



# CHRIST CHURCH EASTON



2025 PARISH ANNUAL MEETING





## A Prayer Attributed to St. Francis

Lord, make us instruments of your peace.  
Where there is hatred, let us sow love;  
where there is injury, pardon;  
where there is discord, union;  
where there is doubt, faith;  
where there is despair, hope;  
where there is darkness, light;  
where there is sadness, joy.

Grant that we may not so much seek to be consoled as to console;  
to be understood as to understand;  
to be loved as to love.

For it is in giving that we receive;  
it is in pardoning that we are pardoned;  
and it is in dying that we are born to eternal life.

**Amen.**





# CHRIST CHURCH EASTON



## CHRIST CHURCH EASTON

### Vestry

#### Officers

Doug Kawakami  
*Rector's Warden*

Steve Waldman  
*Vestry Warden*

John Itell  
*Treasurer*

Karin Francis  
*Registrar*

#### Members of the Vestry Class of 2024

Marg Gazda  
Barbara Reinhardt  
Steve Waldman  
Brenda Wood

#### Class of 2025

Melanie Chapple  
Jim Fitzgerald  
Jim Marvel  
Peyton Procaccini

#### Class of 2026

Paul Cox  
Nancy Hawkins  
Andrea Nashold  
Ruth Vietri-Green

#### Proposed Class of 2027

Karen Fisher  
John Itell  
Mark Powell  
Barbara Reinhardt





## 2025 Parish Annual Meeting Agenda

Sunday, February 23, 2025

### 100. Opening

- 101. Opening Prayer
- 102. Call to Order

### 200. Appointments

- 201. Secretary for the Meeting Minutes
- 202. Teller for Balloting

### 300. Agenda

- 301. Approve the Agenda for the Meeting

### 400. Minutes

- 401. Approve the Minutes from 2023 PAM

### 500. Finances

- 501. Treasurer's 2024 Finance Report

- 502. Endowment Fund Board Report

- 503. 2024 Stewardship Report

- 504. 2025 Budget Presentation

- 505. Parish By-Law Amendment

### 600. Rector Search Committee

- 601. Results of Parish Survey

- 602. Next Steps in the Process

### 700. Election of Vestry Members

- 701. Nominations in Meeting Booklet

- 702. Additional Nominations from the Floor

- 703. Voting

### 800. Other Business

### 900. Adjournment and Closing Prayers





# CHRIST CHURCH EASTON

## Minutes of the Parish Annual Meeting

Sunday, March 10, 2024

The Parish Annual Meeting for the year 2023 was an in-person meeting in the Parish Hall on March 10, 2024. The meeting commenced at 12:15 p.m., after the 10:00 a.m. service, and after a lunch organized by Vestry member Barbara Reinhardt.

### 100. Opening Prayers and Call to Order

Father Patrick Collins, our new interim rector opened the meeting with prayer. The mission statement and vision for the parish were read aloud.

### 200. Appointments

#### 201. Secretary for the meeting minutes: Karin Francis

#### 202. Teller for Balloting: Shelley Williams

### 300. Agenda

The motion to accept the accept the Agenda for the meeting was seconded and passed.

### 400. Minutes

The motion to accept the Minutes of the March 5, 2023 meeting was seconded and passed.

### 500. Treasurer's Report, I & E Report, Stewardship Report, and Parish Manager's Report

#### 501. Treasurer John Itell presented the Treasurer's Report and I & E Report

## REVENUES

	2023 Actual	2023 Budget	2022 Actual
Pledges	\$643,423	\$665,790	\$635,429
Unpledged Offerings	\$142,287	\$100,000	\$110,055
Loose Offerings	\$15,439	\$15,000	\$20,905
Easter & Christmas	\$9,349	\$21,500	\$24,791
Special Offerings	\$300	\$2,500	\$1,500
Inc from I&E Maint & Capital	\$58,369	\$58,369	\$59,143
Income from I&E/Operations	\$184,242	\$184,242	\$187,448
Employee Retention Tax Credit	\$79,535	\$79,500	-
Other Income	\$2,730	\$6,050	\$9,579
Total Revenues	\$1,135,674	\$1,132,951	\$1,048,862



## 2025 PARISH ANNUAL MEETING

### EXPENSES

	2023 Actual	2023 Budget	2022 Actual
Worship and Virtual	\$190,930	\$156,600	\$168,420
Outreach & Evangelism, Education, Fellowship &	\$180,758	\$183,626	\$182,331
Stewardship Communication, Buildings &	\$227,676	\$214,420	\$199,884
Grounds, Office, Misc.			
Regular Staffing, Salaries – Lay, Insurance & Taxes	\$654,467	\$764,518	\$627,389
<b>Total Expenses</b>	<b>\$1,253,831</b>	<b>\$1,319,164</b>	<b>\$1,178,024</b>

For the year 2023, the \$118,000 deficit for the year, is better than the budgeted amount. The budget includes an allocation of spendable investment earnings. In 2023, the approved distribution represented 5% of the three-year average of spendable investment funds allocated for 2023 use: \$58,369 from Investment income for Capital Expense Maintenance & Repairs and \$184,242 from Investment income for Operating Expense. Due to lower than anticipated revenues, the investment income transferred from the Treasurer’s account at Brown Advisory for operations totaled \$360,758, which is 149% of the budgeted amounts.

### FUND ACCOUNTS

	12/31/22	12/31/23
Special Purpose Funds	\$823,327	\$904,011
Undesignated Funds	\$27,287	\$27,287
Honored Donor Fund	\$2,651,530	\$2,922,643
Designated for Operating Funds	\$574,761	\$511,096
Permanently Restricted Endowments	1,291,091	\$1,428,238
<b>Total Investments at Brown Advisory</b>	<b>\$5,130,928</b>	<b>\$5,692,994</b>
Budgeted Use of I & E Funds Income	\$246,601	\$242,611
Actual Use of I & E Funds Income	\$392,250	\$360,768





# CHRIST CHURCH EASTON

## INVESTMENT & ENDOWMENT REPORT

	12/31/22	12/31/23
Undesignated Funds	\$27,287	\$27,287
Special Purpose Funds	\$823,327	\$904,011
Honored Donor Funds	\$2,651,530	\$2,922,643
Designated for Operating Funds	\$574,761	\$511,096
Total Unrestricted Funds	\$4,076,905	\$4,365,037
Permanently Restricted Endowments	\$1,291,091	\$1,428,238

The younger generation are not as philanthropic as their senior counterparts. Our church will be more reliant on the endowment funds for operational expenses as well as facilities maintenance for unforeseen major repairs for our aged buildings prudent oversight will be needed by the Vestry, Staff and Rector.

### Canonical Audit

The annual audit required by the Diocese was completed on schedule in 2024. All recommendations made by the committee have been enacted.

### THANK YOU

John Itell thanked Bookkeeper Alix Lovell for her service. Ms. Lovell's last day is on March 19.

### 502. Stewardship Report

Per Doug Kawakami, Senior Vestry Warden, pledges totaling \$503,524 from 107 households have been received in 2024. In 2023, pledges totaling \$682,190 were received from 139 households. We are hopeful that more pledges will be received, sometimes the church receives pledges all the way up to June.

### 503. Parish Manager's Report

Chris Rigaux, the parish manager provided his report. The reception area in the office was upgraded with new desks and furniture. The library has newer chairs.

There was a successful transition made to Realm software. The computer security systems were significantly improved by the addition of the Barracuda firewall, installation of Sentinel software to guard against ransomware and malware, and moving to One Drive cloud-based server.

A new telephone system was installed enhancing security by switching to cellular line and adding panic buttons in the sanctuary.

Most fire extinguishers and all AED machines were replaced.

Added six independent outlets to parish Hall kitchen installed new freezer.

Completed and distributed the employee manual.

Assisted leadership team in running parish operations after retirement of previous rector.



### 600. Mission and Ministry Reports, Warden's Report

### 601. Traditional Music Ministry

Carolyn Cutler, the Traditional Choir Director presented the report. She took up the challenge of rebuilding the choir, recruiting, rehearsing, and providing music for the traditional services. The choir had some special events during Advent and Christmas. The choir will be part of the special services for Lent and Holy Week.

### 602. Worship

Michael Valliant reported the return to four weekend in-person services: Saturday Alive at Five contemporary music service, Sunday 8:00 am Rite I service, 9:30 a.m. contemporary music service, and the 11:00 a.m. traditional music service. Christmas Eve, Easter, and this past year Father Bill's retirement service have been broadcast live over Facebook and You Tube.

