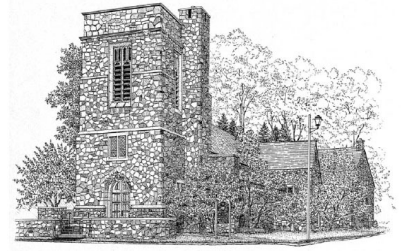


St. James Newsletter

October 2010



News from Ministry Discernment Committee

Once again, the members of the Ministry Discernment Committee want to thank the members of this parish for praying for us and participating in the information-gathering events that we have held. Many of you have commented on the electricity you felt in the Great Hall during our meetings on August 29 and September 19. We trust that that energy can be parlayed into many productive uses now; there's no need to wait until we call a new rector!

Speaking of a new rector, we do hope you will fill out the survey that we have created. There is an entire section that asks for your thoughts about our next rector. The survey gives you one of the most direct ways yet of making sure your voice is heard in this discernment

process. Remember: the deadline for submitting the survey, either in paper form or online, is October 17.

For the month of October, the MDC is hitting the books. At our next meeting, we will discuss what we've learned from reading *Born of Water, Born of Spirit: Supporting the Ministry of the Baptized in Small Congregations* and *Changing the Conversation: A Third Way of Congregations*. The Vestry is also reading these books, so we encourage you to pick them up yourselves. (We'll try to put copies in the library for anyone who wants to read the books.)

October is also the month when the MDC will be working hard on the parish profile. We'll have more to say about the profile in the November newsletter, but much of what we will draw upon comes from the lives of the parishioners at St. James, past, present, and future. So do not hesitate to call or write any one of us with your thoughts about our parish. We want to make sure we hear what the Spirit is saying to this church. And part of the way we will hear that is by hearing what the Spirit is saying to you.

Yours together in Christ's service.—*Steve Swayne, for the Ministry Discernment Committee*

Stewardship Update

Thank you, everyone, for sharing your love of St. James! In case you haven't had a chance to read the ribbons where they are displayed along the rood screen, here is a sampling:

"The Outreach activities and efforts"

"The tradition is comforting and inspiring."

"Thanksgiving for a constant church home where my faith is helped to grow – Thanks for a loving church family."

"The beauty – how this church was the site of a family wedding and baptisms."

"Being able to actively participate in Ministry"

And one of my personal favorites: *"Coffee Hours."*

The Spirit inspires our affection in all these ways, drawing us together to be God's people in the world. And I heard there was a lot of lively inspiration at the "Future of St. James" meeting on Sept. 19. Before she left on vacation last week, Karen Vitols reported that she has already received 9 pledges for 2011 (representing 14 people), for a total amount so far of \$23,110.00. That's a good start.—*Candace Vandouris, Chair Stewardship Committee*

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Report of Former Senior Warden

I regretfully and sadly need to report that I resigned as Senior Warden and as a Vestry Member at the Vestry Meeting held on September 21, with the resignations to take effect at that time. Your Junior Warden, George Calver, will serve as your Acting Senior Warden until the Vestry elects a new Senior Warden. George will serve you well.

It was a year and a half ago when I was first appointed Senior Warden. The loss of our Rector was painful and divisive, but our parish family stood firm and rallied to get us through this difficult time. We worked together collaboratively, as Christ's messages urge us to do. We worshiped and celebrated Christ, we loved our Lord our God with all our hearts and souls, we loved our neighbors as ourselves, we respected, understood and accepted all for who they are, we collaborated in all we did, we all did our part giving of our time, talent and treasure, we contributed to the work of our parish. While many parishes in such circumstances would withdraw, we started our first St. James Tea and saw it become an annual event, we offered the best St. James Liturgy Festival ever, we held two successful and uniting St. James Annual Fairs, our Adult Christian Education was re-established offering regular programs, our Choir has grown to the point we are running out of room, our Youth Christian Education Classes are growing in size, we started our first Father's Day Barbeque, we have had a continuous flurry of

activity, and our Ministry Discernment Committee is in the process of discerning what we have done, who we are, where we will head in the future, and will soon be recommending who will lead us as our Rector.

We have been blessed with supply clergy, especially our own Marcia, Lyle, Liz, and Betty, and with Sarah, Gunnar and Jane. They have kept us focused on why we are here: for the glory and celebration of Christ and the spreading of His Word.

