

2018
The One Hundred
Seventy-Fifth
Annual Report



St. Stephen's Memorial Episcopal Church



Annual Meeting
February 10, 2019



74 South Common St., Lynn, MA 01902 ♦ T: (781)599-4220 ♦ F: (781)586-0156 ♦ www.StStephensLynn.org

THE 2018 VESTRY

Christopher Trahan, Senior Warden
Harry Jackson, Junior Warden
Heather Collis Puro, Treasurer
Carolyn Hoy, Clerk

Terms expiring in 2018

Teka Hazel Lumumba-Nkrumah
Robin Washington
Robert Whitney

Terms Expiring in 2019

Dorothy Post
Paul Whitcomb
Sandra Wittrup

Terms expiring in 2020

Pamela Alleyne
Charlotte Brown-Breckenridge
Jesse T. Potter

Clergy:

The Reverend Tom Barrington, Interim Priest
The Reverend Joseph Ngotho, Kiswahili Pastor

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AGENDA OF THE 175th ANNUAL MEETING
ST. STEPHEN'S MEMORIAL EPISCOPAL CHURCH
FEBRUARY 10, 2019

- | | |
|---|-----------------------------------|
| 1. Call to Order | Christopher Trahan |
| 2. Opening Prayer | The Rev. Tom Barrington |
| 3. Greetings | The Rev. Joseph Ngotho |
| 4. Minutes of the 2017 (February 11, 2018) Annual Meeting | Carolyn Hoy |
| 5. Senior and Junior Warden Comments | Christopher Trahan, Harry Jackson |
| 6. Report of the Nominating Committee/Elections | Nominating Committee |
| 7. Financial Reports | Heather Collis Puro |
| 2018 Financial Reports | |
| 2019 Budget | |
| 8. Transition Process-Search Committee | Helen Patmon, Steve Switzer |
| 9. 175th Anniversary Celebration | Virginia Fuller |
| 10. Clergy acknowledgments and Closing Remarks | The Rev. Tom Barrington |
| 11. Closing Prayer | The Rev. Joseph Ngotho |
| 12. Adjournment | Christopher Trahan |

ROLL CALL AT ST. STEPHEN'S

During the past year the following were baptized into new life in Christ here at St. Stephen's:

Logan Carol Fuentes
Christian Patrick Ronald MacNeil
Joseph Neat
Zaiilyn Joseph Neat
Arthur Joseph Tanguay

During the past year the following completed their journey of faith and were buried from St. Stephen's:

Ronald Bennett
Ruth A. Bozarjian
Denise Bradley
Muriel I. Close
Pearl Corson
Mary E. Dobie
Joanne P. Droppers
Carol Ann (Crowell) Graham
Robert R. Haskell
Corrine B. Henderson
Michad Jayman Jones, Sr.
Gertrude Kidney
Thomas A. "Tucker" Nicholson
Phyllis May Peterson
Jeanne M. Puopolo
Judith A. (Reynolds) Riparandido
Joanne M. Williams

MINUTES OF THE 174TH ANNUAL MEETING
St. Stephen's Memorial Episcopal Church
February 11, 2018

Call to Order: 11:55 am: Senior Warden Irene Axelrod
Parish is called forward to sign in and receive an election ballot.
68 members in attendance, exceeding the number for a quorum.
Meeting was held in the church after the 10:00 am service.

Minutes of the 2016 (February 12, 2017) Annual Meeting: Carolyn Hoy, Clerk
Minutes presented from the February 12, 2017 Annual Meeting. Motion made to approve the minutes by Pam Poppe, seconded by Amy Inez, all in favor, none opposed, approved as is.

Senior Warden's Comments: Irene Axelrod

Report of the Nominating Committee/Elections

Nominating committee members; Shanel Anderson, Kendra Zmiroski, Kevin Neil and Irene Axelrod.
Candidates were presented.
Each candidate spoke about the reasons they feel called to leadership in the positions they are seeking. Ballots are collected and counted.