Father Bill's retirement service on November 5th was attended by more than 400 people in the church, under a tent on the lawn, and in the parish hall. The service received more than 2000 views on Facebook and You Tube.

Christmas Eve 2023 was one of the busiest, with four in-person services attended by more than 550 people. The 7:00 p.m. contemporary music live broadcast was viewed by more than 1,500 people.



# CHRIST CHURCH EASTON

## 603. Communications

Michael Valliant reported 11,000 Facebook followers. Our social media reach (Facebook videos) consists of 15 videos totaling 26,076 views. Instagram has 762 followers. YouTube has 805 subscribers. eNews: 915 individuals receive the weekly eNews with a 58% open rate. 975 individuals receive our monthly newsletter.

## 604. Adult Education and Newcomer's

Per Michael Valliant, there were 20 different small groups with 314 participants. The newcomer class in the Spring had 18 people. In 2023, there were Bible studies on Roman, Matthew, and Revelation, several book studies and a private Zoom session with best-selling author and priest, Fr. Jim Martin, after reading his book.

## 605. Food Ministries

Kelsey Spiker reported that the Food Ministry served 400 meals in 2023. This group consists of 59 volunteers, meets twice a month to prepare meals which are delivered weekly by a team of a dozen drivers.

The CCYG High School and College Ministry met to prepare 2 full Thanksgiving meals for families on Thanksgiving Day.

## 606. Outreach Ministries

Per Kelsey Spiker, the Waterfowl Duck inn/Duck Out net profit was \$21,000. With these funds we have helped people stay in their homes, kept their utilities on, fed and clothed people in the community. The year end giving in 2023 from the Duck Inn fund:

For All Seasons:	\$1,500
Habitat for Humanity:	\$1,500
Talbot Interfaith Shelter:	\$2,000
BAAM:	\$1,500
Talbot Humane:	\$1,500
YWAM Amazon Ministries:	\$2,000
Global Vision 2020:	\$1,000





### Other Giving:

United Thank Offering: \$473

Children's Home Foundation: \$1,675.52

The Advent Angel Tree provided 15 individuals with Christmas gifts and needed items.

### 607. Youth and Family Ministry

Per Kelsey Spiker, we have a thriving jr. high ministry with several new members which meets weekly on Wednesdays to focus on faith development through teaching, activities, and small groups. This ministry touched the lives of 92 students. We have 6 devoted volunteer youth leaders. We had two youth retreats and two successful fundraisers. There was an international mission trip to Peru that included seven youth. We had participation in Fellowship of Christian athletes in the public schools. Student in our Ministry owns a Bible and reads it weekly.

### 608. Children's Ministry and Nursery

There are 3 leaders: Dottie Woodard, Ruth Vietri-Green, and Maria. 35 Children participated. The nursery hours are Sunday morning during the 9:30 a.m. service and the 11:00 a.m. service. There are weekly lessons focusing on key Bible stories, crafts, activities, snacks and relationship building.

Three young med received their first Holy Communion during the Maudy Thursday service, following a six-week preparation class.

### 609. Seminarian Update

Staff members, Kelsey Spiker and Michael Valiant are two of the seven seminary students in the Iona Eastern Shore program, answering calls to ordination for the priesthood. Kelsey and Michael are both moving into "candidate" status and are in their 3rd and final year of seminary studies. They've completed their General Ordination Exams and are in good standing for their pending graduation this summer and Diaconal ordination which is slated for fall 2024.

### 610. Pastoral Care Report

Prayer Shawls is a long-standing caring ministry. Anna Norton is leading the group, taking over from Sally Atkins. The prayer shawls are individually knitted by talented parishioners, blessed during the Wednesday Healing Service and kept in the Parish Manager's Office until needed.



# CHRIST CHURCH EASTON

The Stephen Ministry is one that distributes the prayer shawls. The Stephen Ministry was founded in 2006 by Bruce Richards, Carol Callahan, Rev. Gordon Morrison, Marie DePasquale, and Catherine Murphy. In 2023, there were 15 Stephen Ministers caring for 16 care receivers. The leaders are: Catherine Murphy, Jack Anthony, Peyton Procaccini, Linda Fontaine, and Chris Rigaux.

## 611. Warden's Report

Doug Kawakami commented on the Vestry being pro-active problem solvers. Fr. Bill left us in a good place. Our challenge is to continue to do better. We plan to keep our eyes on the budget, looking at the spending on a quarterly basis. The plan is to spend money in a judicious, purposeful manner as we are stewards of the congregation's money. We will base decisions out of hope not out of fear. Doug also mentioned that he has been 5 years on the Vestry. The 2024 budget was developed with significant input from the Church staff. The plan is to be transparent on how the money will be spent and not all the money in the budget needs to be spent.

Doug introduced the Class of 2023: Greg Allen and Dottie Woodard. Ben Sheets was not in attendance. He thanked them for their faithful service.

Next, he introduced the Class of 2024: Marg Gazda, Barbara Reinhardt, Steve Waldman (Junior Warden), and Brenda Wood.

Next, the Class of 2025 was introduced: Melanie Chapple, Jim Fitzgerald, Jim Marvel (not present), and Mark Williams.

## 700. Election to Vestry

The nominating committee has nominated new Vestry members: Paul Cox, Nancy Hawkins, Andrea Nashold, and Ruth Vietri-Green. There were no nominations from the floor. Motion to accept the nominees was seconded and passed. The voting took place by acclamation.

## 800. Adjournment and Closing Prayers

Fr. Patrick offered closing prayers and the meeting concluded at 2:33 p.m.

The newly constituted Vestry convened for an organizational meeting immediately following the Parish Annual Meeting.

*Respectfully submitted,  
Karin Francis*





# Statement of Financial Position

DECEMBER 31, 2024

Assets		Prior Year
<b>Current Assets</b>		
<b>Cash/Operating Accounts</b>		
001007 - Church Operating Account	\$ 58,616.46	\$ 78,776.44
001020 - Payroll Checking Account	<u>40,000.00</u>	<u>3,672.43</u>
<b>Total Cash/Operating Accounts</b>	<b>98,616.46</b>	<b>82,448.87</b>
<b>Cash/Other</b>		
001022 - Altar Guild Checking	1,107.78	2,009.64
001025 - Rector's Discretionary Fund	<u>15,779.97</u>	<u>15,822.82</u>
<b>Total Total Cash</b>	<b>115,504.21</b>	<b>100,281.33</b>
<b>Investments</b>		
001449 - Brown Adv. - EIS	385,717.80	332,584.93
001451 - Brown Adv. - Treasurer	334,400.51	259,649.25
001452 - Brown Adv. - Diversified	3,986,050.23	4,094,360.22
001453 - Brown Adv. - Flexible Equity Act.	<u>1,186,875.49</u>	<u>1,006,399.16</u>
<b>Total Investments</b>	<b>5,893,044.03</b>	<b>5,692,993.56</b>
<b>Security Deposits</b>	<b>2,500.00</b>	-
<b>Total Current Assets</b>	<b>6,011,048.24</b>	<b>5,793,274.89</b>
<b>Fixed Assets</b>		
001810 - Land and Improvements	1,137,600.00	1,137,600.00
001811 - Garage	30,000.00	30,000.00
001820 - Church Building and Contents	3,397,259.00	3,397,259.00
001830 - Parish House and Contents	2,180,107.00	2,180,107.00
001840 - Rectory and Contents	<u>918,450.00</u>	<u>918,450.00</u>
<b>Total Fixed Assets</b>	<b>7,663,416.00</b>	<b>7,663,416.00</b>
<b>Total Assets</b>	<b>\$ 13,674,464.24</b>	<b>\$ 13,456,690.89</b>
<b>Liabilities and net assets</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
002265 - Accrued Payroll	3,307.42	
002273 - ER 403(b) Match	\$ 0.06	0.05
002274- Pension	<u>7,708.53</u>	<u>-</u>
<b>Total Current Liabilities</b>	<b>11,016.01</b>	<b>0.05</b>
<b>Total Liabilities</b>	<b>11,016.01</b>	<b>0.05</b>
<b>Net Assets</b>		
<b>Invested in Capital Assets</b>	<b>\$7,663,416.30</b>	<b>\$7,663,416.30</b>
<b>Net assets without donor restrictions</b>		
Undesignated	-	27,287.01
Special Purpose accounts	992,881.29	904,010.57
Honored Donor accounts	3,115,159.00	2,922,643.05
Designated for Operating Fund	<u>355,750.89</u>	<u>511,095.69</u>
<b>Total net assets without donor restrictions</b>	<b>4,463,791.18</b>	<b>4,365,036.32</b>
<b>Net assets with donor restrictions</b>	<b>\$1,536,240.75</b>	<b>\$1,428,238.22</b>
<b>Total net assets</b>	<b>13,663,448.23</b>	<b>13,456,690.84</b>
<b>Total Liabilities and net assets</b>	<b>\$ 13,674,464.24</b>	<b>\$ 13,456,690.89</b>



