on the parish website. Also all donated papers submitted this year have been filed in their prospective folders.

What is going well in this ministry? What is proving challenging?

As stated last year, the boxes of archives and historical items are stored in various areas of the church; rooms, hallways, closets and the attic. It becomes tedious when one is looking for information, (example, construction of previous church roof) and checking records for baptisms, deaths and marriages. There is no place to examine this information on a table to even review. It would be fantastic to have a central area for the archive/history ministry.

Two years ago, I had two parish members who were interested in becoming involved in the archives/history. And unfortunately I have not been able to involve them. My goal this year is to get them involved.

How to Get Involved

As always, all are welcome to participate. Historical interest and organizational skills are beneficial . And if someone just wants to investigate a historical aspect on their own, that is fine. Example: stained glass windows, history on early ministers, history on the music of the parish, history on certain items around the parish, history on some very interesting members of the parish, memorials, and the needlework of the parish.

Contact: Bob Brown (see directory for contact info)

Bombas Socks Ministry

Our Mission

SsJA is a "giving partner" for Bombas socks in distributing the socks they have designed to help those on the margins. We have received 3,000 pairs of socks each year and have delivered bags of socks to over 20 agencies in Franklin County -- from Charlemont to Orange. Those agencies add the socks to whatever they are already doing for those in need -- many are food pantries. When we return, months later, with additional socks, we are greeted with enthusiasm and gratitude. Financially, it costs us nothing to be of benefit to thousands of people!

Our Ministry in 2025

In 2025 we expanded our delivery team so each delivery person had fewer stops to make. We also continue to streamline our pick-up system. Susan Waynelovich and Alicia McDonald assumed responsibilities for making this happen -- thanks, Sue and Alicia!

What is going well in this ministry? What is proving challenging?

We have not yet received our notice from Bombas of what we will receive in 2026. They are making some changes, which may affect us. Additional storage space may be needed.

How to Get Involved

Contact Doris McLeod, Molly Scherm, or Steve Houghton.

Contact: (see directory for contact info)

Caregivers Support Group

Our Mission

To provide a space in which those caring for loved ones with chronic illness can form a community of support for one another.

Our Ministry in 2025

The Support Group maintained its supportive community through bi-weekly online meetings throughout the year. As in other years, we had members "graduate" as loved one for whom they were caring passed away, and we added new members as they learned of and had need for the group. We value the fact that the group is open to anyone regardless of affiliation with Saints James and Andrew,

and because we are virtual, we are not limited by geography. In 2025 we welcomed members from other Episcopal parishes in the Diocese as well as members living out of state.

What is going well in this ministry? What is proving challenging?

As always, the success of the group is based on the compassionate understanding that the members have for one another because of their shared experience of the demands of caregiving. There is no need for additional support from the parish.

How to Get Involved

The members of the support group are ministers to one another. Anyone who is responsible for caregiving for a loved one is welcome to join the group.

Contact: Molly Scherm (see directory for contact info)

Children's Chapel

Our Mission

Children's Chapel is an invitation to young children and their families to engage with Bible stories, and a gentle liturgy in community with each other.

Our Ministry in 2025

In 2025 Children's Chapel really got its legs. There is a consistent group of children who attend and families that volunteer to lead. Parishioners without young children have also joined in as assistants and that has been a beautiful way for children to connect with people they may otherwise not meet. We have also integrated the Mini Rev curriculum from Illustrated Ministry which has felt like a good support for some leaders, while leaving the option for creating our own lessons open as well.

What is going well in this ministry? What is proving challenging?

Everything seems to be going smoothly!

How to Get Involved

They could contact Cara Hins in person, by email at cara.hins@gmail.com, or by phone at (774)-218-0624 Interested volunteers should also complete a CORI form (found on the church website) and attend a virtual Safe Church training.

Contact: Cara Hins at cara.hins@gmail.com or (774)-218-0624

Community Labyrinth Coalition

Our Mission

The mission of the CLC is to strengthen community outreach by offering a resource that will bring in many neighbors to seek peace and healing on our church grounds.

Our Ministry in 2025

This ministry serves as a link between the parish membership/administration and the community labyrinth which is located on the side lawn of the church. Overall, it was a quiet year for the labyrinth. We did not hold many meetings, and hopefully people in the community were still able to engage with the labyrinth on their own terms.

What is going well in this ministry? What is proving challenging?

The labyrinth rests on the side lawn, open 24/7, which makes it easy for people to use it. The challenge this year was to try and discern how to continue the coalition, with many people unable to come to meetings as they are aging out or have other more pressing obligations/interests. Sandy Brown and Laura Schlaikjer are the active members of the CLC. We do need to figure out a way to earn enough money to cover the mowing and weed whacking that we hope Snow's has been doing regularly. Also, the cabinet holding the reading material/journal needs some attention, and a bench donated by the Carlisle family has deteriorated and needs to be replaced. We were ecstatic to have Erin Donnally Drake and her JV volleyball team from Deerfield Academy come for a weeding session in September. The Labyrinth was starting to become invisible due to weeds. We will need to finish the weeding in the spring and lift a few bricks that are sinking too low. It should then be in good shape for World Labyrinth Day 2026.