Our Vestry rose to the challenges we faced, meeting often and for long hours. I am grateful for each one of them and for their agreeing at my first meeting with them to make all decisions by consensus and adopting the Vestry Covenants to positively guide our interactions. Recently, the Vestry decided to go back to the normal voting under Robert's Rules of Order, but the spirit of making decisions by consensus is still there. The Vestry Covenants have been recently readopted assuring respectful interactions, greater understanding of each other, and a collaborative approach.

Our Parish Administrators, Laura and Susan, have performed in the background, silently keeping order while maintaining and improving our communications. I can't tell you how valuable and important their service has been.

I give great and unending thanks to each one of you and your contributions for our parish family; you are loved and appreciated. St. James would not be where we are now

without you. We can all be proud of St. James, its Vestry and, most importantly, our parishioners.

We are not in control of all that happens around us. At times we are forced to make decisions which contradict part of who we are. This is one of those decisions for me. It is time for me to pass on the leadership of this parish to someone else. I give thanks to God for the opportunity to serve Christ and you as your Senior Warden. We will continue to grow and prosper as a parish family, all for the glory and celebration of Christ.

God bless and keep each and every one of you.—*Bob O'Donnell, Former Senior Warden*

Special Congregational Meeting October 10

The Vestry is holding an all-parish meeting on Sunday, October 10 at 11:30 a.m. The purpose of the meeting is to review the church's finances and to answer questions. This will include a review of previous budgets and pledge statistics as well as salary and benefit levels mandated by the diocese. All parishioners are encouraged to attend.

Bishop Ely to Visit St. James Sunday October 31 at 10:00 a.m.

The Right Reverend Thomas Ely, Bishop of Vermont, will make his Episcopal visitation to St. James on Sunday, October 31. We will celebrate the Feast of All Saints' on this day and have only one worship service at 10:00 a.m. There will be no 8:00 service on the day of the Bishop's visitation. Bishop Ely will preside and preach at the 10:00 service which will be followed by a reception honoring the Bishop and the people who will be confirmed: James Kinne, Scott Kinne, Candace Vandouris. Beverly Kinne was confirmed in the Roman Catholic Church and she will be received into this communion.

Last Spring, the confirmands participated in a class, "What we believe as Episcopalians." In this class we talked about the church's doctrine and traditions, liturgy, the Bible, history, polity and mission of the Church. We had some lively and thoughtful discussions. At confirmation, each person confirmed is reaffirming the promises that were made for them at their baptism as they renew their commitment to Jesus Christ.

Confirmation has a long and varied history in the Church. Despite the perception that the seeds of confirmation reside in the prayer of Peter and John that the people of Samaria receive the Holy Spirit (Acts 8:15), there is no direct connection between confirmation and Holy

Scripture. Since the second century, the Church has developed confirmation as a sometimes controversial liturgical rite based on both practical and theological rationales. John Wycliffe called confirmation a "frivolous rite;" Martin Luther called it "mumbo-jumbo;" John Calvin denounced it. Confirmation has survived, however, as an important opportunity for the profession of Christian faith because it has always been linked in one way or another with baptism.

The central actions of confirmation are the laying on of hands and a prayer said by the Bishop. Princess Elizabeth, who would become Queen Elizabeth I, was baptized and confirmed when she was three days old. During Elizabeth's lifetime, however, confirmation was separated from baptism because it was associated with the age of reason. Confirmation became a moment for strengthening for Christian service those Christians who had already been given new birth in Baptism.

From late 13th century through the 1970s, Communion was limited to those who were confirmed. In the 1979 Book of Common Prayer, that practice changed as the Church returned to its Christian roots by viewing Baptism as the primary basis for entrance into the Christian life with all of its privileges and responsibilities. Confirmation, however, continues to be a central part of the regular renewal of faith.

I hope you will be present on October 31 to welcome our Bishop and celebrate with the Kinnes and Candace. We share in their joy as they grow in deeper relationship with God in Christ. And we give thanks to God that we may grow in greater communion with them.—*Jane*

Evening Prayer Now Offered on Thursdays

The congregation is invited to participate in Evening Prayer, offered each Thursday at 6:00 p.m. The Thursday Evening Prayer is led by John Berlenbach. If anyone is interested in leading Evening Prayer on another night of the week, please contact Jane.

Special Coffee Hour October 17

There will be a special Coffee Hour in thanksgiving for the ministry of Bob O'Donnell as Senior Warden. This will be held on Sunday, October 17 after the 10:00 a.m. service. All are welcome to attend.

