

St. James's Episcopal Church



Not to be served, but to serve.

Annual Report 2018

1991 Massachusetts Avenue

Cambridge MA 02140

617-547-4070

www.stjames-cambridge.org

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*‘And suddenly you know:
It’s time to start something new
And trust the magic of new beginnings.’*

-Meister Eckhart (13th century German mystic)

“If I had a dime for every time I heard the word ‘change’...”

Change is something we hear so much about these days. We hear about how we fear change. We hear about the how the pace of modern life means there is more change now than ever. There are “change management” fields of study. People will ask me what is my “theory of change.” I will glibly say something about participating in the death and resurrection of Jesus Christ because I don’t really have a good answer.

It absolutely is true that St. James’s was a community in 2018 that was mired in change. There was the wonderful moment of groundbreaking in September as the long hoped-for, ten years in the works, redevelopment building project officially began moving forward with a ceremony that even touched the hearts of the construction workers there. There was the hard news in the beginning of 2018 that the Rev. Holly Lyman Antolini would be retiring as the Rector of St. James, and then it was even harder when the time for her goodbye came in July. And, in October, I joined St. James as its new Priest-in-Charge with the ripples that a new clergy person adds to a congregational culture.

It’s worth noting at this point the amazing leadership that our wardens Lauren Rigsby and Sarah Forrester offered to St. James in 2018. Figuring out with Holly how to manage her impending retirement, keeping all the balls rolling when there was no full-time clergy, and bringing me onboard. They are brilliant, committed, faithful, organized, hard-working, thoughtful and positive. I consider myself colossally lucky to share leadership with these two women. St. James’s is lucky too to have them.

And, over my brief time with St. James’s in 2018, there remained an inordinate amount of change. The Finance Committee received a bevy of new requests for funding in 2019, and had to figure out how to juggle all that with a slightly declining level of income. Lucas Sanders, our treasurer, did the lion’s share of the work on this. He also deserves recognition for his ability to listen carefully to a host of requests and craft a budget that is responsive to those requests, while designing a process that allowed the vestry to think through the budget as well.

There has also been change in the Anti Oppression Team as it seeks to both evolve and re-invigorate itself for continuing its mission to address the systemic inequities that exist both in the world but also in our own community. The Food Justice Ministry and Helping Hands Food Pantry are also

preparing for change: preparing for the transition to the new building and learning to be a ministry that connects relationally with guests beyond simply providing for physical needs. In both of these ministries, we thank the thoughtful, tireless, and good-hearted work of our Life Together Fellow Meredith Wade.

The Sunday School also has been a ministry in a place of flux. Teachers changing. Children and youth shifting from one class to another. Curricula coming and going. Tensions evolving and causing conflict. Fortunately, due to our amazing, energizing kids, committed, bright teachers, and the compassionate, responsive leadership of our volunteer Sunday School Coordinator Alice Killian, our Sunday School ministry has been a place for joy and spiritual formation for our children.

Surely, there are more places that things are changing in St. James and it goes without saying that the world is changing even more. Fear and anger and tribalism have allowed hatred and lies to become further entrenched, normalized, accepted, and even appreciated. Not only is lip service to compassion gone but a common civility that allowed for progress is now scoffed at. While there is also positive change in the world, that still feels to me most of the time like the exception rather than the norm.

Some good change. Some bad change. But mostly it just feels to me like there is too much change. But then I am reminded that my flip response about the death and resurrection of Jesus Christ actually isn't such a bad one after all. For Christians, the resurrection is not only the seminal event in history but the operative principle undergirding the cosmos. Bringing life from death is what God does. We call that salvation. We call that the Good News. We call that the Paschal Mystery. We call that transformation. But it is also just plain ol' change.

This doesn't mean all change is good or that all forms of change are what God wants for us and for the world. But it does mean that we Christians can ever hold onto the hope that God can bring something amazing out of any time of transition no matter how hard or dire it might seem. We can see all change as a seedbed for something great God will do and, more often than not, God does birth new things even more beautiful, unexpected, and life-giving than we could have imagined. I have no doubt that Meister Eckhart's words will be true of all the change that is filtering throughout St. James. We can trust in the magic of the new beginnings that God's Spirit is causing to bubble up all throughout our faith community. I look forward to experiencing those new beginnings together with the good people of St. James.

SENIOR WARDEN'S REPORT – *Lauren Rigsby*

2018 was a year of many transitions at St. James's. Rev. Holly Lyman Antolini announced her retirement in January, said many farewells, and wrapped up ten years of ministry with us at a fabulous St. James's Day and retirement celebration complete with Contra Dance and Pie Social, which raised funds for Sanctuary. Holly's ministry as our rector was full of more gifts and stories than I can name. St. James's has been forever blessed by Holly's time as our rector.

As Holly prepared to leave for sabbatical and then retirement, the Vestry worked closely with Bishop Alan Gates, our transitions officer Rev. Jean Baptiste Ntagengwa, and consultant Chris Meyer to write an Abbreviated Parish Profile and perform a transition review that included a thorough look at our policies, procedures, and financials. Due to our need to spend considerable time and energy on redevelopment, the vestry agreed that it would be best to ask Bishop Gates to name a candidate for Priest-in-Charge instead of starting the more involved process of self-study then searching for a new rector. The Holy Spirit was at work in this decision and gifted us with Rev. Matthew Stewart as a candidate. As the Vestry interviewed and got to know Matt we became more and more excited to invite him into ministry with us. Matt's position of Priest-in-Charge is a three year commitment with the third year slated for discernment of Matt as our first candidate for rector. I am already so grateful for the work that Matt is doing with St. James's. I would also like to give many thanks to Rev. Bill Albinger who graciously served as our bridge priest during the interim time between Holly's departure and Matt's first Sunday in October.

Our second major transition was the excitement of Redevelopment surging ahead as soon as building permits were issued in August. Contracts were signed and we celebrated ground breaking with our partners at Acorn, Oaktree, and Nauset as well as Rev. Holly Antolini, the Alewife Dean Rev. Malia Crawford, and Bishop Alan Gates. At the moment I write this report, demolition of the car wash and old parish house are complete, piles have been placed to stabilize the ground, and now from the window in the sanctuary I can see progress digging out the foundation. What a wonderful update to be able to give! Jeff Zinsmeyer has done a fantastic job keeping up with the many details, changes, and voices involved with this project. The momentum of redevelopment continues with sub-committees back up and running at full steam, and Brian Goldson, our Owner's Representative, is keeping us well informed of construction progress.

Our third significant transition was in our Church School as we have taken time for self-reflection, discussion, and dreaming in preparation for hiring a new minister to focus on children, youth, and families. Great thanks are due to Jules Bertaut and then Alice Killian for their leadership. I continue to be impressed and grateful for all the the lay volunteer teachers and parents who have helped keep Church School humming along with children and youth as our greatest priority. Now that Matt is on-board, he and the hiring committee are interviewing for the new position titled Associate for Children and Families, and we are hopeful to make an offer soon.

Throughout these three large transitions and in the midst of all the changes and chances of congregational life, I am so grateful to say that the community of St. James's is doing well -- that we have continued to focus on worship, mission, fellowship, education, and what's most important. Thank you to the many folks who quietly kept doing the necessary things like locking and unlocking doors in the midst of changes like clergy leadership. I'm sure that I don't even know the scope of changes small and large that manifested with Holly's departure, shifts in Church School, and the demolition and construction of Redevelopment, but our community is adapting, we are grieving losses, dreaming and creating new opportunities, welcoming newness, and steadily maintaining the ministries that make us who we are. Thank you also for the many graces given to me as I picked up this mantle from Sylvia Weston who served so faithfully. I worked especially closely with our clergy and vestry officers: Sarah Forrester, Junior Warden, Lucas Sanders, Treasurer, Jules Bertaut and Sarah Borgatti, during their time as clerk. Thank you to the Vestry for many hours of meetings, discussions, prayers, laughter, and decisions. Thank you to Peter Merrell for your continued help taking care of our historic sanctuary building and for your institutional memory. My hope and prayer for St. James's in 2019 is for continued wisdom and grace to keep our to focus on the most important aspects of our congregational life and ministries together in the midst of continued exciting transitions.

HOSPITALITY COMMITTEE – *Sarah Forrester*

This past year was the first year that the Hospitality Committee relied heavily on volunteers outside of the Committee to help provide refreshments during Coffee Hour, and it went very well. We will continue this strategy in the upcoming year.

The committee has dwindled further since last year. I have taken over the responsibility of scheduling. Elaine Agard is feeling better and continues to take a keen interest in what's going on, and along with Laverne, has resumed providing for coffee hour. Carol Folkes-Youen takes on every third Sunday. Marietta Sbraccia was a wonderful provider up until the end of last year, but is currently involved in other activities. I try to fill in the gaps after everyone else has signed up.

Special days, like the Annual Meeting, International Day, Maundy Thursday, and the Christmas Fair are still organized by The Hospitality Committee, and food is reliably provided by our generous and creative congregation.

A big thanks go out to those that contributed in the past year including the Scouts Troop 56, Meredith Wade and Life Together, John Bell and the Food Pantry crew, the 20's and 30's group, Jenny Grassel representing the Sunday Morning Bible Study Group, the Tuesday Prayer Group, the Church School Community and others.