How to Get Involved

Persons wishing to be involved with the Community Labyrinth Coalition can reach out by email to: communitylabyrinthfc@gmail.com

Contact: Laura Schlaikjer (see directory for contact info)

Counters

Our Mission

Preparing pledges and donations for deposit at the bank.

Our Ministry in 2025

Our ministry has improved the process for handling the Mistletoe Mart deposit, but otherwise is the same.

What is going well in this ministry? What is proving challenging?

We have three new members. All going well.

How to Get Involved

Ask Fred Momaney.

Contact: Fred Momaney or Ella Ingraham (see directory for contact info)

Digital Ministry

Our Mission

Our mission is to increase access to church beyond the physical walls of our buildings.

Our Ministry in 2025

Due to the diligence and hard work of our small but mighty team of 8 digital ministers, we were able to stream every Sunday service, and many special services as well. Using an iPhone as a second camera, we were able to follow the action for special services incorporating our outdoor spaces, such as Easter Vigil, Palm Sunday, and Blessing of the Animals. We also streamed several special events such as funerals, weddings, and concerts. This year we also took a leap of faith and transitioned from Facebook to YouTube for our livestream. This has been an enormous success and blessing to all of us.

What is going well in this ministry? What is proving challenging?

We have consistent attendance on the Sunday livestream, and even more watching after the fact. The team is very familiar with the process now, and rarely needs assistance with technical challenges, especially since moving to YouTube. Our biggest challenge is membership. During periods like Holy Week especially, our small team means we have people doing services more often than they would if we had a bigger team.

How to Get Involved

Call or email Reynolds Whalen.

Contact: (see directory for contact info)

Emmaus Companions

Our Mission

Recognizing and befriending people who might not ordinarily be recognized and be friended.

Our Ministry in 2025

We joined forces with Heather Carmichael in securing sleeping bags for folks living rough. At this point we have collected nearly 100 sleeping bags.

What is going well in this ministry? What is proving challenging?

We need to step up our street efforts. We have been effective at Second Helpings and street visits one to two times a month but hope to return to weekly visits.

How to Get Involved

Contact Steve and/or Charlie Houghton.

Contact: (see directory for contact info)

Flower Guild

Our Mission

To provide beauty and grace at the altar and in the sanctuary with flower arrangements and/or plants to honor, remember and give thanks to the past, present and future of Sts. James and Andrew.

Our Ministry in 2025

I would like to thank the members of the flower guild for their dedication and lovely work throughout the year.

How to Get Involved

We always welcome anyone interested in participating in this mission. Call or speak to any Flower Guild member.

Contact: Kathy O'Rourke (see directory for contact info)

Green Team

Our Mission

Lead efforts to pray, learn, act and advocate on environmental issues.

Our Ministry in 2025

In the winter/spring of 2025 we began working with Grace Church, Amherst's Creation Care@Grace group. We offered a day retreat led by the Rev. Jimmy Pickett. We also made efforts to attend environmental events at Grace.

What is going well in this ministry? What is proving challenging?

We continue to ring the bells for 11th Hour Calling to action on the climate crisis. It was too challenging to host monthly events. We are now transitioning to fewer events and trying to coordinate with Grace Church, St. John's in Northampton and All Saints in South Hadley.

How to Get Involved

We would love to have new members. Our meetings are monthly and are now on the third Sunday at noon.

Contact: Ella Ingraham (see directory for contact info)

Handbell Choir

Our Mission

This is the third year since the pandemic that we have been able to recruit enough people to play handbells, thereby offering additional music to a church service, with less exposure to the spread of germs. It also provides an additional way for individuals to participate within the church service.

- Each member of a handbell ensemble contributes specific notes to the musical line. Without even one of those notes, the entire melody line within a piece could be lost. Each player has a specific part that is important to the end product of the whole group.
- For those who do not sing in the vocal choir, the handbell choir is an additional option that provides music within a worship service.
- A handbell ensemble is a way to help members see the value of their contributions to the group and also to the church.

Our Ministry in 2025

This year's handbell choir consisted of 4 to 6 regular participants, which was similar to the previous two years, as well. Most of the handbell choir's participation was a musical offering for prelude or postlude for a service. On Palm Sunday, we tried something new – we played a repetitive peal as congregation members moved from the outdoor gathering into the sanctuary for the morning service.

There are additional small ways that handbells can be used in a church service, possibly as accent with the vocal choir, or a processional or acclamation on a particular Sunday. Or possibly a bell toll, prior to a scripture reading. Or using handbells, add chords to a particular hymn or seasonal carol.

Whenever we played this year, congregation members expressed joy in hearing the bells and seem to appreciate the addition of another form of music celebration.

What is going well in this ministry? What is proving challenging?

The Handbell Choir is appreciative of the congregation's support and enthusiasm whenever we play. And we, as a group, have fun working together and feel good that we can provide another kind of music within a morning worship service.