# CHRIST CHURCH EASTON

## ANALYSIS OF REVENUES & EXPENSES – DECEMBER 2024

		December 2024				
	Accounts	Annual Budget (2024)	MTD Actual (2024)	YTD Actual (2024)	% of Annual Budget Used	PYTD Actual (2023)
<b>Revenues</b>						
<b>Pledges</b>						
	004010 - Current Year Pledges Paid this Year	\$650,000.00	\$42,709.10	\$482,473.70	74.23 %	\$631,540.94
	004020 - Prior Year Pledges Paid This Year	\$0.00	\$0.00	\$0.00	0.00 %	\$750.00
	004025 - Next Year Pledges Paid This Year	\$0.00	\$12,250.00	\$14,250.00	0.00 %	\$11,132.92
	004090 - Gain/Loss Donated Stock	\$0.00	\$0.00	\$1,039.23	0.00 %	(\$1,828.05)
	004092 - On Line Bank Fees	(\$2,000.00)	(\$170.47)	(\$2,420.81)	0.00 %	(\$1,459.15)
	<b>Total Pledges</b>	<b>\$648,000.00</b>	<b>\$54,788.63</b>	<b>\$495,342.12</b>	<b>76.44 %</b>	<b>\$640,136.66</b>
<b>Other Offerings</b>						
	004015 - Unpledged Offerings	\$130,000.00	\$18,438.26	\$181,051.36	139.27 %	\$142,286.64
	004030 - Loose Offerings	\$15,000.00	\$2,506.75	\$13,446.00	89.64 %	\$15,439.05
	004035 - Easter Offerings	\$6,000.00	\$0.00	\$5,565.00	92.75 %	\$6,040.00
	004040 - Christmas Offerings	\$6,500.00	\$2,664.00	\$2,664.00	40.98 %	\$3,309.00
	004045 - Special Offerings for Operations	\$0.00	\$0.00	\$0.00	0.00 %	\$219.94
	004100 - Virtual Ministry Contributions	\$0.00	\$0.00	\$20.00	0.00 %	\$80.00
	<b>Total Other Offerings</b>	<b>\$157,500.00</b>	<b>\$23,609.01</b>	<b>\$202,746.36</b>	<b>128.73 %</b>	<b>\$167,374.63</b>
<b>Other Revenues</b>						
	004060 - Rental Income	\$5,000.00	\$0.00	\$8,975.00	179.50 %	\$5,950.00
	004070 - Interest Income	\$75.00	\$0.00	\$23.59	31.45 %	\$66.20
	004140 - Miscellaneous Income	\$0.00	\$0.00	\$4,007.89	0.00 %	\$0.00
	004150 - IEB Dist - Curr Yr - Capital	\$57,851.00	\$4,820.88	\$57,851.00	100.00 %	\$58,369.00
	004180 - IEB Dist - Curr yr - Operating	\$184,696.00	\$15,391.26	\$184,696.00	100.00 %	\$184,242.00
	004197 - Federal Payroll Assistance	\$0.00	\$0.00	\$0.00	0.00 %	\$79,535.18
	<b>Total Other Revenues</b>	<b>\$247,622.00</b>	<b>\$20,212.14</b>	<b>\$255,553.48</b>	<b>103.20 %</b>	<b>\$328,162.38</b>
	<b>Total Revenues</b>	<b>\$1,053,122.00</b>	<b>\$98,609.78</b>	<b>\$953,641.96</b>	<b>90.55 %</b>	<b>\$1,135,673.67</b>
<b>Expenses</b>						
<b>Worship</b>						
	006110 - Altar Guild	\$1,600.00	\$0.00	\$181.82	11.36 %	\$1,564.55
	006130 - Supply Clergy	\$8,000.00	\$0.00	\$7,054.19	88.18 %	\$6,927.82
	006165 - Traditional Music Program	\$29,131.00	\$5,541.30	\$28,492.60	97.81 %	\$24,551.38
	006170 - Contemporary Music Program	\$56,075.00	\$9,991.46	\$63,580.90	113.39 %	\$52,626.39
	006171 - Saturday Service Ministry	\$58,150.00	\$3,780.87	\$54,705.86	94.08 %	\$59,252.21
	006190 - Worship Supplies	\$3,000.00	\$395.50	\$2,989.05	99.64 %	\$1,951.04
	<b>Total Worship</b>	<b>\$155,956.00</b>	<b>\$19,709.13</b>	<b>\$157,004.42</b>	<b>100.67 %</b>	<b>\$146,873.39</b>
<b>Outreach and Evangelism</b>						
	006050 - Diocesan Pledge	\$159,259.00	\$13,271.00	\$159,252.00	100.00 %	\$139,576.08
	006060 - Outreach	\$20,000.00	\$4,156.90	\$15,005.31	75.03 %	\$13,476.80
	006070 - Discretionary Fund-Rector's	\$1,800.00	\$150.00	\$1,800.00	100.00 %	\$1,920.80
	006080 - Newcomers	\$1,000.00	\$0.00	\$594.63	59.46 %	\$285.54
	006081 - Stephen Ministry	\$1,000.00	\$0.00	\$478.44	47.84 %	(\$97.74)



## 2025 PARISH ANNUAL MEETING

### ANALYSIS OF REVENUES & EXPENSES – DECEMBER 2024

Accounts	Annual Budget (2024)	MTD Actual (2024)	YTD Actual (2024)	% of Annual Budget Used (2024)	PYTD Actual (2023)
<b>Total Outreach and Evangelism</b>	\$183,059.00	\$17,577.90	\$177,130.38	96.76 %	\$155,161.48
<b>Education</b>					
006310 - Sunday School - C-Street	\$3,750.00	\$1,743.91	\$2,651.10	70.70 %	\$1,841.08
006320 - Nursery - Upstart Supplies	\$700.00	\$0.00	\$0.00	0.00 %	\$0.00
006330 - Youth Program - CORE	\$27,772.00	\$219.07	\$26,151.89	94.17 %	\$11,848.27
006340 - Adult Education & Small Groups	\$11,250.00	\$351.26	\$531.77	4.73 %	\$3,237.19
006345 - Cont. Ed. - Clergy & Staff	\$1,000.00	\$0.00	\$4,039.40	403.94 %	\$926.84
006393 - Alpha Bible Study	\$0.00	\$314.27	\$314.27	0.00 %	\$299.22
006410 - Dues, Membership, and Publications	\$500.00	\$0.00	\$1,465.85	293.17 %	\$525.53
006470 - Diocesan Convention	\$400.00	\$0.00	\$1,466.34	366.58 %	\$320.00
<b>Total Education</b>	\$45,372.00	\$2,628.51	\$36,620.62	80.71 %	\$18,998.13
<b>Fellowship</b>					
006510 - Fellowship	\$12,900.00	\$936.10	\$9,275.24	71.90 %	\$5,637.07
<b>Total Fellowship</b>	\$12,900.00	\$936.10	\$9,275.24	71.90 %	\$5,637.07
<b>Stewardship</b>					
006600 - Stewardship	\$1,000.00	\$0.00	\$3,528.37	352.84 %	\$958.13
006620 - Planned Giving	\$100.00	\$0.00	\$0.00	0.00 %	\$4.00
<b>Total Stewardship</b>	\$1,100.00	\$0.00	\$3,528.37	320.76 %	\$962.13
<b>Communication</b>					
006710 - Communication	\$10,000.00	\$955.26	\$4,904.26	49.04 %	\$3,340.39
006720 - Internet & Web Hosting	\$4,500.00	\$781.00	\$10,010.98	222.47 %	\$4,423.44
<b>Total Communication</b>	\$14,500.00	\$1,736.26	\$14,915.24	102.86 %	\$7,763.83
<b>Buildings and Grounds</b>					
006931 - Utilities	\$37,500.00	\$4,414.68	\$30,427.27	81.14 %	\$28,985.87
006940 - Grounds Upkeep	\$13,000.00	\$935.00	\$8,566.94	65.90 %	\$12,110.96
006951 - HVAC Expense	\$5,250.00	\$0.00	\$2,816.00	53.64 %	\$0.00
006952 - Cleaning Service	\$34,800.00	\$3,188.00	\$38,622.00	110.98 %	\$35,007.00
006953 - Elevator Service Contract	\$5,000.00	\$0.00	\$4,426.59	88.53 %	\$4,906.32
006954 - Fire Alarm Contract	\$1,500.00	\$680.00	\$1,949.30	129.95 %	\$2,717.00
006955 - Maintenance and Repairs	\$50,000.00	\$1,257.78	\$50,608.02	101.22 %	\$48,608.28
006960 - General Supplies	\$3,500.00	\$163.73	\$1,781.53	50.90 %	\$4,736.58
007110 - General Insurance	\$25,612.00	\$0.00	\$24,790.83	96.79 %	\$22,883.17
<b>Total Buildings and Grounds</b>	\$176,162.00	\$10,639.19	\$163,988.48	93.09 %	\$159,955.18
<b>Office</b>					
007020 - Outside Printing	\$2,000.00	\$0.00	\$645.50	32.28 %	\$1,379.61
007021 - Office Supplies	\$4,000.00	\$476.51	\$6,620.04	165.50 %	\$4,190.26
007022 - ACS Contract	\$6,000.00	\$1,306.90	\$6,030.29	100.50 %	\$7,801.14
007025 - Postage	\$2,500.00	\$0.00	\$2,762.20	110.49 %	\$1,886.21
007027 - Computer and Office Equip. R/M	\$7,500.00	\$522.80	\$16,477.79	219.70 %	\$13,868.24
007028 - Copier Printer Contract & Expenses	\$12,000.00	\$0.00	\$10,039.52	83.66 %	\$13,812.26
007030 - Telephone	\$5,250.00	\$404.61	\$4,563.56	86.92 %	\$5,729.59