I understand there is often some fear and hesitation about taking on coffee hour for the first or even second time. There is often the concern about how it's "supposed" to be done, or how much food to bring. My hope is that with a bit of reassurance, people can get over their fear, and get to enjoy the opportunity to bring and share.

I always try to remind contributors that there is money in the budget for reimbursed if necessary although this is not done very frequently. Just submit the slips to me. Hospitality Committee Members never ask for reimbursement. They see providing food and drink as part of their gifting to the St James Community.

Special thanks to Hong Chin for keeping the dry goods stocked with biodegradable paper and plastic goods and for having the tables and chairs organized.

Thank you to everyone who has contributed in the last year, and we look forward to a year of increased membership and the continuation of this great tradition at St James Episcopal that is such a lovely reflection of who we are in all our diversity.

ST. NICHOLAS FESTIVAL – *Nancy McArdle*

2018 marked our fifth successful St. Nicholas Festival and the first time the Fest was held on a Sunday after church, rather than on a Friday evening (to better deal with parking issues related to the construction). While the new time did pose some challenges, it allowed some people to attend who might not normally come out in the evening. We were glad to welcome a good number of community members as well as parishioners. The timing also allowed us to have an “all St. Nicholas Day” as it was also the day that St. Nicholas visited the Sunday service to collect our donated toys for the Hildebrand Center.

Our wonderful sexton, Hong Chin, did exceptional advance work, setting up the tables in advance (as well as hanging outside lights several weeks beforehand). Thanks to Emily Griggs, Peter Merrell, and Mark Agard who played a variety of vital roles and were willing to step in wherever necessary. Once again, Anne Read designed exceptional promotional materials. Anne also orchestrated the crafts table (with help from Jason, Aletha, and Fiona) while at the same time monitoring the delivery of her grandchild in Hawaii (!) Thanks also to Jane Hirschi for flyer posting and distribution. Mary Caulfield expertly emceed our terrific group of musicians: Margot Chamberlain, the Men’s Choir, a wonderful small group of our church choir, and Jeremy Wilmer. Thanks to Steve Clark for help with the audio system (and for helping coordinate the men’s choir).

Other activities included:

- The always popular Silent Auction (excellently coordinated by Judy Beers with help from Mark Agard, Jeff Zinsmeyer, Dave Clark, Kate Sackton, and others), with a wide variety of items and services donated by local businesses and parishioners. Thanks to the many parishioners and businesses who contributed to our largest church fundraiser of the year.
- A delicious hot meal, coordinated masterfully by Marietta Sbraccia and Sarah Forrester and brought to fruition by Marietta with help from Emily Griggs, Meredith Wade, Marian King, Suzanne

Hill, and Peter Merrell and Emilee Butler as food runners. Special thanks to the Clarks for the chili and corn bread prep and donation!

- A variety of children's games, orchestrated by Alice Killian and facilitated by Jeremy Wilmer, Alan Aukeman, and Laura Warren.
- Excellent facepainting by Becky Bjork, Lisa Hayles, Seng Tufts, and Meredith Clark. Thanks to Janet Hobbs for the set-up.
- Holiday card-making, coordinated by Mary Shetterly with help from Lauren Zook and Katherine Gilliland.
- Sale of the men's choir CD.
- A busy and profitable small gifts table by Barbara and Emilee Butler (and relative) and Mabel Moore-Pollard
- A free cookie table, staffed by Anne Shumway and Peter Merrill. Thanks especially to the many people who baked and donated the free cookies, including Liz McNerney, Leah Giles, Jason Sparapani, Jane Hirschi, Kate Sackton, Suzanne Hill, and Nancy McArdle.

Special thanks as well to John Irvine for balloon wrangling and all who helped clean up!

Apologies and thanks to those whose names were inadvertently omitted!

The Festival was well attended and received, providing a wide range of activities for all ages, promoting fellowship, welcoming visitors, raising over \$5000 in funds for the parish and providing a variety of volunteer opportunities for parishioners to work together.

BIBLE STUDY GROUP – *Judy Gay*

This group meets on Sunday's during the academic year from 9:15 to 10:15 in the vestry/nursery room.

SHARED LEADERSHIP: Someone leads the discussion and others join in the discussion with their ideas and questions. Jenny Grassl sends out reminders, Bible readings and SYNTHESIS notes each week. SYNTHESIS is the Episcopal Church's Lectionary Study Guide which gives background information on the lessons and provides questions to stimulate our thinking.

MINISTRY DESCRIPTION: This ministry provides a time between the two services for people to reflect on the scripture lessons appointed for each Sunday. We discuss the readings in context, relating them to what is happening in the Church Year and discussing how we believe that God is speaking to us through the passages. We usually touch on all four of the readings if we know what they will be. We also get to know each other and our individual concerns. Those who have attended the early 8 o'clock service sometimes share insights from their previous encounter with the lessons and the sermon they have just heard. We take turns reading aloud and we begin and end each meeting with prayer.

PARTICIPANTS: The group is open to anyone who wishes to participate either occasionally or on a regular basis and we always welcome newcomers. There is a core group of about six or eight people who come regularly, and others come when they are able or just pop in if they come to church early.

THANKSGIVINGS: We are grateful for the SYNTHESIS notes, and for those who come regularly and those who only come occasionally. We give thanks for the rich diversity of questions, insights and experience which each participant brings, for what they give to each other and for the working of God's Spirit among us.

PRAXIS LECTIO DIVINA GROUP – *Judy Gay*

People who come to praxis meet for an hour of Bible study and prayer every Tuesday morning from 8-9 at Judy and John Gay's home. Usually there are seven of us: Alice Killian, Tom Tufts, Sylvia Weston, Betsy Zeldin, Anne Shumway, John Gay and Judy Gay and occasionally Matt Stewart. We are glad when others join us. We take time for morning devotions, reading the psalm and one of the lessons for the coming Sunday, and offering our prayers of thanksgiving and intercession. Then each of us shares what we are grateful for, and what is making it hard for us to feel grateful that day. Then we read the Gospel for the coming Sunday three times, each time saying what word captures our attention and why and after the final reading saying what the Gospel is calling us each to do. Finally, we close by saying together the collect for the coming Sunday.

20s AND 30s GROUP – *Emily Griggs and Meredith Wade*

2018 was a year of growth and transition for the 20s and 30s group at St. James's. We bid farewell to Andrew Rohm, as he moved to Chicago, and we welcomed Meredith Wade onboard the Leadership Team. Throughout the year, we offered an array of fellowship and formation activities.

The Brunch Ministry continues to be a weekly event with familiar members and newcomers alike. This ministry provides an informal place to meet members of the group and share fellowship. We are immensely thankful for the leadership of Kathleen Mills-Curran, our fearless Brunch coordinator.

We began Lent with a lovely dinner and Bible Study at Reverend Holly's home and continued through Lent with weekly meals and Bible Study. Other formation events included Theology on Tap, where we discussed topics such as Queer Theology and navigating difficult scriptural passages.

Meredith Wade hosted a very well-attended dinner at the Life Together House where we enjoyed a night of delicious food and fellowship. In October we enjoyed a Halloween Hocus Pocus watch party-many sweet treats were enjoyed.

We ended the year with an Advent dinner, Rev. Stewart guided us through a meaningful series of reflections by Joan Chittister. Many thanks to Anne Read for the use of her home! In 2019 we look forward to continuing with popular fellowship and formation events while growing our ministry.

EDUCATION FOR MINISTRY – *Thomas Tufts*

Education for Ministry (EFM) is a four-year lay program of theological study and reflection, conducted in small seminar-style groups that meet once a week for two and a half hours. It is coordinated from the School of Theology of the University of the South in Tennessee, partially sponsored by the Diocese of Massachusetts and 59 other dioceses throughout the Episcopal Church in the United States and 15 other countries. In its forty-plus years of existence, the program has trained about 80,000 people worldwide. The four-year focus is on the Hebrew Bible (Year 1); New Testament (Year 2); Christian history (Year 3); and theology, ethics, and interfaith encounter (Year 4).

The groups have been meeting at Church of the Good Shepherd (CGS) in Watertown for 8 years. The current group has eight participants and two mentors from six churches in the greater Boston area and is very diverse. Most participants work full-time and in addition are active in their congregations and communities. The two mentors this year are from St. James's, Mark Agard and Tom Tufts. Other participants are also from St. James's including Allen Perez (first year), Alice Killian (second year) and former parishioner, Lisa Montuori Trimble (fourth year). Other churches represented in this year's EfM group include St. Anne's, Billerica. Emmanuel Church, Boston, Christ Church , Cambridge, Trinity Church , Boston, Church of the Good Shepherd, Watertown.

A typical meeting would start with a check-in question followed by prayer. Sub-groups might then discuss their assigned readings not to report on them so much as to reflect on what struck the members of the sub-group about the readings and how it might connect to something in their lives.

CHURCH SCHOOL AND NURSERY – *Alice Killian*

January – July:

During 2018, in the absence of a Youth and Family Minister at St. James, Church School was volunteer led and staffed, each level having one lead teacher, and two or three others.

Lower and Middle Schools, both used the same Godly Play curriculum and held joint meetings and social events. Upper School used the Shine curriculum and had separate meetings and social events. The older students in Upper School attended confirmation classes that were volunteer taught.

A dispute between a parent and teacher in Upper School, over how political issues were discussed in Church School, escalated to the point of effecting the whole congregation and of the teacher leaving the Church, despite having more than one leadership role. Because there was a history of parent-teacher and even parent-teacher-clergy discordance, vestry decided to take action by appointing a committee to determine how to deal with such disputes more constructively and in a manner that would foster unity, aid spiritual formation and set an example of good practice.