Most of our present handbell choir members also sing in the vocal choir, so we presently hold rehearsals on Thursday, early evening, prior to vocal choir, with a short break between the two rehearsals. If our choir should grow in size, rehearsal time could be changed depending on the availability of the individual members of the handbell choir. It's best to make rehearsals at a time when all are available. Missing one ringer means that we are missing all of their notes in a song. Sometimes we can find a person who is able to be a substitute at a rehearsal, or even on a Sunday morning, to fill in for the person who can't be there. It's sometimes difficult to learn a piece if the bells that ring before and after your part are not heard.

It would be great if we could build the size of the choir and be able to use the full range of handbells that the church worked so hard to purchase in the 1990s. Currently we are usually only able to use 12-15 handbells for a song, which is basically a two octave range of music. This is due to the number of players in the choir. Most ringers play two notes, as well as the accidentals to those notes, if needed for a particular song.

Our church owns four octaves of handbells and also two octaves of handchimes. Four octaves, including the accidentals (sharps and flats) is 49 bells, usually played by 12 handbell ringers. The church also owns a good amount of music that is arranged specifically for a four or five octave group. Which means that it's not music that our present choir can use, as we do not have enough players. There are some beautiful pieces in the collection that I would love for us to be able to play.

We have a small budget that has allowed us to purchase some music written/arranged for a smaller choir.

How to Get Involved

If anyone is interested in joining the choir, feel free to speak with anyone who is a member of the choir or contact the current handbell director: Laurie Swartwout

Contact: Laurie Swartwout (see directory for contact info)

Interfaith Council of Franklin County

Our Mission

The mission of the Interfaith Council of Franklin County is to bring together representatives of various faith communities and religious organizations, as well as interested individuals, for the purpose of dialogue, information sharing, relationship building, celebration and social transformation. We honor the rich variety of religious and spiritual traditions of our community, and gather to create a mosaic that represents differences while reinforcing all that unites us. We strive to be a forum for greater understanding, a vehicle for spiritual enrichment, a force for justice and peace, a voice for the vulnerable and defenseless, and an advocate for the wise stewardship of the earth and its resources.

Our Ministry in 2025

ICFC sponsored and funded much of the Earth Day Celebration in Greenfield in April. In May, the Annual Peacemaker Ceremony celebrated with over 60 young people representing 4 organizations and 11 individuals. ICFC partners with the Traprock Peace Center on this program. In the fall, ICFC brought people together for an evening, "Cultivating Connections" to share concerns, faith and values, and hope for the future. The ongoing work of the ICFC Housing Assistance Fund continued and disbursed over \$50,000 to support families and individuals in crisis by assisting with rental and utility payments and a wide variety of support for those who are unhoused including tents, sleeping bags, gas cards, propane tanks, motel stays, and many other items. ICFC works with the Opioid Task Force, Community Action, Franklin Housing Authority, Salvation Army, and the Heartwing Center on these housing issues.

What is going well in this ministry? What is proving challenging?

ICFC is going well. Continued financial support and occasional space for meeting is appreciated.

How to Get Involved

People can get involved by attending a programs presented by ICFC.

Contact:Julie Orvis (see directory for contact info)

Lay Preachers

Our Mission

Lay Preachers support our worship by offering sermons to help the worshipping community reflect on the scriptures - their meaning in the original context and in our daily lives.

Our Ministry in 2025

We have a robust Lay Preaching Guild with nine members of SsJA, and two members from St. John's in Athol. Our preachers receive ongoing training and support through our regular bible study. Prior to preaching, each preacher submits a draft to the Rector a week ahead of time, are given feedback, and any necessary amendments are made. Preachers generally offer the sermon twice a year. Preachers have participated in the Episcopal Church's Education for Ministry program, studied religion in college or at the graduate level, have or will be participating in our diocesan preaching training.

We also have additional clerical preachers, our Missioner Rev. Jimmy Pickett until his time concluded in November; and our two Priest Associates, Rev. Dr. Molly Scherm and Rev. Ted Thornton - each of whom preaches a couple of times each year.

What is going well in this ministry? What is proving challenging?

There is a diversity of preaching voices and interpretations to help our parish grow in faith. We recently shifted our bible study format from monthly back to quarterly as we tend to dive more deeply into reflection this way.

How to Get Involved

Speak to the Rector.

Contact: Rev. Heather Blais, rector@saintsjamesandandrew.org

Midweek Eucharist

Our Mission

Provide an additional Mass and fellowship time enabling us to reach those who may not be able to join us on Sundays as well as anyone so moved to attend.

Our Ministry in 2025

As Pastor Jimmy moved on, we transitioned to the parishioners coordinating readers, altar assistants and setup/cleanup on a week to week voluntary basis. Also we began to use Lesser Feast and Fasts for our readings and lessons.

What is going well in this ministry? What is proving challenging?

Consistent attendance and involvement from a core group with joy when others join in. Only challenge is knowing who can assist at the altar.

How to Get Involved

Join Us 10am Wednesdays in the Chapel with coffee and fellowship to follow.