# CHRIST CHURCH EASTON

## ANALYSIS OF REVENUES & EXPENSES – DECEMBER 2024

Accounts	Annual Budget (2024)	MTD Actual (2024)	YTD Actual (2024)	% of Annual Budget Used (2024)	PYTD Actual (2023)
007032 - Data Backup	\$1,500.00	\$110.00	\$1,517.30	101.15 %	\$1,284.19
007035 - Late Charges and Overdraft Chgs	\$250.00	\$0.00	\$0.00	0.00 %	\$217.79
007042 - Finance & Accounting Consulting	\$12,000.00	\$731.25	\$13,831.23	115.26 %	\$9,787.50
<b>Total Office</b>	<b>\$53,000.00</b>	<b>\$3,552.07</b>	<b>\$62,487.43</b>	<b>117.90 %</b>	<b>\$59,956.79</b>
<b>Staffing</b>					
<b>Regular Staffing</b>					
007300 - Pre-employment Expenses	\$2,000.00	\$30.00	\$5,173.54	258.68 %	\$539.00
007310 - Rector's Stipend	\$118,600.00	\$9,036.24	\$90,605.52	76.40 %	\$195,128.10
007339 - Rector/Lay Business Expense	\$5,000.00	\$0.00	\$0.00	0.00 %	\$385.00
007340 - Pension-Clergy	\$27,244.00	\$9,377.93	\$24,402.44	89.57 %	\$39,228.86
007345 - Pension-Lay	\$32,328.00	\$496.20	\$12,628.19	39.06 %	\$18,835.78
007397 - Payroll Service	\$4,000.00	\$401.07	\$3,031.50	75.79 %	\$3,437.48
007400 - Rector's Sabbatical	\$500.00	\$500.00	\$500.00	100.00 %	\$500.00
<b>Total Regular Staffing</b>	<b>\$189,672.00</b>	<b>\$19,841.44</b>	<b>\$136,341.19</b>	<b>71.88 %</b>	<b>\$258,054.22</b>
<b>Salaries - Lay</b>	<b>\$360,571.00</b>	<b>\$29,508.40</b>	<b>\$306,186.42</b>	<b>84.92 %</b>	<b>\$303,800.61</b>
<b>Insurance and Taxes</b>					
007120 - Workers Compensation	\$3,000.00	\$127.28	\$1,305.88	43.53 %	\$6,523.41
007130 - Life Insurance - Rector	\$390.00	\$104.00	\$786.50	201.67 %	\$390.00
007141 - Health / Life Insurance Premiums	\$29,430.00	\$3,898.50	\$41,431.50	140.78 %	\$16,186.60
007142 - Health Insurance Allowance - Lay	\$10,395.00	\$866.26	\$11,261.29	108.33 %	\$24,789.88
007144 - Rector Health Insurance Supplement	\$22,000.00	\$0.00	\$0.00	0.00 %	\$8,960.49
007150 - SECA - Clergy	\$10,756.00	\$1,557.70	\$10,269.15	95.47 %	\$9,836.86
007170 - Employer FICA - Other Staff	\$28,380.00	\$1,180.46	\$19,649.48	69.24 %	\$24,688.18
007315 - Short-Term Disability	\$1,342.00	\$90.39	\$1,058.60	78.88 %	\$1,236.45
<b>Total Insurance and Taxes</b>	<b>\$105,693.00</b>	<b>\$7,824.59</b>	<b>\$85,762.40</b>	<b>81.14 %</b>	<b>\$92,611.87</b>
<b>Total Staffing</b>	<b>\$655,936.00</b>	<b>\$57,174.43</b>	<b>\$528,290.01</b>	<b>80.54 %</b>	<b>\$654,466.70</b>
<b>Miscellaneous</b>					
007710 - Miscellaneous	\$1,500.00	\$0.00	\$0.00	0.00 %	\$0.00
<b>Total Miscellaneous</b>	<b>\$1,500.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00 %</b>	<b>\$0.00</b>
<b>Virtual Worship/Media Ministry</b>					
006187 - Virtual Worship and Media Ministry	\$47,400.00	\$735.94	\$8,775.34	18.51 %	\$21,291.67
006191 - Live Stream	\$0.00	\$0.00	\$2,065.00	0.00 %	\$8,524.78
006192 - Contemporary Music	\$0.00	\$0.00	\$1,075.00	0.00 %	\$14,640.00
006193 - Traditional Music Program	\$0.00	\$0.00	\$0.00	0.00 %	(\$400.00)
<b>Total Virtual Worship/Media Ministry</b>	<b>\$47,400.00</b>	<b>\$735.94</b>	<b>\$11,915.34</b>	<b>25.14 %</b>	<b>\$44,056.45</b>
<b>Total Expenses</b>	<b>\$1,346,885.00</b>	<b>\$114,689.53</b>	<b>\$1,165,155.53</b>	<b>86.51 %</b>	<b>\$1,253,831.15</b>
<b>Net Total</b>	<b>(\$293,763.00)</b>	<b>(\$16,079.75)</b>	<b>(\$211,513.57)</b>	<b>0.00 %</b>	<b>(\$118,157.48)</b>
<b>Capital Source of Funds</b>					
004380 - Transfer from Spendable Investments	\$293,763.00	\$211,513.57	\$211,513.57	72.00 %	\$118,157.48





## 2025 PARISH ANNUAL MEETING

### ANALYSIS OF REVENUES & EXPENSES – DECEMBER 2024

Accounts	Annual Budget (2024)	MTD Actual (2024)	YTD Actual (2024)	% of Annual Budget Used (2024)	PYTD Actual (2023)
<b>Total Capital Source of Funds</b>	<u>\$293,763.00</u>	<u>\$211,513.57</u>	<u>\$211,513.57</u>	<u>72.00 %</u>	<u>\$118,157.48</u>
<b>Net Operating Total</b>	\$0.00	\$195,433.82	\$0.00	0.00 %	\$0.00