Parish Life News

On October 31 we will welcome the Bishop to our service which will include confirmation. We will have a special reception after the 10:00 service (the only service that Sunday). I hope you will all plan to attend. If anyone would like to help set-up the reception on Saturday the 30th or to bake something for the reception, I would be most grateful. Please let me know at 802-674-9593 or via email kprolph@yahoo.com.

On November 1, All Saints' Day, there will be Evensong followed by supper. Fiona McElwain and The Parish Life Committee will organize the supper. We would welcome any help and participation with this effort. Please speak with Fiona or myself if you have interest.

And finally I heard many comments related to Parish Life at the September 26 MDC meeting. I would encourage anyone who would like to work with us to join our group. In November we are planning Foyer Groups to gather in homes of members of the parish for supper and fellowship. Your ideas and input as well as help with this effort would be most welcome.

As always, my hope is that our parish will be a welcoming community to any and all members as well as visitors. Please share any ideas you may have to make our parish one of fellowship and support.—*Kathy Rolph*

Sunday School Update

This school year we are continuing to use Godly Play for our 3-7 year old children.

Beginning in October, Spiritual Fitness classes will be offered for our 8-12 year olds. The classes will be led by Jane Wolfe and will continue throughout the fall.

Family Service October 17

On Sunday, October 17, we will have a Family Service at 10:00 a.m. Our children and youth will read the lessons, usher and acolyte. We have three new acolytes that will serve on that day: Carl Groppe, IV, Marilyn Groppe, and Hugo Morel. There will be a children's homily.

Outreach Corner

Our October Outreach Breakfast will be on Sunday, October 10 at 9:00 a.m. and we hope everyone can attend. Our guest speaker will be Elaine Godden of The Family Place. Dave Clark will be cooking up a storm in the kitchen that morning. The Committee is planning ahead for the 2011 breakfasts; they will generally be held on the second Sunday of each month.

The Dove program will return on November 7. Information will be forthcoming.

The next meeting of the Outreach Committee will be Tuesday, October 5 at 4:00 p.m. in the parish hall. We will look

at various organizations and projects to use the year's remaining budgeted funds. Ideas that were brought up at the All-Parish meeting in September will be discussed. **We are always looking for new ideas for outreach projects. Please share your ideas with one of our committee members:** Bev and Scott Kinne. 457-1078, Louise Fowler 457-1012, Dave Clark 296-3194, Liz Hall 457-4854, Karen Vitols 457-3522 or Katherine Webster 457-1435.

October is such a beautiful month in Woodstock. I hope everyone has a chance to get out and enjoy the weather before it gone. Happy Fall from all of us in the Outreach Committee!—*Bev Kinne*

Adult Education History Series Continues October 17

The series of lectures sponsored by the Adult Education Committee will continue on Sunday, October 17 at 11:30 a.m. Joan Lang will review the outreach efforts at St. James in a discussion entitled "St. James in the World: A History of Outreach."

All Saints' Evensong

An All Saints' Evensong will be held on Monday, November 1 at 6:00 p.m. A Potluck Supper will follow the service. Please make your calendar and plan to bring a dish to share.

Budget vs. Actual

The figures shown below are the 2010 Actual Operating Income and Expenses as of August 31 compared with the 2010 Annual Operating Budget. When comparing the expenses to their budget, it should be noted that some expenses do not

occur evenly throughout the year. It should also be noted that this year's budgeted expenses are at least \$40,000 lower than the past few years and most of the categories are staying within their limits.—*Karen Vitols, Treasurer*

	Jan - Aug 2010	2010 Budget
Operating Income		
Plate	12,786.32	20,500.00
Pledges	106,980.89	130,000.00
Endowment Funds For Operations	17,000.00	35,000.00
Interest On Operational Account	3.25	10.00
Undesignated Income (rent, weddings, etc.)	2,178.91	8,400.00
Undesignated Legacies & Bequests	1,750.00	
Donor Designated-Operations (flowers)	2,350.00	3,000.00
Total Operating Income	143,049.37	196,910.00
Operating Expense		
Music, Flowers & Altar Supplies	3,031.98	6,200.00
Education Programs	195.68	400.00
Advertising & Hospitality	729.08	400.00
Discernment & Clergy Search	1,359.39	2,000.00
Cost of Clergy	35,060.12	58,100.00
Supply Clergy	0.00	1,400.00
Lay Employees	34,781.86	50,100.00
Contract Services	8,989.89	12,750.00
Office Expenses	1,867.45	2,850.00
Computer & Copier	650.62	1,000.00
Telephone	1,515.36	1,700.00
Utilities (fuel oil, electric, etc.)	14,141.32	19,150.00
Repair & Maintenance Supplies	517.57	813.00
Insurance (Bldg & WC)	3,908.70	4,850.00
Convention		250.00
Vestry Expenses	0.00	300.00
Miscellaneous Expense	409.99	100.00
Diocesan Assessment	23,031.36	34,547.00
Total Operating Expense	130,190.37	196,910.00
	12,859.00	0.00