Contact: Mary & Becky Burleigh-Howes (see directory for contact info)

Mission Team

Our Mission

The Mission Team is the place where Team Leaders of the Parish's various outreach ministries build and maintain connection with one another and support one another's ministries through information sharing and collaboration.

Our Ministry in 2025

The Mission Team meets four to five times a year, virtually, but with one in-person meeting as we begin the program year. 2025 was a year of transition as Sunday Soup and Sandwiches, one of the parish's most extensive ministries, made the decision to close and prepared for that conclusion. In addition, Whitney's Pantry faced the challenge of leader Doris McLeod's absence following a hospitalization and then made preparation for leadership transition as Doris prepared to step back from that role. We were able to celebrate the addition of volunteers, especially in the Bombas Socks ministry. We also

celebrate the increased involvement of leaders Laura Schlaikjer of the Labyrinth Coalition and Whit Robbins of Whitney's Pantry.

What is going well in this ministry? What is proving challenging?

What is consistently challenging is all of our ministries' dependence on having adequate volunteer participation: as individuals "age out" of their roles or other demands on their time require them to reduce their participation, our outreach ministries must either find new participants or adjust the way the ministries function. In the case of Sunday Soup and Sandwiches, the financial cost of the ministry was also a significant obstacle to sustainability. Despite these challenges, the various ministries of the Mission Team continue to serve the local community with love and enthusiasm. We depend on the movement of the Holy Spirit to help us evolve our ministries, and the Spirit does not let us down!

How to Get Involved

The various ministries that make up the Mission Team are always in need of volunteers, and publicize those needs through the parish bulletins and the newsletter.

Contact: Molly Scherm (see directory for contact info)

Mistletoe Mart and Craft Faire

Our Mission

The Mistletoe Mart and Craft Faire raises funds for SsJA and provides a place of community-building for the parish and the community at large.

Our Ministry in 2025

Our committee changed over significantly in 2025 with new people taking over the committee leadership, the Craft Vendor coordinator, and the Cafe coordinator. We experimented with simplifying the cafe menu and asking the parish to donate most of the ingredients. We want to celebrate another successful year and the willingness of new people stepping into leadership roles on the committee.

What is going well in this ministry? What is proving challenging?

The MMCF Committee works well as a team and runs a well-oiled event. The community as a whole (vendors, attendees, volunteers) enjoy the event. We do not need any additional support other than ongoing volunteering from the parish.

How to Get Involved

Interested people can join the committee by contacting Erin Donnally Drake. There are also lots of ways to volunteer to support the Faire either by donating items or volunteering on the day of the event.

Contact: Erin Donnally Drake (see directory for contact info)

Music Ministry

Our Mission

Provide music for Sunday and special services. This includes leading the congregation in the singing of hymns as well as providing choral and instrumental music to complement the service. Within our

resources, we strive to provide the best possible music in terms of liturgical appropriateness and musical quality.

Our Ministry

Choir: The choir sings at every Sunday service and some additional services (Christmas Eve, Ash Wednesday, Maundy Thursday, Good Friday, and Easter Vigil) from mid September into early June. Rehearsals take place almost every Thursday evening during that time period. The choir currently has 17 members: 4 sopranos, 5 altos, 3 tenors, and 5 basses. Over the last few years, the choir has developed a repertoire of choral pieces and continues to learn about a dozen new pieces each year.

Bach's Lunch concert series: The Bach's Lunch concerts are part of our parish outreach. In 2025, we hosted three concerts, all during the spring. Due to the roof project, no concerts took place during the fall. The spring concerts had been very successful. Our audience continued to grow; 75 people attended our May concert.

What is going well in this ministry? What is proving challenging?

We are extremely fortunate to have such a large choir. It retained most of its membership from the previous year, but we lost two members due to relocation and health reasons..

Bach's Lunch concert series: The musical quality of the concerts has maintained a very high level, and the programs have been varied in terms of musical styles and instrumentation. The audience size continues to exceed expectations. It has been very rewarding to everyone involved, including the performers, to have such an enthusiastic and appreciative audience.

Choir: The limited space in the choir loft is our biggest challenge. There is barely enough room for the choir members. The organ console takes up much of the center of the loft, dividing the choir in half such that it is difficult for choir members to hear the singers on the opposite side of the loft.

Bach's Lunch: The fall 2025 concerts did not take place due to the roof project. The interior ceiling work in the sanctuary puts the spring concerts at risk of cancellation. We are considering having the concerts in the Whiteman Room, although this means that we will not be able to use the piano or the organ.

How to Get Involved

Our choir is made up entirely of volunteers. Everyone is welcome to join. There are no auditions and no prior musical experience is required. For more information about joining the choir, or assisting with the Bach's Lunch concert series, please contact Joe DiMarino.

Contact: Joe DiMarino (see directory for contact info)

Pastoral Care and Lay Eucharistic Visitors

Our Mission

Pastoral care team is a group of volunteers who provide compassionate, faith-based support, comfort, and practical help to individuals and families within our faith community, in addition to providing home Eucharist, members offer listening ears, prayer, companionship, and resource connections, fostering a stronger, more supportive church community through intentional caregiving.