# CHRIST CHURCH EASTON

## DETAIL OF OTHER FUNDS – JANUARY TO DECEMBER 2024

Accounts	Beginning Balance	Restricted Rev & Transfers	Restricted Exp & Transfers	Investment Activity	Ending Balance
<b>Unrestricted Funds</b>					
<b>Special Purpose Funds</b>					
002834 - Capital Campaign Fund	\$ 46,525.78	\$ -	\$ -	\$ 5,420.40	\$ 51,946.18
002842 - Women's Faith-Filled Ministry Fund	1,185.16	-	169.91	124.82	1,140.07
002843 - Bells of the Bay	495.90	-	495.90	-	-
002845 - Rector's Sabbatical Reserve Fund	5,998.02	500.00	-	698.79	7,196.81
002854 - Contemporary Music Discretion Fund	1,897.55	-	-	221.07	2,118.62
002856 - Traditional Music Discretion Fund	18,842.50	495.90	-	2,248.52	21,586.92
002857 - Altar Hanging Fund	42,701.36	-	-	4,974.85	47,676.21
002858 - Vestments Investment Reserve Fund	1,747.59	-	-	203.60	1,951.19
002859 - Deacon's Discretionary Fund	2,356.15	-	-	274.51	2,630.66
002864 - Duck Inn Fund	21,849.18	45,403.25	38,989.23	1,580.66	29,843.86
002866 - Special Offerings Fund	21,824.25	7,841.00	7,647.19	2,356.59	24,374.65
002869 - Altar Guild Fund	2,009.64	4,330.64	5,232.50	-	1,107.78
002870 - Christ Church Fund	474,515.71	-	23,650.00	54,934.05	505,799.76
002880 - General Memorial Fund	88,602.65	2,500.00	6,055.22	10,200.05	95,247.48
002881 - Rector's Discretionary Fund	15,822.82	4,997.19	5,040.04	-	15,779.97
002882 - Stephen Ministry Fund	7,609.67	-	1,687.00	792.97	6,715.64
002883 - Recovery Ministry Fund	25,369.94	1,200.00	4,360.00	2,789.13	24,999.07
002888 - Youth Discretionary Fund	46,956.54	33,175.39	24,954.63	5,798.26	60,975.56
002895 - Choral Scholarship Fund	186.17	-	-	21.69	207.86
002896 - Building & Special Projects Fund	32,408.18	825.00	-	3,804.94	37,038.12
002902 - Episcopal Church Women Fund	805.11	-	333.54	93.81	565.38
002903 - Outreach Discretionary	14,062.36	100.00	-	1,638.32	15,800.68
002960 - Communications Ministry	28,391.12	-	-	3,307.65	31,698.77
002961 - Food Ministry	1,847.22	1,950.00	465.22	268.55	3,600.55
002965 - Spiker Discretionary	-	1,439.75	-	-	1,439.75
002966 - Valliant Discretionary	-	1,439.75	-	-	1,439.75
<b>Total Special Purpose Funds</b>	<b>\$ 904,010.57</b>	<b>\$ 106,197.87</b>	<b>\$ 119,080.38</b>	<b>\$ 101,753.23</b>	<b>\$ 992,881.29</b>



2025 PARISH ANNUAL MEETING

DETAIL OF OTHER FUNDS – JANUARY TO DECEMBER 2024

Accounts	Beginning Balance	Restricted Rev & Transfers	Restricted Exp & Transfers	Investment Activity	Ending Balance
<b>Honored Donor Funds</b>					
002839 - Robert A. Reynolds Fund	\$ 464,959.32	\$ -	\$ 23,200.00	\$ 53,827.31	\$ 495,586.63
002860 - Al Holland Altar Guild Fund	2,524.95	-	126.00	292.31	2,691.26
002867 - Dorothy V. Smith Fund	205,823.01	-	10,270.00	23,827.66	219,380.67
002872 - Phillip E. Nuttle Capital Imp. Fund	136,424.04	-	6,807.00	15,793.53	145,410.57
002887 - Thomas & Evan Cover Fund	981,259.23	-	48,962.00	113,598.22	1,045,895.45
002890 - Edmond Freeman Fund	1,045,483.64	-	52,167.00	121,033.34	1,114,349.98
002898 - D B. Hardin Pastoral Ministry Fund	86,168.86	-	4,300.00	9,975.58	91,844.44
<b>Total Honored Donor Funds</b>	<b>\$2,922,643.05</b>	<b>\$ -</b>	<b>\$ 145,832.00</b>	<b>\$ 338,347.95</b>	<b>\$3,115,159.00</b>
<b>Designated for Operating Fund</b>					
002875 - IE Distrb Avail for Future Yr (oper	\$ 184,696.00	\$ 182,838.00	\$ 184,696.00	\$ -	\$ 182,838.00
002876 - IE Distrb Avail for Future Yr (cptl	57,851.00	57,304.00	57,851.00	-	57,304.00
002877 - Pr Yr IE Distrb Avail (capital)	63,827.99	-	71,264.15	7,436.16	-
002879 - Curr Yr IE Distrb (capital)	-	57,851.00	57,851.00	-	-
002885 - Curr Yr IE Distrb (operating)	-	184,696.00	184,696.00	-	-
002897 - Pr Yr IE Distr Avail (operating)	204,720.70	-	112,962.41	23,850.60	115,608.89
<b>Total Designated for Operating Fund</b>	<b>\$ 511,095.69</b>	<b>\$ 482,689.00</b>	<b>\$ 669,320.56</b>	<b>\$ 31,286.76</b>	<b>\$ 355,750.89</b>
<b>Total Unrestricted Funds</b>	<b>\$4,337,749.31</b>	<b>\$ 588,886.87</b>	<b>\$ 934,232.94</b>	<b>\$ 471,387.94</b>	<b>\$4,463,791.18</b>
<b>Permanent Restricted</b>					
002810 - Adkins Parish/Missions Endowment	\$ 26,359.27	\$ -	\$ 1,317.00	\$ 3,297.15	\$ 28,339.42
002830 - Tilghman Ministry Educ Endowment	13,172.85	-	-	1,657.68	14,830.53
002878 - HYMNS Scholarship Endowment	87,519.85	-	4,372.00	10,947.49	94,095.34
002891 - Wilford Family Outreach Endowment	29,199.94	-	1,434.00	3,652.86	31,418.80
002928 - Barksdale,Dabney,Henry Endowment	1,010,932.73	-	50,497.00	126,453.27	1,086,889.00
002932 - Housing Allowance Endowment	261,053.58	-	13,040.00	32,654.08	280,667.66
<b>Total Permanent Restricted</b>	<b>\$1,428,238.22</b>	<b>\$ -</b>	<b>\$ 70,660.00</b>	<b>\$ 178,662.53</b>	<b>\$1,536,240.75</b>

# CHRIST CHURCH EASTON

## 2025 PARISH BUDGET

	<u>2024 BUDGET</u>	<u>2024 ACTUAL</u>	<u>2025 BUDGET ADOPTED</u>
<b>REVENUES</b>			
<b>PLEDGES</b>			
004010 - Current Year Pledges/Paid this Year	\$ 650,000	\$ 482,473	\$ 575,000
004020 - Prior Year Pledges Paid this Year	.	-	-
004025 - Next Year Pledges Paid this Year		14,250	-
004090 - Gain/Loss Donated Stock	-	1,039	-
004092 - Bank Fees	(2,000)	(2,421)	(2,000)
<b>TOTAL PLEDGES</b>	<b>\$ 648,000</b>	<b>\$ 495,341</b>	<b>\$ 573,000</b>
<b>OTHER OFFERINGS</b>			
004015 - Unpledged Offerings	\$ 130,000	\$ 181,051	\$ 145,000
004030 - Loose Offerings	15,000	13,446	-
004035 - Easter Offerings	6,000	5,565	6,000
004040 - Christmas Offerings	6,500	2,664	6,500
004100 - Virtual Ministry Contributions (from on-line cc	-	20	-
<b>TOTAL OTHER OFFERINGS</b>	<b>\$ 157,500</b>	<b>\$ 202,746</b>	<b>\$ 157,500</b>
<b>OTHER REVENUES</b>			
004060 - Rental Income	\$ 5,000	\$ 8,975	\$ 5,000
004070 - Interest Income	75	23	75
004140 - Miscellaneous Income	-	4,008	-
<b>TOTAL OTHER REVENUES</b>	<b>\$ 5,075</b>	<b>\$ 13,006</b>	<b>\$ 5,075</b>
<b>TOTAL REVENUES</b>	<b>\$ 810,575</b>	<b>\$ 711,093</b>	<b>\$ 735,575</b>
<b>EXPENSES</b>			
<b>WORSHIP</b>			
006110 - Altar Guild	\$ 1,600	\$ 182	\$ 3,500
006120- Acolyte Ministry		\$	1,000
006130 - Supply Clergy	8,000	7,054	8,000
006165 - Traditional Music Program	29,131	28,493	30,020
006170 - Contemporary Music Program	56,075	64,656	85,820
006171 - Saturday Service Ministry	58,150	54,706	
006180- Vestments			1,000
006187 - Virtual Worship and Media Ministry	47,400	8,775	21,400
006190 - Worship Supplies	3,000	2,989	3,000
006191 - Livestream	-	2,065	4,900
<b>TOTAL WORSHIP</b>	<b>\$ 203,356</b>	<b>\$ 168,920</b>	<b>\$ 158,640</b>
<b>OUTREACH AND EVANGELISM</b>			
006050 - Diocesan Pledge	\$ 159,259	\$ 159,252	\$ 156,530
006060 - Outreach	20,000	15,005	20,000
006070 - Discretionary Fund-Rector's	1,800	1,800	1,800
006080 - Newcomers	1,000	595	1,000
Stephen Ministry		478	1,000
006081 - Pastoral Care	1,000	-	1,000
<b>TOTAL OUTREACH AND EVANGELISM</b>	<b>\$ 183,059</b>	<b>\$ 177,130</b>	<b>\$ 181,330</b>