The Safe Church Initiative Committee was formed and hosted a Facilitated Conversation, mediated

by an outside Facilitator. The Facilitated Conversation was intended to envision how to guide the Church School as it moved forward. This conversation included as many parishioners as possible, including those who did not have children in the school.

After the Facilitated Conversation, Vestry took the following actions:

1. A vestry member was appointed to research bullying and church school policies at other institutions.
2. A committee was appointed to update the St. James Safe Church policy.
3. It was resolved to appoint a committee to oversee the hiring of a new Youth and Family minister.
4. It was resolved to appoint an oversight committee to monitor Church School and any church activities in which Safe Church Policies might be involved.
5. A Church School Coordinator was appointed to oversee all three levels of Church School, to report to Vestry as needed and to compile this annual report.

In June, the Nursery Caretaker moved on to full time employment after finishing graduate school. Efforts to hire a replacement have so far been unsuccessful, and the Nursery is entirely volunteer-staffed. The staffing is supervised by the Office Manager.

August – December:

Church school enrollment at autumn registration was high, with 11 students in Lower School, 12 in Middle School, and 7 in Upper School. Student transition between levels of Church School occurred naturally due to growth of the children. One teacher also transitioned from Lower to Middle School which left Lower School short-staffed. Extensive teacher attrition in Upper School led to serious short-staffing, and teacher recruitment became a primary area of concern. Four new teachers were recruited, three to teach in Upper School, one to teach in Lower School. They are slated to be brought on board in January.

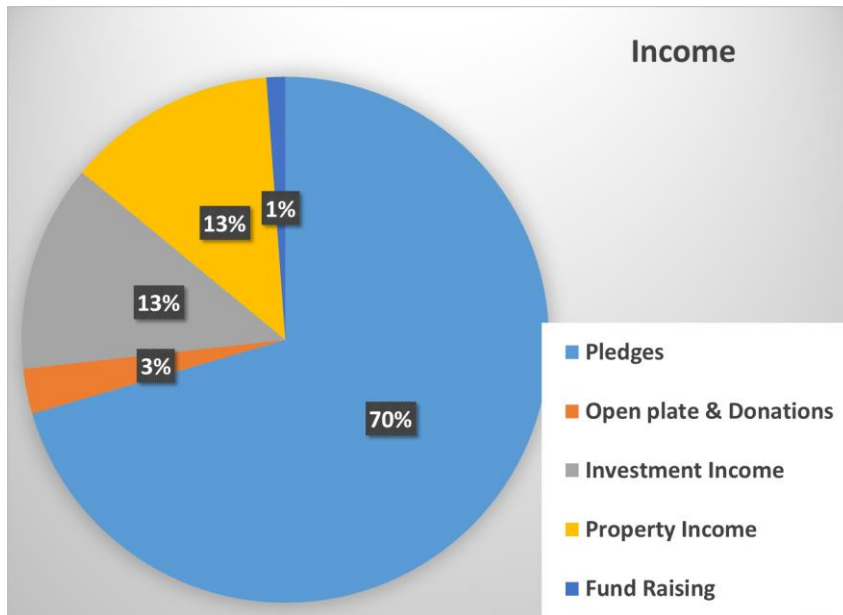
Two students from Upper School, as well as an adult congregant, were confirmed on September 22nd, and a third student expressed a readiness to be confirmed at a later date.

PARISH RETREAT

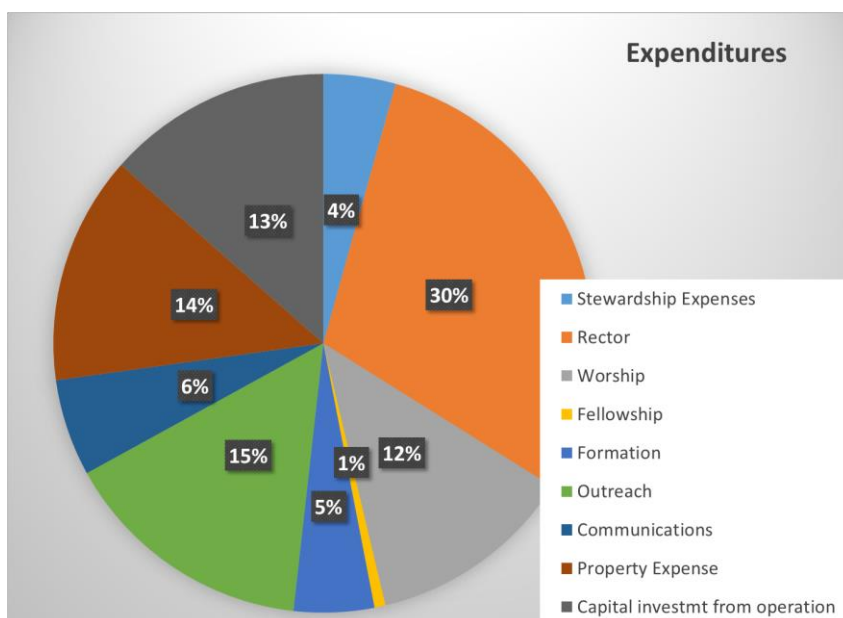
Once again, St. James's had a parish retreat in the late spring at the Barbara Harris Camp and Conference Center. More than 50 people attended this important event in our congregational life, and thanks are owed to John Hixson for his leadership in coordinating.

Finances in 2018

This is a brief summary of the St. James financial picture as 2018 draws to a close. A detailed look will occur at the Annual Meeting in January. The financial picture was heavily influenced by the redevelopment process. In 2018 we witnessed the progression from the long period of waiting to the beginning of construction. With this change, St. James began to draw down the reserves as the payments from Oaktree came to an end.



The 2018 budget projected about \$360,000 in income, where 70 percent comes from pledging. The two other sources of income are the investments we have with the Diocese and income from our property. In recent years, the property income has been the payments from Oaktree, which come to an end with the start of construction. Note that after the end of redevelopment, we will rely on rental income once again.



The biggest expenditures are our people. The cost of our bookkeeper falls under Stewardship. Nearly a third of our budget is for our Priest in Charge. The worship budget covers the Music including Pat Michaels' salary. Other major items are Property (our Sextant) and Formation (Associate for Children and Family). And our commitment to Outreach (Food Pantry, Missions work, and GBIO) is significant.

In executing the 2018 plan, several events are important. First, the redevelopment finally began in 2018 with the actual ground breaking and the start of construction. After years of delays, it was exciting to finally see things move forward. We ended 2018 in a good position to move forward with \$237,545.24 cash in hand in the General Fund at Cambridge Savings Bank, plus \$225,000 that was moved to interest-bearing CDs at Fidelity. To support redevelopment, the parish has \$ 230,844.18 cash in hand at Cambridge Savings Bank as a result of the last Capital Campaign. This amount will take us through much of redevelopment. However, raising additional money will be necessary to cover outfitting the new parish hall.

As we progress into 2019, St James is going through many changes. The start of construction, of course, coincides with the anticipation of the new parish hall and the availability of new resources. At the same time, the optimism for the future is tempered by our reliance on the cash reserves to see us through this redevelopment period. During this period of transformation, our long-time rector Holly Antolini retired and we welcomed our new Priest In Charge, Rev. Matthew Stewart. Turning to 2019, we see both new opportunities and challenges.

Stewardship and the way forward in 2019

Looking ahead, 2019 promises to be an exciting year for St. James's. The year 2019 promises to be an exciting time for St. James's as we move *Forward in Faith*. We recently welcomed a new Priest in Charge, Rev. Matthew Stewart, and our long-awaited redevelopment project has finally started. We are also embarking on the search for a new Associate for Family Ministry. Through all of this, the St. James community continues the tradition of service through the Food Pantry, the Sanctuary Team, and many other missions locally and globally. To sustain these ministries, the Pledge Committee (consisting of John Bell, Lisa Hayles, and John Irvine) reached out to members of the congregation to make a financial pledge for the coming year. Our goal was 100 pledges reaching \$270,000 in total pledges – a new high for St. James. Unfortunately, current pledges are falling short of our goal. As of mid-January, the current total is around \$210,000 from about 80 pledgers.

MISSIONS COMMITTEE – Nancy McArdle

During 2018, St. James's parishioners continued involvement in a number of local ministries funded through the Missions Fund. Parishioners continue to make sandwiches for the Outdoor Church each month, now under the coordination of Suzanne Hill, while others are active in the St. James' Prison Ministry. Several parishioners participated in the B-SAFE (Bishop's Summer Academic and Fun Enrichment) anniversary celebration in the summer at Carson Beach.

In July we were thrilled to host a well-attended forum with our supported missionaries serving people with disabilities in North Africa. P. and A. are working with a nonprofit international development organization that, in their own words, seeks a "transformed society of inclusion, empowerment and dignity for people with disabilities to live a full and active life". It was fascinating

and inspiring to hear about their experiences and challenges working in a nearly entirely Muslim country and to have the chance to pray with them in person.

In addition to providing educational opportunities and supporting our missionaries in a variety of ways, the Missions Committee administers the Missions Fund. For over thirty years our parish has supported dedicated people and organizations who, in the name of Christ, work in such areas as theological education, community development, housing, medical care, and church planting. We believe that support for and involvement in missions is our response to God's grace and love for us. God calls us to care for the spiritual, physical, and social needs of others and to join in the restoration of all people to God's self.