Our Ministry in 2025

We have welcomed several new members.

What is going well in this ministry? What is proving challenging?

Plans are underway for streamlining our organizing systems!

How to Get Involved

Speak with Rev. Heather or Kathryn Aubry-McAvoy

Contact: Kathryn Aubry-McAvoy (see directory for contact info)

Prayer Circle

Our Mission

Pray for people who request prayers. The Prayer Circle generally has people listed for much longer than the list in the church bulletin and prayers can be specific and amended with changes in need.

Our Ministry in 2025

People email me or the Parish Administrator asking for a prayer for a person. The Parish Administrator sends me requests that go to them. Some people email me directly. I maintain the list, add and update it and send it out to a group. There have been no significant changes.

What is going well in this ministry? What is proving challenging?

The process appears to work. I sometimes find it challenging to get updates. Perhaps I should talk to Heather or the Mission Team about how to add new people to the Circle. Confidentiality is an important consideration.

How to Get Involved

Ask Molly, Heather or Ella to become involved.

Contact: Ella Ingraham (see directory for contact info)

Property Committee

Our Mission

The Property Committee is committed to supporting our Campus by fixing, replacing, and improving its systems. Our goal is to manage, preserve, and upgrade property assets in a way that supports ministry, responsible stewardship, and organizational development.

Our Ministry in 2025

In April, we underwent an experimental reorganization to establish a well-defined property maintenance team model with a clear structure and facilities chair oversight. Department Leads are responsible for specific aspects of maintenance with tasks separated into departments and supported by additional volunteers. Establish a solid system for work orders (RFPs) and bids, preventative maintenance schedules, and clear communication channels.

The Property Committee is pleased to provide the following summary of several major projects completed in 2025. Throughout the year, the committee concentrated on implementing safety improvements, addressing essential repairs, and upgrading facility features to promote a secure and welcoming environment for all.

- Installed new panel for 10 zone Fire Alarm System
- Fixed ongoing problem with heat in Rector's office
- Upgraded old yard lights to dawn-to-dusk operation
- Repaired sinking area in front of the Chapel courtyard
- Filled sinkholes in front of the bike pad and along the Parish Hall on St. James Court
- Repaired furnace in the church basement
- Cleared clogged line in Chapel Basement sump pump
- Contracted landscaping for Green Space Gardens
- Replaced emergency light batteries throughout buildings
- Installed new emergency lights as recommended by Building Inspector
- Installed Nest Doorbells at Archway and parking lot doors
- Repaired torn screens in Parish Hall
- Cleared clogged garbage disposal
- Purchased new desk for Parish Admin
- Cleaned kitchen grease trap
- Researched regulations for restoration and repairs in a Historical District
- Installed internet wiring for lower level
- Installed French drains in Chapel Basement to address standing water
- Continued repairs on exterior trim and stucco
- Replaced church roof after weather damage
- Repaired, painted, and reinstalled broken upper window
- Installed outdoor security cameras
- Replaced rotting front stairs at Rectory
- Addressed intermittent flickering lights in Parish Hall
- Replaced faucet in kitchen food prep sink

The committee has identified the following projects as priorities for the upcoming year. These initiatives are aimed at further enhancing safety, accessibility, and the overall functionality of our campus.

- Whiteman Room foundation repairs
- Reglaze and paint courtyard windows
- Soundproof lower level
- Install Nest thermostats throughout campus
- Upgrade choir loft lighting
- Renovate attic space
- Install roof guards and heating cables over entrances
- Improve security at Parish Hall Church St emergency exit
- Install ductless mini split system for office and meeting room
- Replace courtyard surface
- Replace wooden fence between church property and Hayburne parking lot
- Add remote lock capacity for Sanctuary front door and Finch Room door

We thank all committee members, volunteers, and staff for their dedication and hard work throughout the year. We look forward to another year of progress and collaboration as we continue to maintain and improve our facilities for the benefit of our community.

What is going well in this ministry? What is proving challenging?

The Department Leader approach has proven successful in distributing responsibilities more evenly among team members. We continue to address many long-standing maintenance challenges related to the aging infrastructure of our buildings. We are grateful for the support provided by the Rector and Vestry, which remains essential to our progress and success.

How to Get Involved

Verbally convey your interest to the Office, the Rector, or to Diane Kurkulonis

Contact: Diane Kurkulonis (see directory for contact info)

Property Use

Our Mission

To serve the wider community's needs for event space and increase revenue for SsJA in support of the buildings and grounds.

Our Ministry in 2025

During 2025 we had some tenant change over in the Parish Hall building as Pioneer Valley Symphony moved on to a larger space this spring. We spent the summer advertising the rooms and meeting with potential tenants. While we had a few months of reduced income, I believe the wait was worthwhile. This fall we welcomed 2 new tenants to the Parish Hall's lower level rooms - another therapist in LL#5 (aka the fireplace room) and a personal trainer in LL#1-2 and LL#3. I am excited to report that all 5 of our available offices are now leased to 4 tenants who have signed 12-month agreements.