Thanks to Fair Clean-Up Crew

Many thanks to all those who helped out with the final Fair Clean-Up in mid-September: Joan Lang, Jack Carter, Steve Hiller, Kathy and Wyman Rolph, Sally Garmon, James, Bev and Scott Kinne, Emily Mooney, Jane Barr, Karen Vitols, and Carl Groppe.

October Birthdays

- 2 Ann Reindollar
- 5 Ward Goodenough
- 5 Katie Miller
- 7 Helen Clark
- 9 Steve Synder
- 12 Zoe Zilian
- 14 Emily Mooney
- 15 Dorianne Guernsey
- 16 Ashley Sigl
- 17 Joseph Donarum
- 18 Mike Backman
- 20 Dwight Camp
- 23 Jonathan Reindollar
- 23 Larry Roberts
- 26 Vic McCuaig
- 29 Morgan Haynes
- 30 Tabitha Wildasin
- 31 Phyllis Bulmer

October Anniversaries

- 2 Karen & Paul Eglintine
- 15 Steve Swayne & Mike Backman
- 16 Kim & Steven Jackson
- 26 Buffy & Neil Meliment

Update on the Costs of a New Rector

My September Report of the Senior Warden certainly caught the interest of many. Some were concerned about paying such a high amount compared to much lower salaries earned by some parishioners. The estimated costs, however, were not based upon the estimated salary to be paid, but the cost of the full financial package of a new Rector based upon Diocesan requirements and practices. My estimates were also based upon some estimates of our costs and I now have more accurate figures. It also turns out we can achieve some substantial savings with the new Diocesan medical and dental insurance offerings. In addition, I am embarrassed to say I made a mathematical error in my original calculations.

I apologize for the confusion caused by not setting forth the actual Diocesan minimum salaries for a new Rector. This year's Diocesan Convention will be held November 5-6 and will consider a revised schedule

of Rector minimum salary requirements for 2011 which increases the amounts due to inflation. This schedule calls for a minimum salary of \$42,259 for one year of service, \$48,749 for ten years of service, and \$57,135 for 20 or more years of service.

The Diocese also requires us to pay 1) a pension figured at 18% of salary plus amounts paid for housing; 2) medical and dental insurance which can vary from \$6,878 to \$16,003 depending on the whether it is for a single person, a couple or a family; 3) ½ of the cost of FICA (social security) and Medicare withholding computed at 7.65% of salary plus amounts paid for housing – as is paid by all employers; 4) mileage reimbursement at the IRS rate of \$.50 per mile; and 5) an amount for continuing education, which we have traditionally done at \$400 per year.

While the Diocese does not require us to pay for housing, the practice throughout the United States is to either provide a rectory and utilities or to pay reasonable costs of housing in the area of the parish. Housing costs include rent or mortgage payments, taxes, insurance and utilities. We have paid \$24,000 per year in the past. Housing is expensive in our area, especially if the Rector lives in Woodstock.

Lastly, we have traditionally paid for business expenses of our Rector, which I have factored in at \$800 per year.

It is very complicated to compute actual the actual costs because of the variants of a) the number of years of service and therefore the minimum salary; and b) the type of medical and dental coverage. As an example, the following would apply for a full-time Rector with 10 years of experience and requiring family coverage for medical and dental coverage:

Salary	\$ 48,749
Housing	24,000
1/2 FICA & Medicare (7.65%)	5,565
Pension (18%)	14,097
Auto Expense –	
10,000 miles at .50/mile	5,000
Sabbatical Reserve	700
Continuing Education	400
Business Expense	800
Sub-Total	\$ 99,311
Medical Insurance	16,003
Dental Insurance	1,056
Total Package	\$116,370

If such a person were to be hired as of July 1, 2011, this would require an additional \$33,171 for our 2011 budget to continue Jane through June 30 and pay that person from July 1, and \$58,270 for our 2012 budget. These additional amounts do not include any increases in other parts of our budget for the costs of the MDC to visit parishes of some of the applicants, new programs, necessary repairs, increased staff salaries, or inflation of other costs.