# 2025 PARISH ANNUAL MEETING

## 2025 PARISH BUDGET

	<u>2024 BUDGET</u>	<u>2024 ACTUAL</u>	<u>2025 BUDGET ADOPTED</u>
<b>EDUCATION</b>			
006310 - Sunday School	\$ 3,750	\$ 2,651	\$ 4,450
006320 - Nursery - Upstart Supplies	700	-	-
006330 - Youth Program	27,772	26,152	27,172
006340 - Adult Education & Small Groups	11,250	532	11,250
006345 - Cont. Ed. - Clergy & Staff	1,000	4,039	2,500
006393 - Christan Education/Alpha	-	314	
006410 - Dues,Membership,and Publications	500	1,466	1,500
006470 - Diocesan Convention	400	1,466	1,500
<b>TOTAL EDUCATION</b>	<b>\$ 45,372</b>	<b>\$ 36,620</b>	<b>\$ 48,372</b>
<b>FELLOWSHIP</b>			
006510 - Fellowship	\$ 12,900	\$ 9,275	\$ 14,400
<b>TOTAL FELLOWSHIP</b>	<b>\$ 12,900</b>	<b>\$ 9,275</b>	<b>\$ 14,400</b>
<b>STEWARDSHIP</b>			
006600 - Stewardship	\$ 1,000	\$ 3,528	\$ 3,500
006620 - Planned Giving	100	-	100
<b>TOTAL STEWARDSHIP</b>	<b>\$ 1,100</b>	<b>\$ 3,528</b>	<b>\$ 3,600</b>
<b>COMMUNICATION</b>			
006710 - Communication	\$ 10,000	\$ 4,904	\$ 10,000
006720 - Web Hosting	4,500	10,011	4,500
<b>TOTAL COMMUNICATION</b>	<b>\$ 14,500</b>	<b>\$ 14,915</b>	<b>\$ 14,500</b>
<b>BUILDINGS AND GROUNDS</b>			
006931 - Utilities	\$ 37,500	\$ 30,427	\$ 42,750
006940 - Grounds Maintenance	13,000	8,567	13,000
006951 - HVAC Expense: (Service Agreement/RM)	5,250	2,816	5,250
006952 - Cleaning Service (Thomas Cleaning)	34,800	38,622	34,800
006953 - Elevator Service Contract	5,000	4,427	5,000
006954 - Fire Alarm Contract	1,500	1,949	1,500
006955 - Maintenance and Repairs	50,000	50,608	41,725
006960 - General Supplies	3,500	1,782	1,000
007110 - General Insurance	25,612	24,791	25,000
<b>TOTAL BUILDINGS AND GROUNDS</b>	<b>\$ 176,162</b>	<b>\$ 163,989</b>	<b>\$ 170,025</b>
<b>OFFICE</b>			
007020 - Outside Printing	\$ 2,000	\$ 646	\$ 1,000
007021 - Office Supplies	4,000	6,620	7,500
007022 - ACS Contract/"REALM"	6,000	6,030	7,000
007025 - Postage	2,500	2,762	3,500
007027 - Computer and Office Equip. R/M	7,500	16,478	7,334
007028 - Copier Printer Contract & Expenses	12,000	10,040	12,000
007030 - Telephone	5,250	4,564	-
007032 - Data Backup	1,500	1,517	-
007035 - Late Charges and Overdraft Chgs	250	-	-
007042 - Finance and Accounting Consulting	12,000	13,831	12,000
<b>TOTAL OFFICE</b>	<b>\$ 53,000</b>	<b>\$ 62,488</b>	<b>\$ 50,334</b>





# CHRIST CHURCH EASTON

## 2025 PARISH BUDGET

	<u>2024 BUDGET</u>	<u>2024 ACTUAL</u>	<u>2025 BUDGET ADOPTED</u>
<b>STAFFING</b>			
<b>Regular Staffing</b>			
007300 - Pre-employment Expenses	\$ 2,000	\$ 5,174	\$ 2,000
007310 - Clergy Stipend	118,600	90,606	233,616
007339 - Rector/Lay Expense Reimbursement	5,000	-	5,000
007340 - Pension-Clergy	27,244	24,402	47,463
007345 - Pension-Lay	32,328	12,628	8,998
007397 - Payroll Services	4,000	3,031	4,000
007400 - Rector's Sabbatical Reserve	500	500	500
00XXXX - Staff Salaries	360,571	306,186	217,656
Sub Total Regular Staffing	<b>\$ 550,243</b>	<b>\$ 442,527</b>	<b>\$ 519,233</b>
<b>Insurance and Taxes</b>			
007120 - Workmans Comp	\$ 3,000	\$ 1,306	\$ 3,000
007130 - Life Insurance - Rector	390	786	468
007141 - Health /Dental/ Life Insurance - Staff	29,430	41,432	15,588
007142 - Health Insurance Supplement - Staff	10,395	11,261	-
007144 - Health Insurance - Clergy	22,000	-	42,504
007150 - SECA - Clergy	10,756	10,269	18,738
007170 - Employer FICA - Other Staff	28,380	19,649	16,650
007315 - Short-term Disability	1,342	1,059	1,149
Sub Total Insurance and Taxes	<b>\$ 105,693</b>	<b>\$ 85,762</b>	<b>\$ 98,097</b>
<b>TOTAL STAFFING</b>	<b>\$ 655,936</b>	<b>\$ 528,289</b>	<b>\$ 617,330</b>
<b>MISCELLANEOUS</b>			
007710 - Miscellaneous	\$ 1,500	\$ -	\$ 1,500
<b>TOTAL MISCELLANEOUS</b>	<b>\$ 1,500</b>	<b>\$ -</b>	<b>\$ 1,500</b>
<b>TOTAL EXPENSES</b>	<b>\$ 1,346,885</b>	<b>\$ 1,165,154</b>	<b>\$ 1,260,031</b>
<b>NET OPERATING TOTAL</b>	<b>\$ (536,310)</b>	<b>\$ (454,061)</b>	<b>\$ (524,456)</b>
<b>INTERFUND TRANSFERS</b>			
004150 - 5% Inv Funds for Maint./ Capital Repairs	57,851	57,851	57,304
004180 - 5% Inv Funds for Operations	184,696	184,696	182,838
004380 - Additional allocation from Invested Funds	\$ 293,763	\$ 211,514	\$ 284,314
<b>TOTAL INTERFUND TRANSFERS</b>	<b>\$ 536,310</b>	<b>\$ 454,061</b>	<b>\$ 524,456</b>
<b>NET TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>



## Treasurer's Report Notes

### Reference Document: Analysis of Revenues & Expenses

The current year budget includes an allocation of spendable investment earnings. In 2024, the approved distribution represented five percent of the three-year average of spendable investment funds. Allocated for 2024 use:

- \$57,851 from Investment Income – Capital Expense (Maintenance & Repairs)
- \$184,696 from Investment Income – Operating Expense

It should be noted that due to lower than anticipated revenues, investment income transferred from the Treasurer's account at Brown Advisory for operations totaled \$454,061 as a result of the deficit position for the year.

### Reference Document: Summary of Restricted Accounts

As of December 31, 2024, permanently restricted funds (legal endowments) totaled \$1,536,241; honored donor and other special purpose funds totaled \$4,463,791. These funds and their activity are summarized on the Summary of Restricted Accounts Report included in your packet of information.

Each month investment earnings are allocated to each of these funds in accordance with the strategy developed by the Investment and Endowment Board.

### Reference Document: Balance Sheet

The Altar Guild and Rector's Discretionary Fund accounts are separate checking accounts that are reconciled monthly, and their activity is not included in the statement of revenue and expense. Their activity is summarized on the Summary of Restricted Accounts report.