In addition to our long-term tenants, our campus hosted dozens of events for 24 organizations and community members. 18 of which are returning clients and/or clients who reserved multiple dates in 2025.

Total property use income in 2025 was \$24,404 - a decrease of \$3,748 compared to the previous year, due to the vacancies in the Parish Hall lower level.

What is going well in this ministry? What is proving challenging?

Our booking process is a year old now and running very smoothly. Pre-event walk-throughs with clients have drastically reduced the occurrence of lock-outs, messes left behind after events, and calls from clients outside of office hours. In 2025, I received only 1 call during an event!

One pain point has been sharing our kitchen and its supplies with clients, but a recent meeting between staff, kitchen site leaders, and property committee members has led to a kitchen dept lead being added to the property committee. This will help close some of the gaps in communication, allowing more collaboration in process building around kitchen use.

How to Get Involved

Please spread the word about our wonderful facilities! Interested parties can find info regarding available event space, as well as the online application, on our website.

Contact: Aaron McMurray, Parish Administrator, office@saintsjamesandandrew.org, 413-773-3925

Saint Andrew's Guild

Our Mission

To share stitching skills with parishioners and community members. St. Andrew' Guild is a free neighbor-to-neighbor Skills Sharing Center for residents of Franklin County. We gather regularly for a sewing drop-in. We have sewing machines, tables for cutting and pinning, irons and boards, and a supply of donated fabric with ideas and patterns for small projects. There will always be an experienced stitcher on hand to lend advice and assistance.

Our Ministry in 2025

Annual donation of handmade gifts to the Heartwing Center. Plans in the works for a "dignity quilt" to be donated to a local nursing home.

What is going well in this ministry? What is proving challenging?

Our numbers are growing but we have plenty of room and adequate donated equipment.

How to Get Involved

Drop in anytime, Tuesdays 9-12 Whiteman room

Contact: Kathryn Aubry-McAvoy (see directory for contact info)

Second Helpings

Our Mission

Feeding hearts and bellies. We aim to provide food for people in need in Greenfield while at the same time providing a place of community and dignity.

Our Ministry in 2025

2025 looked similar to the last few years with our collaboration with Deerfield Academy for food and supplies and students as servers. When the students are away on breaks and summer, we depend on church members, a few Deerfield staff and faculty, and a collaboration with St. Paul. We did connect for one week with the youth group from Grace Church Amherst and they also provided peanut butter and granola bars donations that have lasted us much of the year. We would like to give thanks for all of our volunteers as well as for the Sunday Sandwiches group who provided leftover soup and sandwiches that we were happy to give out on Monday evenings. We also want to give thanks for some new volunteers, particularly some families with young children who joined us this year.

What is going well in this ministry? What is proving challenging?

Second Helpings has been a well-oiled machine for many years. We benefit greatly from our collaboration with Deerfield Academy and we have a dedicated group of site leaders and church volunteers. We were finding it challenging to find another site leader for our group, but we have finally found a fourth site leader, which will be a great benefit. I think the site leaders would benefit this year from having time with the Rector to discuss emergency preparedness and de-escalation strategies.

How to Get Involved

Church members can help as servers or dessert makers each week. We also need people who can serve in the dish room. There is the most need for help in summer, December, and March.

Contact: Erin Donnally Drake (see directory for contact info)

Sunday Soup & Sandwiches

Our Mission

To provide a free hot meal to members of our community each Sunday.

Our Ministry in 2025

For Sunday Sandwiches 2025 brought us with some bittersweet moments as we entered our final year. We entered January strong and continued to see our numbers of meals going out continue to climb. We made our public announcement that we were ending mid year, and hoped that another organization would pick it up in some form, but that was not the case. We had a group of about 35 volunteers who remained strong and dedicated until our final week at the end of October. We were sad, during this time the economy worsened, SNAP benefits were being held back, and folks needed our assistance more than ever, and we hated that timing was so terrible. In our final weeks, we received uncountable thanks from our guests for what we have provided to them, and everyone all around, guests and volunteers felt the love that was created around our meal that was supposed to last only two or three weeks in the beginning.

In 2025, we served 10,065 meals averaging 234 meals per week. For comparison, in 2021, we served 3300 meals averaging 63/meals a week (We don't have the 2020 data, unfortunately). In the 5 years we served our meals, we distributed over 43,750 meals to our community member in need. It's both amazing and sad, right? A blessing that we were able to provide so much, but heartbreaking that this was even needed at all.

I give thanks to every individual that helped our mission in some way, donating in-kind or funds, volunteering, filling in if needed, recruiting a friend or family member. Each one of you were exactly what we needed at that moment, Thank You!

Fun fact: We had 3 soups tied for first place in 2025. Cheeseburger, Corn Chowder, and Sausage Tortellini. Sausage Tortellini is a yearly leader taking first place in both 2024 and 2023. Corn Chowder tied with sausage tortellini in 2022 and reined 2021.

What is going well in this ministry? What is proving challenging?

What's been going well, you ask? I think it's going well that our team has been able to rest the last two months since we ended. We all worked really hard to keep our program running like a well oiled

machine that it was. The most challenging thing, at least for me was, not ending the program per se, but ending the program when the government stopped SNAP benefits to folks all across the country. Truly terrible timing, and we all felt horrible about it.