My current estimates for the range for the yearly cost of a full time Rector would be from \$98,219 to \$127,022 which would add \$24,095–\$38,497 to our 2011 budget and \$40,119–\$68,922 to our 2012 budget. My

(continued on next page)

New Rector Costs

(continued from page 6)

current estimates for the range for the yearly cost of a 60% part-time Rector would be from \$76,742 to \$97,992 which would add \$13,359–\$23,982 to our 2011 budget and \$18,647–\$39,892 to our 2012 budget. These are less than I originally estimated, but are still substantial increases.

I hope this clarifies some of your questions. The Vestry will be holding a special parish meeting on October 10th after the 10 o'clock service to review the costs of a New Rector and how the figures would break down for a full-time and part-time Rector.—*Bob O'Donnell*

“Construction Vehicle—Do Not Follow”

“One of the best signs ever!” we think, as we are barreling down the highway following the Do Not Follow vehicle. Time passes, we head off on our own, leaving our place behind Do Not Follow to some other driver who will also love the big orange placard on the back of the big black truck.

Now let us come to one of Jesus' most frequent statements to the folks surrounding him: Follow Me! This comes up both before and after his death and resurrection. Must be important, right? Conservative answer: probably. Next question: So how are we doing with this big biblical placard: Following? Not Following? Don't Know? Hope So?

Look at this: we know where we are in relationship to the Do Not Follow vehicle. But in relationship to the Follow Me vehicle? We are pretty unclear. If we got on the automotive highway with that lack of clarity, we would be considered unsafe drivers, and chances are we would be a danger to ourselves and others. The funny part of coming upon the Do Not Follow vehicle comes from the fact that we can read and understand, and are just for the moment and in spite ourselves, being a little “disobedient.” A little wicked fun!

Follow Me. Believe you me; if a big truck has a big sign, a big spiritual leader has a big sign too. Follow me. What would this mean? It means that **life would be a lot easier for us**. Have you ever gotten tired on the highway, tired of choices on what to do when, and simply followed a very good driver, maintaining his/her speed, passing when he/she passes, slowing up when he/she does the same?

That is what it is like if you follow Jesus. You don't have to do so much thinking or “figuring out” on your own. You follow. It is restful. It's not quite “Leave the Driving to Us,” but it's pretty close. Speed up here, slow down here, rest here. Nice. So how do you follow Jesus? First, you have to sit back and listen, look with your heart. See the sign. The sign is posted on the Presence that keeps your heart open and alert. Sometimes you know the person as Christ and sometimes, like the disciples after the resurrection, it takes your heart a while to figure it out. But the Follow Me person is there; that is the promise.

There are other people on the highway, but you don't have to pay them much mind, just the way, if you are following a good driver, you don't have to pay other drivers much mind: you are following the best. Sometimes you will go fast and sometimes you will go slow, sometimes you will rest. Occasionally you have a little wicked fun and do something different like follow the Do Not Follow sign, but you can always come back to the Follow Me vehicle, because it is always there.

Take a look. Follow Me. There it is right ahead of you. Get in lane behind the sign. Follow the Christ. Stop trying so hard yourself. Let the good driver take you where you want to go and take you the safest way to get there. Relax. Stop thinking. Just follow.—*Jane Wolfe*

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October Events and Meetings

Tuesday, October 5	Outreach Committee Meeting, 4:00 p.m.
Sunday, October 10	Outreach Breakfast, 9:00 a.m.
Sunday, October 10	Special Congregational Meeting, 11:30 a.m.
Tuesday, October 12	Parish Life Meeting, 4:30 p.m.
Sunday, October 17	Family Sunday, 10:00 a.m.
Sunday, October 17	Coffee Hour to Honor Bob O'Donnell, 11:00 a.m.
Sunday, October 17	Adult Ed Program, History of Outreach at St. James 11:30 a.m.
Tuesday, October 21	Vestry Meeting, 7:00 p.m.
Sunday, October 24	Ingathering of Pledges
Sunday, October 31	Bishop's Visit to St. James, 10:00 a.m. (No 8:00 a.m. service)
Monday, November 1	All Saints Evensong and Potluck