### Canonical Audit

The annual audit was completed on schedule for 2023. All recommendations made by the committee have been acted upon.

### Final Notes

The reference documents: Analysis of Revenues & Expenses, Summary of Restricted Accounts and Balance Sheet are available by contacting the office or the Treasurer.

I want to thank everyone for their gifts of time and talent during the past year: The Finance Committee: Paul Cox, Christina Underwood, Catherine Hall, Norm Klum and Bob Stambaugh. The Canonical Audit Committee: Paul Cox, Bob Stambaugh, Christina Underwood and Catherine Hall. A special thank you to Joe Zimmerman, our parish accountant and Joy Murphy, our bookkeeper and everyone who has helped throughout 2024. Financial stewardship and prudent financial oversight will be an ongoing focus for the Vestry and staff. I deeply appreciate the support of the Finance Committee and Church staff this past year.

*Respectfully submitted,  
John Itell, Treasurer*





# CHRIST CHURCH EASTON

## Parish Manager's Report

The front office was pleased to welcome Erica Wilmer as Parish Secretary in January, as well as Joy Murphy as bookkeeper in May; both have fit in seamlessly. Under the leadership of John Thacker, the Lay Weeders came back to life; John organized monthly grounds beautification projects including weeding, pruning, and planting. We were also grateful to work with the Easton Garden Club to plant 45 carexes in front of the church in March. We continued our monthly volunteer work with Habitat for Humanity Choptank, and they selected us as their Faith Partner of the Year for 2024.

In June, 12 new Stephen Ministers were commissioned here at Christ Church, and Carolyn Verteramo was commissioned as a Stephen Leader. The Parish Library was given a facelift, beginning with sanding and staining of the floor, followed by a new area rug; its contents were organized by Christina Underwood. Shelley and Chris attended Realm camp in October to better use the church's database. And Charles Thomas continues to provide sexton services as required, now outlasting even Fr. Bill.





## Stewardship Report

My brothers and sisters in Christ,

Thank you to all of you who made a financial pledge to support the mission and ministries of Christ Church in 2025. Your faithful generosity provides the resources that support our community's Gospel calling, and due to your commitment, help to make lives stronger and better in real and meaningful ways. We have much for which to be grateful.

Below reflects our Pledge participation. Actual pledges allow the Vestry to make prudent decisions on programs and services we provide for our Church. Our pledge participation rate at 35% is well below the median giving. If you have not made a pledge, it's not too late. Please consider your financial ability to support to your church and it's ministries.

In addition to those households who made a stewardship commitment for 2025, there are increasingly others within our parish community who do not pledge but who give regularly. In fact, this is a growing part of our annual income picture. In addition, there are many examples of personal commitments of time, money and talent which support parish worship, education, music, youth, outreach and pastoral ministries, as well as buildings and grounds projects and expenses. For all of these varied examples of stewardship we are appreciative.

Thanks to our collective efforts and generosity, Christ Church is a steadfast, visible presence of the light and love of Jesus Christ. Your pledges, special offerings and participation in the life of the church are the key to growing our ministries and honoring our calling to spread the Gospel of Jesus Christ.

	2025	2024
Pledges Received	\$515,510	\$505,564
Pledge Cards	123	108
Parish Households	350	350
Household Participation	35%	31%

*Stewardship Committee: Brenda Wood, Paul Cox, and John Itell*





# CHRIST CHURCH EASTON

## Mission & Ministry Reports

### MUSIC MINISTRIES

In 2024, for winter, spring, and fall, we continued with our four in-person weekend worship services: Saturday Alive @ 5 contemporary music service, Sunday 8:00am Rite I Service, 9:15am contemporary music service, and 11:00am traditional music service. Over the summer, we combined the Sunday contemporary and traditional music services into a 10:00am service, which rotates each week between the two styles of music.

New for 2024, when there was a fifth Sunday of a particular month, the two music ministries collaborated on services which showcase both styles of worship music. For the Iona Eastern Shore graduation ceremony in June and the ordination service in September, both styles of music were featured as well.

We had live broadcasts of two Easter Services and two Christmas Eve services, showcasing our contemporary band and traditional choir.

During the year, Sara Chapple became the leader of our contemporary music program and we have seen a consistent line-up of musicians and singers each weekend, with additional musicians joining for special services.



### TRADITIONAL MUSIC MINISTRY

The traditional choir has been very active for the past year. They have added so much to the traditional worship service each week. Additionally, they have provided:

- Anthems for Ash Wednesday and a very moving Good Friday service.
- Anthem with children on Palm Sunday
- Special music with organ and trumpet on Easter Sunday
- Combined efforts with the contemporary band to provide music for the graduation and ordination services at Christ Church
- Combined efforts with the contemporary music program for 5th Sunday services including a Christmas Lessons and Carols on the Sunday after Christmas.
- Collaboration with Handbell ringers on anthem presentations
- Collaboration with the choir from Trinity Cathedral as we presented a service of Advent Lessons and Carols on the first Sunday of December. This has become an annual event.
- Special music for the 10 pm Christmas service with a beautiful string quartet, flute, and keyboard

We were very fortunate to have Dr. Dale Krider as our organist through April of 2024 until his doctor insisted that he retire. Thankfully, Georgiana Ibach became our “go to” organist over the summer and through the fall of 2024. Dale Krider has been available to fill in on the Sundays she is not available. In addition, Ned Startt has been donating his services as organist at the 8:00 service when needed.

We have also been blessed by the talents of our handbell choir under the direction of Barbara Reinhardt and many guest instrumentalists over the year, including trumpet, flute, violin, and cello.

### Looking forward to 2025

We have another collaborative effort coming up with the choir of Trinity Cathedral as we present the Faure Requiem on March 30.

We are also organizing a group of singers to participate in a choir event at Carnegie Hall in July!





# CHRIST CHURCH EASTON

## COMMUNICATIONS

2024 was a year of challenges and opportunities. We entered the year without a Rector for the first time in 24 years; searched for and found interim priest Rev. Patrick Collins; hosted the inaugural graduation for the Iona Easter Shore seminary program, which included four graduates who have come through Christ Church Easton; hosted the ordination of those same four graduates who became transitional Deacons; and saw wonderful attendance and participation for our Easter and Christmas services, with both celebrations having two of our services broadcast live over Facebook.

Our live broadcasts also included the graduation and ordination services, and our online services garnered a combined 18,309 views.

We have kept our opportunities for participating remotely by Zoom in our programs and selected Sunday worship services. Our Zoom attendance for Sunday prayer services and remote participation in small group studies was 308 participants.

We have 11,000 followers on Facebook, 785 followers on Instagram, and 1,000 subscribers on YouTube.

## ADULT EDUCATION

In the world of Adult Education, 2024 brought book studies, a Bible study of Mark's Gospel, and a walk through the liturgical season of Advent. We had newcomer gatherings and the Women's Faith and Fellowship ministry continued to meet each month and took a field trip to the Bible Museum in Washington, DC.

Our Sunday Zoom morning prayer services embraced a lectionary discussion format to go along with a homily, in a way that creates a small group feel and allows participants to engage with the readings.

In December, Rev. Michael Valliant, Lutheran Deacon Mike Hiner, and Choir Director Carolyn Cutler collaborated to create Blue December services with prayer, readings, Scripture reflections, and music to create Wednesday evening services for anyone having a difficult time in the season leading up to Christmas.



## Parish Annual Meeting 2025

### OUTREACH

Christ Church has an active Outreach Ministry that takes on many forms. From helping our community members in need through face-to-face meetings that end in offering financial support and prayer to our food ministry, which provides care and concern to parishioners who are experiencing hardship. These ministries are actively seeking the sick, the poor, and those in need to share the love of Christ with them.

### OUTREACH MEETINGS/COMMUNITY SUPPORT

In 2024, we supported over 45 community members' needs to the tune of \$14,950. We helped people keep their electricity on, housed the homeless so they could sleep in a bed and take a shower, supported members of the community in need of disability support, and helped pay rent for others. We took the burden off members of our community in recovery homes by supporting their living costs for weeks at a time so they could focus on their recovery above all else. We have helped to feed, clothe, and house members of our community thanks to Christ Church's continued generosity to our annual stewardship campaign. The love of Christ lives through this ministry.

### YEAR END GIVING

"This year, the success of our Waterfowl Duck Inn/Duck Out efforts supported the following organizations in no particular order. Two of these organizations were introduced to us by Christ Church members in 2024, and we were happy to offer our support."