How to Get Involved

Sunday Sandwiches may have concluded, but there are many other opportunities within our community to continue to serve in this capacity. Mainly the Weds night meal at 2nd Congo Church needs volunteers, and Stone Soup Cafe.

Contact: Erica Burns (see directory for contact info)

Vestry

Our Mission

We are the governing board, comprised of the Rector and elected members of SsJA, who are responsible for defining and articulating the mission of the congregation; to support the church's mission by word and deed, to select the rector, to ensure effective organization and planning, and to manage resources and finances.

Our Ministry in 2025

Affirmed Sunday Soup and Sandwiches decision to conclude in October; Children's Chapel decision to shift from an experiment to a program, naming Cara Hins as Coordinator; and other decisions around parish life and ministry.

Affirmed and approved a variety of facility related projects - deferred and preventative maintenance (see Property report), while ensuring our finances remained on track (see Finance report).

Approved Ministry Development Grant Initiative for hybrid technology which was received and has been regularly used by the Vestry.

Approved changing our shopping values for church purchases to be more consistent with our values.

Bid our Missioner farewell, and prepared for adapting to one full time priest.

In 2025, there was an unexpected special project - the sanctuary roof, and the subsequent damage to the interior ceiling while the exterior work was completed. The damage occurred in March, was repaired in September, and the exterior work was paid for by church insurance. We are still in the midst of negotiations around repairing the interior ceiling that will take place in 2026. As a result of this unexpected project and leadership's capacity, we chose to the Strong House evaluation work more slowly as time has allowed. It remains in process.

We celebrate and give thanks for the dedication and faithfulness of this parish.

What is going well in this ministry? What is proving challenging?

At our September Mutual Ministry Review with Interim Canon to the Ordinary Steven Wilco, we affirmed the following aspects of our ministry as life-giving this year:

- The presence of children and families has brought a sense of new energy and new life. We have been prioritizing families (e.g. with Children's Chapel). It's helped us feel more connected to each other. It's a more welcoming environment for new visiting families with kids.

-Wednesday Service – has brought in new people and reengaged some people who had been away; people like that it is small and intimate, that it is offered at a different time of the week, that it provides space for people to have deep conversation both as part of the homily and in fellowship, provides an opportunity for people to serve (such as helping with bulletins), helped deepen/develop community with each other

-Recognizing our resiliency, hardiness, and agility; we have a strong sense of what holds us together at the center and an ability to let things go when we need to.

- Lay preachers – they have been thoughtful and insightful

- Dispersed workload

- A new sense of ourselves as a community together

- Recognition of the roots of community in the well-done merger

- Good communication

- Having supported the new ministry of priest (Jimmy)

Similarly, we named the following pieces of ministry as weighing heavy:

-The ROOF!

-Property concerns in general – it's been hard to translate the good process we have around other ministries to this large and difficult issue. It's both financially costly and people hold the sacred history of the building and bring that into conversations.

- Complicated staffing issues (now resolved and have learned some good things; we were able to think creatively.

-Departure of Jimmy and the end for now of the associate priest role. This feels not as big as the departure of Molly previously. It has created good experiments and offered opportunities for mutual learning. (Have developed the preacher's guild and expanded clergy and wardens to whole officer team as ways of sharing the leadership going forward.)

- Finances – declining pledges and rental income, added anxiety from larger picture and trends

- Swings of energy – excitement, but also tiredness, projects that demand urgent attention

How to Get Involved

Speak to the Rector to learn more about getting involved with this ministry.

Contact: Rev. Heather Blais, rector@saintsjamesandandrew.org

Wednesday Morning Prayer

Matthew referenced Jesus saying:

"For where two or three gather in my name there am I with them".

During covid I would pray on my own and felt that something was missing in my prayer life. The passage from Matthew came to me to invite others to join me in morning prayer.

The morning prayer broadcast has gone through several evolutions until the current format on YouTube. The format is taken from the Book of Common Prayer. Daily Devotions for Individuals and Families, payers found on pages 137

Order of prayer.

1. A moment of silence
2. Psalm 51
3. A Reading Peter 1:3
4. A second period of silence
5. The Apostles Creed (page 96)
6. Devotions silently, aloud or in the comment section of the virtual worship. The prayer list is sometimes read.
7. The Lord's prayer
8. The suffrages (page 97 or 98)
9. A collect for the season
10. The Collect of the day (page 137)
11. Close.

STATISTICS

Number of people who engaged with morning prayers.

March to December when we switched to YouTube

Month.	Monthly Total Views
March.	70
April.	43
May	69
June.	66
July.	100
August.	91
September.	186
October.	214
November.	159
December.	360

Totals March to Dec. 1,358 individuals viewed the prayers.

CONCLUSION

Thank you for allowing me to offer Morning Prayers. It is a pleasure to offer morning prayers and share my prayer time. It is heart warming to see an increase in the monthly viewers. Finally if you are so moved to offer morning prayers, I am happy to share the prayer time with you.