The Mission Fund is allocated a percentage (5.5%) of the parish's total overall pledge income. In 2018 we funded the following ministries:

- Rosebud Episcopal Mission
- B-SAFE program
- P and A, missionaries to North Africa
- Ruth and Jim Padilla DeBorst, Costa Rica
- Mercy Air: South Africa/ Paul and Cathy Middleton
- The Outdoor Church
- Kenya Self-Help (Girls empowerment)
- Ministries of Aides International (Haiti)
- Partakers Prison Ministry
- Nuevo Amanecer, East Boston, MA

You can read much more about the missions we support on the missions page of the parish web page: <http://www.stjames-cambridge.org/missions-committee/> . Several of our missionaries also have their own blogs available from the St. James's website. As always, we encourage parishioners who want to undertake missions activities to speak with us about support. We also welcome members who would like to serve on the Committee.

Members:

Nancy McArdle (chair)

Anne Shumway

John Gay

Mary Caulfield

Sarah Borgatti

Yvette Verdieu

PRISON MINISTRY – *Thomas Tufts*

The members of Prison Ministry Team at St. James's serve as academic mentors to Nichole, a degree student at Framingham State Prison. Nichole has been enrolled in Boston University's Prison Education Program, which offers Bachelor of Arts degrees to participants who complete the 4-year program. The academic mentoring portion of the program is organized and managed by Partakers, a non-profit organization that for 20 years has organized, recruited, trained, and managed the mentoring program, including for the last 11 years, the St. James's Prison Ministry team, under the leadership of its Executive Director Arthur Bembury. Partakers currently has over 100 volunteer mentors and has been expanding in 2018 to serve not only Boston University Bachelor of Arts students in Norfolk and Framingham state prisons, but also students in Concord and Shirley prisons in programs developed by Tufts University and Emerson College in 2017. BU, Tufts and Emerson work with Partakers in its mission to reduce prisoner recidivism through education. Partakers' vision is rehabilitation and the healing transformation of both those in prison and society at large. That mission, together with St. James's mission "to strive for justice and peace," empowers the Prison Ministry Team at St. James's.

The following generous and faithful volunteers were on Nichole's support team or showed interest and support for the St. James's Prison Ministry Team in 2018: Brock Baker, Sara Dutta, Frances Tufts, John Thomas Kittredge, John Bell, Linda Luikel, Micah Lott, Sarah Borgatti, Tammy Ryan, Tom Tufts, and Yvette Verdieu

Sarah Borgatti and Linda Luikel have formed a shared leadership team to lead the Prison Ministry. Please give them your support and prayers. Tom Tufts has resigned for health reasons.

Although Nichole has been enrolled in BU's prison education program for several years, 2015 was the first year she chose to request academic mentoring support. The results for both Nichole and for her mentors have been impressive. Nichole quickly moved beyond serious issues she had had. She studied full time and worked. She is an excellent student and has been wonderfully hospitable to those of us who have been on her team. Having supportive visitors, she's discovered, has also been great for her mental health. In fact, her enthusiasm for her courses and for learning has been an inspiration to all of us.

Nichole was impacted in 2017 by changes in BU's funding of its prison education program. A court hearing ordered BU to pay all adjunct professors on the same scale. That order resulted in some shifting of funds from programing to salaries. With a reduced number and variety of courses, priority shifted to helping students closest to graduation to complete their program. As a result, Nichole was in and out of the program during the last two years. She plans to reenter in the fall of 2019.

We are very grateful to Nichole for increasing our awareness, helping us channel our energies into advocacy and action through our work and work with Greater Boston Interfaith Organization, and

for helping us to grow in seeing Christ in others and God at work in unsuspected places. One welcome change in the Massachusetts justice system is a decision not to require cash bail for as many non-violent misdemeanor crimes as in the past and other criminal justice reforms.

Balance: \$1,678.00 of Prison Ministry Fund. No income or expenses in 2018.

In 2019, with progress in the Department of Correction and the five-school Consortium efforts, we will reorganize our team into at least four two-person teams so we can quadruple the number of people we visit in prison. Thanks to all who have supported us with their prayers and in other ways! Over 30 parishioners have participated in the last 11 years. Come, learn more and join us. If you have never worked closely with people in prison, you will learn a great deal and you'll probably never again see the world in quite the same way. If you are interested, please contact Sarah Borgatti at sarah.borgatti@gmail.com. Thanks!

GREATER BOSTON INTERFAITH ORGANIZATION (GBIO)

St. James's continues to be a dues paying member of GBIO. In 2018, Tom Tufts and Lauren Zook mobilized many members of St. James's for an action GBIO held at the Islamic Society of Boston's mosque in Roxbury. At this action, in celebration of the 20th anniversary of the founding of GBIO, many Boston political figures were challenged to advocate for economic and racial justice.

SANCTUARY VOLUNTEER TEAM – *Becky Bjork*

About 35 people volunteer with the St. James's Sanctuary Team. This includes both parishioners and others from the wider community.

Members of the Sanctuary team are part of the larger Cambridge Interfaith Sanctuary Coalition (CISC) and provide 24-hour accompaniment to a young immigrant woman and her two American children who are living in University Lutheran Church. They family has been in sanctuary since May of 2017. Volunteers provide food, supplies, financial support, and childcare

2018 saw CISC reframe much of the language and ways of thinking about our work. We have shifted to viewing ourselves as guest in the family's home. We have also been working to ensure we are making decisions driven by the family's needs and desires rather what we think they need. We are striving to stand with rather than standing for. This way of doing Sanctuary is different from the way others have done Sanctuary in the past and we have been guided by Nestor Pimienta, Alfredo Garcia and Gabriella Chavez who all come from immigrant communities and have been active in many different areas of advocacy for immigrants.

CISC has also served as a network for education about immigration issues, participation in advocacy activities, and collaboration with other Sanctuary clusters in the Boston area.

For 2019 the St James sanctuary team is hoping to involve even more of St James. We have requested to be a line item on the 2019 budget as a sign of St. James's commitment to Sanctuary. We have also asked the group planning space allocation and use in the new Parish House to determine if it would be financially and programmatically viable to reserve space for future use by a Sanctuary family. If setting aside space seems feasible we would then enter a period of discernment as congregation and with CISC as far as how to proceed.

If anybody is interested in joining the Sanctuary Volunteer Team at St. James's, please feel free to contact Michelle Holmes or Becky Bjork. We also welcome people who are not members of St. James provided they are "one degree" of separation from a St. James member (in other words they are a friend of a member but not a friend of a friend).

ANTI-OPPRESSION TEAM – *Meredith Wade*

In 2018, St. James's Anti-Oppression Team celebrated seven years of ministry! The team hosted monthly potlucks during the spring under Rev. Holly Lyman Antolini's leadership, coming together to discuss documentaries, support local campaigns, and engage with VISIONS materials. Team members called on local legislators to support comprehensive criminal justice reform in Massachusetts, guided by Greater Boston Interfaith Organization reps Andrew Rohm and Jane Hirschi. Michelle Holmes and Sam Perlo-Freeman spearheaded our continued efforts to accompany a young immigrant woman in sanctuary at University Lutheran Church. A collaboration between the Anti-Oppression Team and the Sanctuary during Lent raised \$2155.78 to support the Cambridge Interfaith Sanctuary Coalition. We learned about the life and work of African-American artist, illustrator, and activist Ashley Bryan - who served as the inspiration for Rev. Holly's final Easter sermon with St. James's. And of course, we sang Pat Michaels' hymns based on the Guidelines for Communication Across Difference.

This fall, our Anti-Oppression Team has taken a step back to find our north star. Within monthly team meetings and in more informal settings, we have taken stock of what the Anti-Oppression ministry has helped us to accomplish as a congregation, as well as what we are still missing. In 2019, we hope to integrate the work of anti-oppression more deeply into the life of our spiritual community. Liturgy, fellowship, and formation are all powerful sites for us to affirm one another in marginalized identities and mobilize whatever privilege we have towards justice. We look forward to working with expert facilitators, incorporating marginalized voices into our worship (as we did with this Advent's Modern Prophet readings), building accountability, and living courageously into God's call towards radical welcome.

THE OUTDOOR CHURCH – *Suzanne Hill*

Founded in 2003, the Outdoor Church is an ecumenical Christian church for homeless and street-involved men and women in Cambridge, MA. Each week, through worship services held outdoors

and extensive programs of street outreach and pastoral visiting, The Outdoor Church shares a message of hope and unconditional love with those who need to hear it most.

Staffed by clergy from different denominations and supported by over 40 local churches and organizations, the Outdoor Church has become a Cambridge institution. They consistently deliver: a worship service, street outreach and a sandwich or two, year-round, in all seasons and all weather to the homeless in Cambridge. It is estimated that The Outdoor Church distributes over 6,000 sandwiches a year. The Rev. Tamara Tucker is the current executive director and is supported by Rev. Jedediah Mannis, one of the original founders of this mission in 2003.

St. James's supports the ministry of The Outdoor Church by providing a space for The Outdoor Church to keep the supplies necessary for an outdoor service at Porter Square and with volunteers from Saint James's parish who make sandwiches on the 4th Sunday each month. These sandwiches are distributed at the service in Pigeon Park and any leftover sandwiches are taken to Harvard Square and handed out to the homeless in the Square.