Talbot Interfaith Shelter:	\$2,500	Talbot Humane:	\$2,000
Talbot Community Connections:	\$2,500	For All Seasons:	\$1,500
Upper Amazon Ministries:	\$2,500	BAAM:	\$1,000
Habitat for Humanity Choptank:	\$2,000	Delmarva Pride Center:	\$1,000
Global Vision 2020:	\$2,000		





# CHRIST CHURCH EASTON

## Other Giving

United Thank Offering	\$446
Children's Home Foundation	\$2,000
<b>Waterfowl Duck Inn/Out Profit</b>	<b>\$20,000</b>

## Advent Angels

100 individuals supported through the generosity of our congregation in the form of Christmas gifts.

## YOUTH & FAMILY MINISTRY

“The work of the youth ministry team is to aid in fostering strong, lasting relationships within the community; with one another, with adults within their faith community, and especially in their relationship with Jesus Christ, despite the challenging circumstances and distractions presented in the world today. The youth of our church today are the hope of God’s kingdom come tomorrow.”

### In 2024 CCYG Celebrated

- Regular youth gatherings on Wednesdays throughout the school year
- Bi-weekly summer social events for youth and families
- A college ministry event for young adults to engage in their faith
- Participation in the Province 3 Youth Event
- An international mission returning to the work we started in the Amazon region of Peru with GV2020 and YWAM Amazon Ministries
- A local mission trip serving local organizations in the community
- Active in Fellowship of Christian Athletes at both the High School and Middle School level
- Onboarding of new CCYG leadership
- Every CCYG student owns a Bible





## Children's Ministry and Nursery

As our program has grown in numbers, we have divided the children into two groups: the Littles and the Middles.

Our Middles range in age from six through nine. Ruth Vietri-Green and Dottie Woodard are following the Episcopal Children's Curriculum from the Virginia Theological Seminary. We strive for a deeper understanding of our relationships with God and each other. And we don't forget to have fun!

### Vacation Bible School 2024

For a week in June 2024, your Children's Ministry team hosted Vacation Bible School! With a theme of 'Stellar' we all learned many ways to shine Jesus' light in our world. Twelve families from Christ Church and Trinity Cathedral participated, with students ages four through nine. It was a high-energy, Spirit-filled week!

Mark your calendars for VBS 2025: June 23- 27!"



# CHRIST CHURCH EASTON

## Deacons' Update

What a difference a year makes! As we closed out 2023 and began 2024, we had the privilege to lead our programs and help organize worship services working with a number of supply clergy, from Waterfowl Festival, through Christmas and Ash Wednesday, when our interim priest Rev. Patrick Collins joined Christ Church Easton. These are not the kinds of opportunities that most seminarians get, and we are beyond grateful.

As January began, we were taking our General Ordination Exams. In the spring, we finished our three-year seminary academic studies. In June, we were in our home church here in Easton for the graduation of the first class of Iona Eastern Shore seminary program, and it was incredible to see so many from our congregation here, as well as having both classmates and visiting clergy experience our amazing contemporary and traditional music programs. It was a full church for an historic first.

In September, along with the Reverends Joanna Fisher and Jessica Stehle, who have both come up through Christ Church, we were ordained to the diaconate as transitional Deacons, and the ordination service was again here at Christ Church, with the Rev. Tom Long, the renowned preacher and teacher of preaching giving the sermon. Dr. Long was a guest lecturer for us a number of times in our seminary program, so it was special to have him be a part of the service (the guy who literally wrote the book on preaching).

Bishop San assigned the two of us to Christ Church Easton for our diaconal placement, seeing that our full-time jobs as program staff were here, and recognizing that our parish is going through a transitional time and the continuity of having us both here as Deacons helps Christ Church continue its full slate of programs and worship services.

Since Patrick began as our interim priest, he has given each of us a weekend every month to preach at all four worship services, which has been invaluable. Rev. Michael has preached and served at the Wednesday Healing Service during the week, as well as leading the Zoom morning prayer Gospel/lectionary discussions on select Sundays. Both Reverends Kelsey and Michael have led funeral and memorial services over the course of the year, as well as making pastoral visits to parishioners and community members.

During the summer of 2025, both of us will be completing our Clinical and Pastoral Education, interning through the Easton Hospital and our congregation.

Our time as Deacons has already been such a blessing and an opportunity to serve. If all proceeds according to schedule, the idea is to be ordained as priests in September 2025.

With praise and gratitude,

*The Rev. Kelsey Spiker*  
*The Rev. Michael Valliant*





## Warden's Farewell



As my time on Vestry and a Warden for the last four years comes to an end, I reflect on the experience as one of the most rewarding and fulfilling experiences of my lifetime. The last several years certainly brought a few challenging events to our Church such as the Covid shutdown, our beloved Rector Bill Ort's retirement, staff changes, navigating the transition to our Interim Priest Patrick Collins and formation of an outstanding Search Committee as we call our next Rector.

I would like to take this opportunity to personally thank the past and present Vestry members for their time, dedication and Holy Spirit-led wisdom, it has been a privilege to serve with you all as we worked together to overcome challenges big and small with prayerful anticipation.

A special shout-out to Vestry Warden Steve Waldman for your commitment and resolve the last two years. And I would be remiss without a shout-out to our wonderful staff which in a time of transition has collectively risen to the occasion and continues to perform beyond the call of duty time and time again.

Planning for the future of our Church and a new permanent Rector will require deep reflection and vision. As you look to the future, this might be a good time to re-commit to Christ Church with your time, your pledges and attendance as we move forward.

On a personal note, Roxie and I want to say thank you for your friendship, prayers and guidance. Although my term as Rector's Warden ends in a few days, and we will be moving in a few months, my love and appreciation for our parish and all of you will stay with us forever.

*Blessings,  
Doug Kawakami*





# CHRIST CHURCH EASTON

## Vestry Warden's Message



As we're preparing to gather for our Parish Annual Meeting, I want to take a moment to reflect on the past year and look ahead with gratitude and hope. It has been a year of growth, faith, and service, and I have been truly honored to serve as your Warden alongside Rector's Warden Doug Kawakami, a dedicated Vestry and Staff.

Throughout the year, we have celebrated many blessings, faced challenges and embraced opportunities. We have witnessed the strength of our parish community through worship, outreach, and fellowship during this transitional time. Whether through our ministries, our missions, or the simple yet profound acts of kindness within our congregation, we continue to live out our faith in meaningful ways.

I want to extend my deepest gratitude to our Interim Priest Rev. Patrick, Revs. Kelsey and Michael, Staff, and Volunteers who work tirelessly to support our church and its mission. Your dedication makes all the difference, and we would not be the vibrant community we are without you.

Looking ahead, as we earnestly search for our permanent Rector, we are called to continue strengthening our church family, deepening our faith, and finding new ways to serve both within and beyond our walls. May we move forward with faith, love, and a renewed commitment to God's work.

Thank you for your trust, your prayers, and your continued support. May God bless our parish as we step into another year together, faithfully mission-led, serving with love and purpose."

*With Gratitude,  
Steve Waldman, Vestry Warden*



## Staff Listing



**Rev. Patrick Collins**  
*Interim Priest*



**Rev. Kelsey Spiker,  
Deacon**  
*Minister for Community  
& Family Life*



**Rev. Michael Valliant,  
Deacon**  
*Minister for Adult Education  
& Communications*



**Sara Chapple**  
*Contemporary Music*



**Carolyn Cutler**  
*Traditional Choir  
Director*



**Joy Murphy**  
*Bookkeeper*



**Chris Rigaux**  
*Parish Manager*



**Shelley Williams**  
*Secretary to the Rector*



**Erica Wilmer**  
*Parish Secretary*



# CHRIST CHURCH EASTON

## Vestry Nominees



**Karen Fisher**



**John Itell**



**Mark Powell**



**Barbara Reinhart**



## A Prayer Attributed to St. Francis

(a modern interpretation)

Please let all of me be an instrument of peace in the world.  
So that wherever I go, if I encounter hate, allow me to be a source of love.  
If I am wronged by others, then let me forgive those who have wronged me.  
Where I encounter doubt, let me inspire faith in others with my bravery.  
Where I find sadness and despair, let me be a source of joy and hope, like a single light  
radiantly illuminating a dark room.

I ask for the strength to console others, more than I want to be consoled myself;  
to understand more than I desire to be understood;  
and to love, more than I desire to be loved.

For it's in giving that we receive  
and in forgiving that we're forgiven.

Only by overcoming the ego, the "big me", "the self", are we born to eternal life.

**Amen.**





CHRIST CHURCH  

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EASTON

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