References:

The Book of Common Prayer 2007. Print. Pages 96, 97, 98 and 137.
The Bible New Testament Matthew 18: 20

Audley Robinson, Lay worship leader

Welcome Team

Our Mission

This team exists to provide a means of welcoming visitors and/or new members by checking the pewcards provided, by greeting people as they arrive at church, by providing name tags for everyone as requested, to be sure that each person feels recognized and a part of the membership here.

Our Ministry in 2025

Nothing new this year; we struggle to keep it going, with set meeting times agreeing with Heather's schedule. The team members each have a gift or talent to share.

We are grateful to Sue R. For her care of the pew cards, Sarah, for her kindness with sharing her flowers, Estelle for keeping the name badge orders going, Bill for being Mr. Congeniality each Sunday, Erica who does many things, Alicia, who welcomes everyone so well, and especially for Heather, who keeps us mindful of why we do this.

What is going well in this ministry? What is proving challenging?

The Welcome Team is a small group of dedicated people, open to new members, if there are any who feel they can make a difference here. Heather is excellent at keeping us informed, as is Aaron.

How to Get Involved

Just see any member of the Team!

Contact: Estelle Cade (see directory for contact info)

Whitney's Pantry

Our Mission

We distribute personal care items monthly to our community members. Most items cannot be purchased with SNAP benefits. We offer toilet paper, soap, tooth brushes and tooth paste, shampoo, lotion, dish soap, laundry detergent and feminine hygiene products. We operate along side of the Second Helpings meal program in the Parish Hall on the last Monday of the month.

Our Ministry in 2025

This year we interrupted our steady-as-she-goes operation in April to celebrate our 10th anniversary. This coincided with the 25th anniversary of Second Helpings, so we had cake banners and balloons

alongside a bit of amazement that we have been doing this work for 10 years! In December we saw the retirement of our long-time team leader Doris McLeod, and passed the baton to Whit Robbins (daughter of our founder and long-time volunteer) and Peter Massa.

What is going well in this ministry? What is proving challenging?

We are providing a necessary service to our community that is appreciated by many. The location in the back of the Parish Hall during Second Helpings works well especially with the to-go service starting later. We have a very dedicated team. We have benefitted greatly from getting free supplies from Hope & Comfort in Needham, Ma. but some of the products are not that popular so it would be nice to keep getting donations that provide variety and choice to our community members.

How to Get Involved

Reach out to Peter Massa who is doing scheduling, show up on the last Monday of the month at 4pm to volunteer with us!

Contact: Whitney Robbins and Peter Massa (see directory for contact info)

Worship Leaders: Acolytes, LEMs, & Lectors

Our Mission

Liturgy is the work of the people. One way we embody that is by supporting our worship through reading scripture (Lectors); leading portions of the liturgy such as in reciting the appointed psalm, Creed, Prayers of the People, and introducing the Confession (LEMs - Lay Eucharistic Ministers); assisting the priest (or visiting deacon) in receiving the gifts, setting the table, and administering communions (LEMs, Acolytes, and Verger).

Our Ministry in 2025

From the Feast of Creation on Sept 1 through Trinity Sunday in late May or early June, we typically have two Lectors, two LEMs, and Verger (when available). About 6-9 times a year a Youth Acolyte will join the altar party. Following Trinity Sunday, we shift to a pattern of worship that is for simpler summer worship, featuring two Lectors, one LEM on the altar without robes, and one LEM in the pews that joins for assisting the priest with communion.

We have 1 Verger, 3 Youth Acolytes, 7 LEMs, and 27 Lectors

We give thanks for these dedicated and faithful volunteers.

What is going well in this ministry? What is proving challenging?

The faithfulness and flexibility of the volunteers is a gift. We would benefit from more LEMs on the rotation and youth/child acolytes for anyone that was interested.

How to Get Involved

Speak to the Rector.

Contact: Rev. Heather Blais, rector@saintsjamesandandrew.org

Youth Group

Our Mission

Our mission is to provide a safe and fun space for our young people to grow and thrive together.

Our Ministry in 2025

We have regular youth gatherings after the Sunday morning church service where we share a meal and do fun activities like board games, crafts, outside games, and more. Other activities this year included stuffing eggs for our annual Easter egg hunt, playing pickleball at Green River Park, playing bocce at Beacon Field, going on a fun outing to Mike's Maze, volunteering at the Mistletoe Mart, and making Christmas cards for home-bound parishioners. We also have a confirmation class being co-taught by Reynolds and Heather. We are hoping to kick off 2026 with a ski trip to Berkshire East!

What is going well in this ministry? What is proving challenging?

We've developed a really nice sense of community over the last few years, and everyone seems to really enjoy our Sunday gatherings after church. As in past years, one challenge was having enough second chaperones available to meet for all the dates we wanted to get together. Also, the small size of the group sometimes limits what activities we can do, and this will become more of a challenge as our core members begin graduating, with the first planned for this upcoming May.

How to Get Involved

Call or email Reynolds, or just show up after church!

Contact: Reynolds Whalen (see directory for contact info)