The Outdoor Church is generally the only source of food for the homeless on weekends. While generous churches and lay institutions offer meal programs for the homeless during the week, only The Outdoor Church provides a source of food for the homeless on weekends. When there is a Monday holiday, the number of days when food sources are unavailable increases.

In past years, Saint James's volunteer sandwich makers have provided 40 to 50 sandwiches on the 4th Sunday of the month. As the homeless population continues to increase and resources in these turbulent times decrease, in 2018 The Outdoor Church asked if Saint James might be able to provide as many as 80 sandwiches on the 4th Sunday of each month. Generously the congregation took up the mantle and, on some Sundays, we contributed as many as 100 sandwiches. The Outdoor Church is sincerely appreciative of the efforts and generosity of our "sandwich makers". How much more grateful are those living on the streets?

My hope and prayer are that the members of Saint James's will continue to open their hearts to the needs of the homeless. New sandwich makers are always welcome and very much needed.

HELPING HAND FOOD PANTRY – *Kendall Gedeon, Jenny Wolahan*

Helping Hand Food Pantry continues to provide valuable support to local families facing food insecurity. The Food Pantry saw several changes in 2018. In February, we recruited a group of volunteers specifically dedicated to doing "relational work". One of the main components of this work was making and serving coffee and refreshments to guests. In June, Jenny Wolahan took over the Order Coordination role from JT Kittredge and Kendall Gedeon took over the Lead Organizer role from John Bell.

We continued to operate on a once-a-month schedule as we did last year. On average, we served 55.9 households per month, representing an average of 178.8 individual clients. Of these clients, an

average of 66.8 were children (<18), 73.6 adults (18-65), and 32.8 seniors (>65). (Note that these averages omit August, for which data was lost.) This is roughly comparable to 2017, for which partial data exists. For the seven months of data we have, we served an average of 59.1 households, representing 172.7 individuals. 54.7 of these were children, 81.3 adults, and 36.3 seniors.

A majority of the food that we distributed was purchased from the Greater Boston Food Bank, at an average of 1818.4 lbs per month. We were fortunate to have Food For Free continue to pick up our food and deliver it on Friday morning so that our volunteers could unload it. We also received items such as bread, fruits, vegetables, and dessert from Food For Free. During the months of July through December, we purchased 12 boxes of produce each month from the Boston Area Gleaners, an organization that harvests surplus crops from farms.

In 2018, we received donations from patrons of the Cambridge Symphony Orchestra's Holiday Concert, the Cambridge Safer Homes Safer Community Gun Buy-Back Event, TG Gallagher Mechanical Contractors, St. James's, First Church Cambridge, St. Peter's Catholic Church, and generous individuals.

Some of the dedicated volunteers who kept the Food Pantry running in 2018 include Carolann Barrett, Hong Chin, and Anne Read, who unloaded the food delivery on Fridays, and Paula Eno, a volunteer from the community who supervised distribution on Saturdays. We also had several Food Pantry guests join our volunteer team this year.

As we look ahead to 2019, we hope to continue to build relationships between volunteers and guests and prepare ourselves for the transition to the new Food Pantry space in 2020.

FOOD JUSTICE MINISTRY – *Meredith Wade*

Last January, our newly minted Food Justice Team identified a set of core values and a mission statement to guide our ministry. Connected to but distinct from the day-to-day operations of Helping Hands Food Pantry, the Food Justice Team aims to co-create the food pantry as a spiritually-nourishing space and a force of transformation in the world. We root our work in the values of community, welcome, joy, equity, reciprocity, reflection, and openness.

With this vision in mind, we have carefully cultivated trust and relationship between volunteers and guests of the food pantry. We've continued serving coffee and refreshments to guests as they wait in line on distribution days (despite technical difficulties with our coffeemaker). This simple gesture transforms an otherwise tedious time into an opportunity for connection and community building. As a result of this ongoing relational ministry, several guests have joined our efforts as enthusiastic volunteers and emerging team members! We welcome Yola, Matt, Catherine, and Gloria to our volunteer crew.

Food Justice leaders - including Kendall Gedeon, John Bell, Allen Perez, Jenny Grassl, and Jenny Wolahan - attended in-house trainings in power mapping (the community organizing version of The Six Degrees of Kevin Bacon), relational organizing (especially one-on-one meetings or 1:1s), and teambuilding. With that foundation, they have flourished: the Jennys explored other approaches to food justice ministry at the Friday Cafe in the spring, while Allen represented St. James's at Episcopal City Mission's Faith-Rooted Organizing training in September. Kendall and John co-facilitated a recent meeting to plan for our ministry's transition into the new parish hall. All members have practiced their 1:1 and recruitment skills with guests at the pantry - sometimes in multiple languages!

My work as St. James's Food Justice Fellow brought me to Grace Episcopal in New Bedford last spring, where I spoke with their Food and Faith group about the food justice movement's roots in the Black Panther Party. This conversation revealed to me that we are not alone in our hunger for a ministry that disrupts power dynamics and embodies radical mutuality. Our team revisited this calling at a recent meeting where we discussed the surprisingly short history of food pantries. It is no surprise that a tool designed as an emergency stop-gap measure no longer serves food-insecure individuals in the long term. And in this political moment, essential initiatives like the Supplemental Nutrition Assistance Program (SNAP) are under threat. Amidst these challenges, our Food Justice Team is well-equipped to create transformative change through our ongoing practice of action and reflection.

SCOUTS – *Michelle Holmes*

This past year we have seen an explosion in membership, with about 70 youth participating. This membership growth has corresponded to a recent record sale of Christmas trees and wreaths (\$10,000 gross) that will help fund our multiple activities.

About half of these (35) are part of our Cub Scout pack 56, serving youth ages 5-10, and meeting on Thursday evenings at the church 6:30 – 7:30 pm. This year Pack 56 was excited to be able to FINALLY officially register girls as part of the Pack, as the Boy Scouts of America (BSA) allowed girls as members in 2018. New, gender neutral national handbooks were drawn up and we were pleased that some of our girl Cubs were featured as models in the handbooks. This year our Cub scouts have:

- Learned about online safety,
- Made marble machines,
- Gone for a night hike at Fresh Pond,
- Had a lemonade stand at the Head of the Charles,
- Learned about trick-or-treat safety from the Cambridge Police,
- Held a "reverence hike" at Mt. Auburn Cemetery,
- Heard ghost stories from the Guild of Historic Interpreters,
- Visited Bunker Hill and Old Ironsides,
- Held a winter campfire to celebrate the Winter Solstice.

We have approximately 35 older (ages 11-20) youth registered in Troop 56 and Crew 56 meeting on Tuesdays at 7 pm at the church. We are excited because on February 1, 2019, we will finally be able to register girls ages 11-18 as members of the Troop, allowing them to officially work on the coveted Eagle Scout rank! For their monthly weekend trips our older Scouts have:

- Backpacked on Cape Cod
- Attended MASSJAM; a quadrennial jamboree for thousands of MA Scouts
- Performed conversation service on Cape Cod
- Visited perennial favorite Boda Borg (escape room questing)

Upcoming trips they look forward to include:

- Winter skills training in Vermont
- Cross country skiing in NH
- Wilderness survival skills (sleep in an improvised shelter, make fire without matches)
- Climb Mt. Greylock in western MA
- Climb Mt. Cardigan in NH
- Bicycle on Cape Cod
- Summer high adventure trip to Philmont Scout Ranch in New Mexico (10 days backpacking)

In addition our older Scouts perform community service to St. James by hosting 2 coffee hours, working at the Food Pantry 5 different Saturdays, and helping out at the parish retreat.

Pack, Troop, and Crew 56 (also known as Scouting Collective 56) welcome all youth ages 5-20 and their families to join us as we grow to become ethical young adults, good community citizens and respectful neighbors, and stewards of the earth!

Visit us at www.troopcrew56.org

REDEVELOPMENT COMMITTEE – *Jeff Zinsmeyer*

Members: Mary Caulfield, Matt Stewart, Alan Aukeman, Becky Bjork, Ric Dumont (co-chair), Rachel Evans, Sarah Forrester, Polly Grant, Michelle Torres, John Hixson, Liz McNerney, Peter Merrell, Lauren Rigsby, Anne Read, Anne Tate, Marietta Sbraccia, Anne Ipsen, Nancy McArdle, Mark Yoder, Samuel Zimmerman, Sarah Borgatti, Betsy Zeldin, Sylvia Weston, Jeff Zinsmeyer (co-chair)

For Redevelopment at Saint James, 2018 was a year beginning quietly and building to a crescendo. The first half was slow, not unlike the 11 years prior, as we waited on the City review process. Then, after mid-year, the pace changed dramatically. By year end, construction had commenced. Thanks to the many people who assisted in supporting this process.

The year began quietly. Our prior, complex legal issues appeared resolved and we waited for issuance Cambridge demolition and building permits. One important development during this period was the retention of an ‘Owner Representative’. St. James contracted with New Atlantic Development (which has assisted us since day one with the assistance of Peter Roth) for the part time services of Brian Goldson. During construction, Brian’s job is to represent Saint James on site. This

involves monitoring the construction weekly insuring that the work conforms to the terms of our Development Agreement and architectural plans. On a regular basis, he communicates with Saint James to inform us of progress and issues (there are many) as they arise. We are grateful to have him. For instance, right out of the box, in February, Brian helped resolve some major construction budget inconsistencies.

April was a 'good/uncertain news' month. Good news: demolition permits for the Car Wash and Parish House were issued. Bank financing was progressing and our contractor, Nauset, was ready to go. But uncertainty surrounded the City's review of the building permit (which had been fully reviewed years prior). Every week, it seemed to bounce from one Department desk to another with no issuance forthcoming.

Confident that that issues involving building permit would be soon addressed, the Saint James team went public in two community meetings. In June, the Association of Cambridge Neighbors dedicated most of its monthly meeting to hearing from our architect and our developer ACORN. Several Saint James members attended. This was followed by a meeting with PSNA (Porter Square Neighborhood Association). The reception was generally positive – many community members had tired of looking at an abandoned carwash. There was a sense of momentum. July was pivotal. The permit was still drifting from department to department—stalled in a bureaucratic mire. A meeting with the Cambridge mayor was organized by ACORN. On July 26, Saint James's & ACORN representatives met with Mayor McGovern, Councilor Carlone and other officials. The point was made that the waiting was harming the Church and its ability to engage with the community and serve our social mission. The politicians were supportive. The following Sunday was Holly's last Service. At the end of the Service, she asked attendees to gather for a massive photo shoot. A picture of nearly 50 parishioners with a sign 'free our permit' conveyed a powerful message to our local politicians: Cambridge voters demanding action. Through social media the picture was widely circulated. The next week we were informed that the bureaucrats needed only Planning Board approval at an upcoming Hearing to release our permit. The logjam was breaking.

During the week prior to the August 7th Hearing, Planning Board members were flooded with emails from Church and community members saying, essentially, "enough! Let the building begin". At the Hearing, dozens of Saint James's members packed the hearing room. The Planning Board reached a "good cause" finding and ordered the permit issued. Finally.

Permit in hand, September was a month filled with celebration and information. The Redevelopment Committee met in mid sept to discuss plans. New ideas were presented. Lauren Rigsby opened the meeting with her proposed Liturgy of Groundbreaking and Blessing to be presented at upcoming celebration. Nancy McArdle led discussion on whether old Parish Hall needed additional remembrance. John Hixson provided important insights on rental limitations. Two subcommittees were revived: the F, F&E (Furniture, Fixtures & Equipment) Subcommittee and the Revenue Subcommittee.

On September 17th, there was community information meeting held in the Church. It was well attended addressing issues such as noise, timing, working hours, tree protection, rodent control and the like. It concluded with wonderful refreshments provided by Sarah Forrester. A few days later, a gala celebration / groundbreaking ceremony was conducted in the Church followed by an actual groundbreaking (shovels and dirt included) in the garden. We were blessed with attendance of Bishop Alan M. Gates of the Episcopal Diocese of Massachusetts; The Reverend Holly Lyman Antolini; Cambridge Mayor Marc McGovern, City Councilor Dennis Carlone and representatives from Nauset Construction, ACORN and Oaktree.

"This is really the type of project that we should be celebrating in our community," said Mayor McGovern addressing the assembled. "Not only is it bringing much needed housing to the community, it's bringing the (historic) garden out to the street so that everyone can enjoy it. It's also providing much-needed stability for this incredible congregation that means so much to the neighborhood and does so much to help those who are vulnerable. It really is a win all around." The month ended with a Service of Commemoration and Thanksgiving for the Garden and Trees. In November, Liz McNerney took initiative to rev up the Revenue Committee --first a planning meeting hosted at her Cambridge home followed by an 'all hands' Revenue meeting later that month at same venue. That meeting produced a calendar of weekly church events so room availability for the new Parish Hall could be determined. The Furniture, Fixtures and Equipment Subcommittee met in late October. Thanks to Anne Read for extra effort (including inventorying the undercroft). As Fall advanced, facing demolition and loss of our parking lot, a search was initiated for Sunday parking options. Alan Aukeman provided entrée to the Henderson Carriage Building. A 'cold call' effort on Carriage tenants supported by our newly arrive Priest-in-Charge, Matt Stewart, generated positive results. Special thanks to a major Carriage Building tenant – IEC (Industrial Environmental Corporation) for accommodating to our request. Application was also made to Cambridge DPW for a drop off space on Massachusetts Avenue.

December wrapped up with meetings with the Food Justice Committee to clarify needs in the new Parish Hall. Thanks to Meredith Wade and John Bell for input in that effort. We ended the year with site excavation well underway. Our Redevelopment process is well underway as well. Thanks to all Parishioners for their input, assistance, hard work and commitment to this complex process. Entering the New Year, the Redevelopment Committee and its co-chairs will strive to keep you informed. And, as always, your questions, suggestions, critiques, support and prayers are welcome.

PROPERTY REPORT – *Peter Merrell*

The good news from Property Committee is that there is little reportable news for 2018. Operational questions about the new boilers (installed in November, 2017) have been resolved by Aspinwall Plumbing and Heating. They have also installed a new WiFi thermostat for the heating system. This allows our Sexton, Hong Chin, to monitor and to adjust temperature settings remotely through his 'smart phone'. Lawn care and leaf removal services by Cambridge Landscaping have been

terminated due to the impact of the new construction/excavation. Greater property issues have fallen to Jeff Zinsmeyer and to the Redevelopment Committee who are coordinating with the construction of the new Parish Hall.

Pending Property items in the Sanctuary for future consideration include electrical rewiring to replace knob and tube circuits, tile removal/replacement in the Baptistry and replacement of the rug in the Sanctuary.

Thanks again this year to Hong, who keeps a watchful eye on our historic Sanctuary and responsibly addresses the problems that regularly arise. A 'break-in' occurred to the Undercroft and Hong, with help from Nauset Construction, promptly repaired and reinforced the wooden entry. Thanks also to David Delisle for the snow clearance and O'Mahoney Construction for on-going roof repairs. And, thanks to you, St. James's staff and Parishioners, who use and care for our Sanctuary that shelters so many diverse functions during our period of Redevelopment.

WORSHIP COMMISSION – *John Thomas Kittredge*

For the Worship Committee, 2018 was a year of continuity. We continued on the track that we have followed for the last several years to increase lay involvement and decrease the burden of serving on the committee. Teams of two or three interested parishioners met with the pastor and minister of music to plan each liturgical season. The committee also met as a whole to review how the previous year went and discuss what we would like to improve for the coming year. Usually this takes place over the summer, but we met in November this year so that we could include our new pastor, the Rev. Matthew Stewart.

As usual, we observed the festivals and fasts of the liturgical year — Advent, Christmas, Lent, Easter, Epiphany, etc — with our particular St James' observances of Anti-Oppression Lessons & Carols, International Sunday, a congregation-created and lead Stations of the Cross and Veneration, and we were grateful to welcome back the Theodicy Jazz Collective to our Easter Vigil. Pat Michaels also led us in singing his beautiful new compositions based on the VISIONS Guidelines for Communication Across Difference at our Annual Retreat. A liturgical high point of 2018 was the St James' Day celebration on 29 July, which was also the Rev. Holly Lyman Antolini's last Sunday celebrating with us. So that we had a chance to say goodbye to her and honor her ten year rectorship.

WELCOMERS – *Kate Hornstein*

During the year, we welcomed many visitors, all ages and with varying Talents! These were visitors who signed up for our email list. I would estimate that we welcome at least 2 newcomers per week, and sometimes more. This family is Spirit-filled and growing!

During a time of precipitous membership decline in church attendance, particularly in the Episcopal Church, we are extremely fortunate to have a steady stream of Newcomers from all walks of life who find a home at St. James's--even if for a single Sunday!

This year, we once again provided the gift of a pen with our name and contact info as well as "Welcome to the Episcopal Church" brochures for our Welcomer Table (as we became aware that many newcomers are arriving without a background in the Episcopal Church.)

Because of our switch to a shared leadership model a couple years back, we now find ourselves with several needs that have gone unfilled. If you find that your gifts could be used in fulfilling any of these needs, please contact us.

-- We need volunteers who might coordinate and host Welcoming Dinners twice a year. Please make yourself known, if you are interested in co-ordinating a "Welcome Visitor Dinner" event at times throughout the year.

--We need someone to take a deep dive into what materials would be most helpful to a first-time visitor. Specifically, we need:

--a revision of our "Welcome to St. James's" packet, which includes a description of nearly everything that goes on at St. James's and who to contact.

--a brief flyer in Spanish, (plus OTHER Languages) with service times, and a brief description of who we are, and what we do.

Thank you, St. James's for being such a friendly, welcoming family!

USHERS – Nancy McArdle

The Ushering Ministry continues to provide welcome, assistance and information to all who enter the church on Sunday Mornings. During 2018, the usher coordinators included Tom Tufts, Nancy McArdle, and Mark Yoder. Ideally we would have 6-8 usher coordinators, so this year has been challenging. We are exceedingly grateful for the assistance of Curtis Fisher who has stepped up to play a significant and very welcoming role and for the regular cheerful service of Alan Aukeman (and Ren and Meg). Katherine Gilliland, Mark Agard, and several other parishioners have also volunteered consistently, which is a great help.

The usher coordinators, working in pairs, welcome parishioners and visitors, hand out bulletins, make and record an accurate count of worshippers, answer questions, and recruit weekly usher volunteers who bring up the Eucharistic elements to the altar, take up the Offertory, and usher during communion. We invite the participation of a variety of volunteers on Sundays, and we appreciate Judy Beers' ministry of greeting people and assuring their safety on the stairs near the baptistery following communion. If others would like to provide a similar service, please speak with

us. We continue to endeavor to make the ushering ministry as open to as many people as possible, while maintaining flexibility and respecting those parishioners who might choose not to participate. We welcome any who would like to join the usher coordinator team or assist in any other way

MUSIC MINISTRY – *Patrick Michaels*

St. James's has enjoyed a year filled with the musical offerings of its members. Congregational singing is at the heart of our community, and each person who sings adds to the richness.

We have blended the best of traditional hymnody with an openness to new things; we have sung Songs of Praise and service music for a season, adding them to our congregational repertoire; we have tried to create a joyful, participatory, challenging worship experience to engage each worshipper and bind us all into a deeper sense of wonder and love.

We have worked to ensure support for the continuing excellence of our music. We have projects focused on congregational songs and hymns, on Psalms we have written, on voice training for singers, on Choir membership and growth, and on organ repair and tuning. The Parish is hoping to grow our Organ Fund to support the crucial maintenance and possibly expansion of our pipe organ. Judy Beers and Michael Anthony have agreed to Co-Chair a new Organ Committee.

The Minister of Music is on Sabbatical from January 1, 2019 until April. Special thanks go to the Vestry and people of St. James's to make this sabbatical a reality; to Margot Chamberlain and Elizabeth Harwood for help with Adult Choir; to Lauren Rigsby, Lauren Zook for hymn choices and other members of the Worship Committee for planning; and to all the musicians---singers and instrumentalists--that contribute to our common musical worship life. Our Sabbatical Musician while Pat is away is Thomas Dawkins (also Chapel Musician at Goddard Chapel at Tufts University.) Welcome, Thomas!!

The Adult Choir currently has 20+ volunteer singers. We have been excited to be able to welcome many new singers this year including Mina Pollman, Susan Robinson, Michele Torres, Margaret McGladrey (who moved back to Kentucky in December), Tom Marsan-Ryan, Mya Calendrino, Gordon Stone, and Dave Musser, Owen Campbell-Moore, Julia Ludwig. In addition to these newer members, we are proud to have counted the following members for all or part of the year: Mike Burris, Dana Evelyn, John Hixson, Janet Hobbs, Hilary Sallick, Margot Chamberlain, Lucas Sanders, Katia Udall, Yvette Verdieu, Elizabeth Harwood, Meredith Wade, and Claire DeSoi, Meichelle Ferguson, and Sylvia Weston.

Over the summer, Choir members Andrew Rohm, Kate Hornstein, and Sam Perlo-Freeman have moved to Chicago, New York and London respectively. We miss their voices and their commitment and their spirit. In addition, John Hoffer, Zhou Xiaoying, Jules Bertaut, Lauren Zook have retired from the Choir. We thank them all and bid them well in their new ministries.

Singers may join the Choirs throughout the year, and **we look forward to still more new members in the coming months.** The Adult Choir rehearses Wednesday evenings in the church from 7:30 to 9:30.

This year, we sang Offertory anthems each week composed by women composers. This has featured our own composers-- Margot Chamberlain and Lauren Zook---as well as composers who have or have had some connection to St. James's (Nancy Preis, Jodi Mikalachki, Elizabeth Johnson, Ysaye Barnwell, Alice Parker, Carolyn McDade, Carol Doran, etc.) and also historical composers.

The Greenleaf Choir (singers from 2nd--sometimes 1st-- through 6th grades) consisted of two singers for a year or two: Thanks to Beckett Thomas and Walter Musser for being such faithful singers during this time. However, we have welcomed six new singers this Fall! They are Jonte Folkes, Isaac Sackton, Ivy Saltzman, Emery Mazzotta, Patrick Wilmer, and Johnnie Torres-Singer. We are thrilled to have each of them and look forward to a year of great music-making. Our rehearsal times are Fridays from 5:30 to 6:15 (p.m.!) and again at 10 a.m. on Sundays. All kids in these grades are welcome. No experience needed.

Gospel Schola (7th-12th grades) welcomes singers from 7th through 12th grades. We rehearse from 8:30 to 9:15 on Sunday mornings. The Choir has begun to serve as Cantors for the Psalm singing on 2nd Sundays of the month, along with other liturgical duties on that Sunday. The Gospel Schola now has 3 regular singers: Lydia Evans, Rayne McNerney, Fiona Thomas; and Emilee Butler sings occasionally. Gwei Strong-Allen moved away over the summer for college. We miss her model of steadfast commitment and constant learning.

These Choirs sing an anthem every Sunday at Communion, lead the hymns and service music, (especially the *Zambian Lord's Prayer*) and process at the end of the service. **Both of these Choirs are interested in welcoming new members.** We spend time talking about the words that we sing; we study, learn and discuss theology, Bible stories, poetry, voice production and musical reading and performance, and other subjects of interest to the group.

The Men's Choir has sung on a few selected occasions. Our thanks go to Mark Yoder, Matthew Abbate, Steve Clark, Dave Clark, and John Hixson. **New members are welcome!**

Our Treble Choir (which began singing in January 2015) consists of high-voice (soprano and alto) singers from the Parish; they have offered anthems on six occasions. Rehearsals are as announced on some Saturdays. This Choir affords people the chance to sing regularly but with a lesser time commitment than that of the Adult Choir, and also a chance for Adult Choir members to sing even more! The Treble Choir had a hiatus this Fall of 2018, as the director has been too busy to organize himself for it. The Treble Choir will most likely resume singing in the Spring of 2019, after Pat Michaels returns from his Sabbatical. **New members are also welcome.**

Margot Chamberlain continues to invite people to compose new Psalm settings, and assist them in notating and performing them. We are in her debt. Thanks also to all the composers and cantors who have inspired us and through their gifts.

Our various soloists--vocalists, drummers and other instrumentalists-- have again provided wonderful music for meditation and contemplation, and dancing and celebration. Deep thanks to all who served as Cantors for the Psalms (and composers too!), Steve Clark, Arthur and Matthew and Beth Abbate, Tom Hirschi, Mark Yoder, Margot Chamberlain, Amelia Gustafson-Bronfman, Meredith Wade, Owen Campbell-Moore, Tammy Ryan, Andrew Rohm, Sarah Politz and her Easter Vigil band.

Projects for 2019 include:

1. Keep on keeping on--during the Sabbatical of our Minister of Music from January 1, 2019 through April 7.
2. Providing a musical/social event for our youngest singers.
3. Equipping our new Organ Committee to embark on a plan to preserve and enhance our organ.

ALTAR GUILD REPORT - *Marian King*

Acolytes

Currently we have four people regularly serving, Eric with over 40 years service to St James, Marian with about 15 years at St James (and some elsewhere). Meredith Wade joined us about 18 months ago as some of our people in ordination process moved on to other church /seminary experiences. Joe Kimmel joined us at the beginning of the summer. Eric and I are always watching for new folks to join us. We thank Emerson McNerney for assisting with candle lighting duties during early Christmas Eve service, and hope he will participate more with us in the future.

If any of you have served as acolytes in your youth, or as adults here or elsewhere, please speak with me (Marian) regarding serving again in this ministry. We hope to engage more youth in this ministry again as the Parish Hall nears completion. A return to torch bearers for processions would be fun. In order to do more, we need more adults and more youth! If you have a child who is interested, and perhaps is not already in choir, this could be another opportunity to engage in service at St James.

ALTAR GUILD FINANCIAL REPORT – Susan Harris

RECEIPTS 2018

Diocesan Investment Trust:

2017 Q1,2,3,4:	\$1,300.
2018 Q 1,2:	\$1,550.

Flower Donations:

Easter	\$500.	
Christmas	\$440.	
Sunday	\$400.	
Annette E. Hunter Fund	\$1,000.	= \$5,190.00

DISBURSEMENTS 2018

2018 Palms	\$61.25	
Candles	\$688.00	
Altar Linen	\$155.15	
Wine	\$264.00	
Easter flowers	\$674.00	
Christmas flowers & greens		
	\$377.47	
Sunday flowers	\$2,250.00	
Gifts	\$200.00	
2019 Palms	\$61.25	= \$ 4,731.12

BALANCES

Balance 2017 \$64.29
PLUS \$5,190.00 2018 receipts
MINUS 2018 disbursements \$4,731.12
Leaves a Balance to begin 2019 of \$523.17

Thanks to those who assist in different ways during the course of the year with the Altar Guild:
Barbara & John Butler; Virginia Carter; Hong Chin; Tom Harris; Janet Hobbs; Marian King; and Eric Maynard.

Anyone interested in serving with Altar Guild should talk with Susan Harris or Marian King. There are helps that can be done by all genders, older youth, and adults.

BAPTISMS, CONFIRMATIONS, MARRIAGES, BURIALS

BAPTISMS: 8

Raphael Mina Salib	1-7-18
Raymond William Jordan	4-1-18
Shilla Emma Jordan	4-1-18
Natasha Olivia Jordan	4-1-18
Stephen-Andrew David Agard, Jr.	6-3-18
Ala-Rose Alexandra Porter	6-3-18
David Jacob Dierdorff	9-30-18
Mina Erika Pollman	11-4-18

CONFIRMATIONS: 3

Emilee Cassandra Bianca Butler	9-22-18
Lydia Maria Evans	9-22-18
Joseph Lee Kimmel	10-20-18

MARRIAGES: 3

Xiaoying Zhou & John Thomas Hoffer	4-28-18
Sadie Lord & Kyle Pettit	7-7-18
Tamara Louise Wolfe Ryan & Thomas Paul Marsan	9-15-28

BURIALS: 1

Philip E. Burnham	6-13-18
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Minutes of the 2018 Annual Meeting of St James Church, Porter Square

submitted by John Thomas Kittredge

Convening

- The 2018 Annual Meeting of St James's Episcopal church was held on January 28 during the 10:30 Eucharist, following communion.
 - The Rector, the Rev. Holly Antolini, presided at the Eucharist.
 - Sylvia Weston preached the annual Senior Warden's sermon.
 - The Hospitality Committee, headed by Sarah Forrester, provided a delicious soup lunch to sustain the congregation through the Annual Meeting portion of the service.
 - The Rector led a short meditation and prayer before the meeting for business.
- The Senior Warden, Sylvia Weston, as Chair called the meeting to order at 12:15 in the sanctuary.
- The Clerk, Jules Bertaut, certified the presence of a quorum.

Minutes and Annual Report

- John Thomas Kittredge moved acceptance of the minutes of the 2016 Annual Meeting.
 - Michael Anthony seconded.
 - The motion passed unanimously.
- Lucas Sanders moved that the 2017 Annual Report and Budget be accepted as presented.
 - Jules Bertaut seconded.
 - The motion passed unanimously.

Elections

Officers and Vestry

- The following nominations were submitted by the Nominating Committee, represented by Cynthia Johnson:
 - Senior Warden — Lauren Rigsby
 - Junior Warden — Sarah Forrester
 - Treasurer — Lucas Sanders
 - Clerk — Jules Bertaut
 - Vestry Members-at-Large, Three year terms:
 - Andrea Saltzman
 - Jean Clark
 - Alice Killian

- Vestry Member-at-Large, One year unexpired term:
 - Leah Giles
- Lucas Sanders moved that the Clerk cast a single ballot in favor of the slate as nominated.
 - John Hixson seconded.
 - The motion passed unanimously.

Other offices

- Diocesan Convention Delegates:
 - Sylvia Weston
 - Lauren Zook
 - Marian King (*Alternate*)
 - Anne Ipsen Goldman (*Alternate*)
- Alewife Deanery Delegates
 - Anne Goldman
 - Caroline Merritt
 - Marian King
- Episcopal City Mission Delegates
 - Allen Perez
- Lucas Sanders moved that the Clerk cast a single ballot in favor of the slate as nominated.
 - John Hixson seconded.
 - The motion passed unanimously.
- The Rector presented gifts to the 2017 Vestry members, both those ending their service and those continuing.

Presentation on the Redevelopment

- Jeff Zinsmeyer reported on the Redevelopment project for the Parish House
 - All suits have been settled.
 - Building permit has been re-applied for.
 - Approval expected to be smooth since project has previously been approved.
 - Brian Goldson has been appointed as Owners' Project Manager.
 - Demolition of old Parish House might start this summer.

Presentation on Pledge Campaign

- Jeff Zinsmeyer introduced the discussion.
 - Campaign asked parishioners three questions:
 - What do you love about St James'?
 - What do you hope for for St James'?
 - What would you like to change about St James'?
 - Common topics, across questions.

- Church Community
 - Outreach, Activism, & Service
 - Worship & Program
 - Redevelopment
- Becky Bjork presented a summary of the survey results.
 - On hopes about redevelopment:
 - For it to be over.
 - For what space will allow.
 - New neighbors.
 - On what people love and want to improve in the community:
 - Love diversity.
 - Want to work on welcoming.
 - Want more social justice action.
 - Want more adult formation.
 - Want more support for church school.
 - There were many practical suggestions.
- Response from Leah Giles and Jules Bertaut on behalf of the Vestry.
 - The Vestry is grateful for the work done in preparing report and to parishioners for taking time to respond.
 - The Vestry will spend time on its retreat in February to dig into responses for changes.
- Lucas Sanders, the Treasurer, presented the financial results of the campaign.
 - The number of pledges and amount pledged were both short of our targets.
 - There are reasons to believe that there a number of active members who are past pledgers who have not gotten around to pledged.
 - The Treasurer made a personal appeal to those late pledgers.

Report by Rector

The Rev. Holly Lyman Antolini made her annual Rector's Report:

- She will be taking a three month sabbatical in the fall at her tenth year of service.
- Will be studying painting, as at her fifth year sabbatical.
- She took the occasion of this meeting to announce her retirement.
 - Feels called to paint as a vocation.
- She called parish to discernment for the future.
- She lauded parish for its vision and its loving-kindness towards her and the world.
- As the Redevelopment comes closer, she realizes that, she no longer feels energy to lead parish through all that that entails.
- Ric Dumont, Alan Aukeman, and Jeff Zinsmeyer have provided leadership throughout project, and will help us through.

- Bishop Allan Gates and the Vestry will decide whether to call a long-term Interim Rector or a Priest-in-Charge.
- In the midst this, the Vestry still plans on calling a Assistant Rector, but the search will be completed by the new pastor (whether Interim or P-in-C).
- The retirement celebration will be on July 29th
 - She will effectively retired by end of September.
 - Her official retirement will be at the end of sabbatical in late December.

The Rector made the following presentations to the parish.

- Ceramic scallop shells.
- Her personal library of religious and spiritual books.

She ended with reiteration of thanks to the parish for its ministry.

- She concluded with a poem by Stanley Kunitz.

In response JT Kittredge made a motion:

- That the parish of St James Porter Square
 - Expresses its deep gratitude to the Reverend Holly Lyman Antolini for her almost ten years of faithful, gracious, and devoted leadership,
 - Gives thanks for the spiritual fruits that her leadership has borne,
 - Wishes her godspeed and every blessing in the future.
- Lucas Sanders seconded.
- The motion passed unanimously.

Holly made further presentations

- To Sylvia Weston in gratitude for her four years of service as Senior Warden.
- To the other officers and vestry members who are ending their terms of service.

Budget

The Treasurer, Lucas Sanders, gave a presentation on the 2017 budget.

- Assumptions:
 - Hiring a new Assistant Rector will be deferred until fall.
 - Music Director will defer his overdue sabbatical until '19.
 - Ground will be broken for Parrish House during Easter.
 - May be optimistic.
 - Pledges will eventually come close to \$260k
 - That is short of goal, made up by delaying hiring of Asst. Rector.
- The budget plans to draw on redevelopment reserves as construction begins.
 - It also plans to draw on sabbatical reserves.
- 2017 had around a \$12k surplus.
- 2018 is forecast at a \$3k surplus after the planned drawing on reserves is discounted.

- “In its simplest form, a budget is a reflection of the values of an organization.”
 - Quotation from past Treasurer Michael Walters-Young
 - Reflecting on what values this budget expresses:
 - Stretching to support family and children minister.
 - Investment in sustainable leadership.
 - Investment in mission.
 - Social action.
 - Wants us all to be proud of our work as reflected in this budget.

Parish Affirmations

Members gave the following thanks from the floor:

- The Rector to Marietta Sbraccia for her leadership of the Hospitality Committee.
- S Weston to Patrick Michaels and all who participate in music in all forms.
- Mary Caulfield to Cynthia Joseph and the Nominating Committee for the wonderful slate of candidates that they put together.
- C Joseph to all the Nominating Committee for their hard work.
 - Especially for Mabel Moore-Pollard
 - John Bell
 - Diana
 - Allen Perez
 - Lauren Rigsby
- John Bell to the Officers of the Parish.
- Kathryn Gilliland to Lucas and Jeff for their clear, informative presentations.
- Anne Shumway to Alice Killian for running the pageant, and serving on Vestry and on the Sanctuary Team.
- Pat Michaels to Holly for being a great employer for the last ten years.
- H Lyman Antolini to Patrick Michaels for being a great colleague and Music Director.
- H Lyman Antolini to
 - The church school teachers.
 - The altar guild, especially Marion King and the Harrises.
 - J Hobson
 - Nursery Volunteers.
- Sylvia Weston to Peter Merrill for taking a lead on dealing with the painting and boiler repair.
- Sylvia Weston to Hong Chin for his work as Sexton.
- Benazeer Noorani to Jules Bertaut for leading the Upper Church School.
- Benazeer Noorani to Kathleen Mills-Curran in taking leadership in the Twenties and Thirties Group.
- Margot Chamberlain to Vestry members who called people about their pledges.
- To Holly for supporting music.

- John Hixson to Eric Maynard for his leadership at both Sundry services. 50 years
- Michelle Holmes and Becky Bjork for coordinating the Sanctuary Ministry.
- Sylvia Weston to Jeff Zinsmeyer for all his work on Redevelopment.
- Sylvia Weston to Anne Shumway, Yvette Verdieu, Marian King, John Bell, & Leah Giles for their work as pastoral visitors.
- H Lyman Antolini for the “Shirley Team” supporting Shirley Bayley.
- Diana Benz & Cynthia Joseph to Thomas Tufts for many ministries on which he serves.
- H Lyman Antolini to Meredith Wade for her work as Life Together Fellow.

Parish Retreat

- Father’s Day weekend.
- Planning starting.

Closing

- The Rector led us in a blessing on the congregation.
- The Assistant Rector gave the dismissal.
- The Chair adjourned the meeting at 1:52.
- We closed with singing “Simple Gifts.”