Election Candidates: Leadership/Officers of the Vestry, Vestry, Diocesan Delegates and Deanery Representatives

Senior Warden	Chris Trahan
Junior Warden	Harry Jackson and Pamela Poppe
Treasurer	Heather Collis Puro
Clerk	Carolyn Hoy

Vestry

Pamela Alleyne	3 year term
Charlotte Brown-Breckenridge	3 year term
J. Timothy Potter	3 year term

Delegates to Diocesan Convention

Jay Poppe	Delegate
Pamela Alleyne	Delegate
Virginia Fuller	Alternate
Joyce Wallace	Alternate

Delegates to the North Shore Deanery

Pamela Alleyne	Delegate
Virginia Fuller	Delegate
Helen Patmon	Delegate
James Poppe	Delegate
Joyce Wallace	Delegate

Rev. Joseph Ngotho remarks on his hope for both congregations coming together as one body of Christ.

50 **Sunday School report by Paul Whitcomb:** Concern regarding lower attendance in the Sunday school.
51 Need for support and help from all parish members.

52
53 **Youth Music program, potential new program:** Tim Potter is applying for a grant, potential for a
54 regional youth choir.

55
56 **Election Results:**

57 1-year term: Senior Warden: Chris Trahan

58 1-year term: Junior Warden: Harry Jackson

59 1-year term: Treasurer: Heather Collis Puro

60 1-year term: Clerk: Carolyn Hoy

61 3-year term: Vestry: Pamela Alleyne, Charlotte Brown-Breckenridge and J. Timothy Potter

62 Diocesan Convention Delegates: Jay Poppe and Pamela Alleyne

63 Diocesan Convention Alternates: Virginia Fuller and Joyce Wallace

64 North Shore Deanery Delegates: Pamela Alleyne, Virginia Fuller, Helen Patmon, James Poppe and
65 Joyce Wallace

66
67 **Financial reports:** Heather Collis Puro

68 We need to know where we are in order to make decisions on where we want to go.

69 Now that things are in QuickBooks, working with the Finance Committee and volunteers who work
70 faithfully, I know where we are. Before this year, I was tracking things using a calculator – this year the
71 reports are in order.

72 Questions from the floor are answered.

73
74
75 **Transition Process/Search Committee:** Helen Patmon and Steve Switzer, Co-chairs of the search
76 committee come forward to speak. The process is just starting.

77
78 **Acknowledgements and Closing Remarks**

79 Rev. Tom Barrington comes to the podium – thanks to Irene and Tim for serving as our wardens this past
80 year. Thanks to outgoing vestry members.

81
82 **Adjournment:** 1:30 pm

Wardens & Staff



REPORTS OF THE WARDENS

SENIOR WARDEN REPORT

This past year revealed how resilient, tenacious and dedicated the parishioners of St. Stephen's are. We have weathered pipe bursts resulting in a three floor flood of our parish house, dealt with an organizational set-back delaying the Search Committee, saw the departure of some of our lay staff and began major renovation work to our food pantry space. Yet, even with these hiccups, the parish managed to completely repair all the damage caused by the pipe burst, resulting in an upgrade to the parish dining room and Graham Suite kitchen. We brought new lay staff on board. The congregation opened our doors to welcome approximately 100 elementary aged school children from the surrounding neighborhood for our annual KIC summer program and conducted a free summer learning program for children enrolled in the neighboring elementary schools. Parishioners organized and hosted our three annual fundraisers (The Soul Food Dinner, The Big Money Raffle and The Parish Fair). All while managing to keep the overall budget balanced!

Yet, all of this could not happen without you! Many of you, our faithful parishioners, stepped up in new ways. Parishioners worked with our lay staff, interim priest and the wardens to write grants that largely fund many of our summer youth programs, Oasis programming for teens, as well as for our spiritual formation programs and social justice programs. Adults have come together to envision how to reshape Church School and to welcome families with young children.

And we pray!

We pray that God will continue to provide the congregation with the tools it needs to minister to the community on both the inside and outside of our church building. We pray that God will help us live in a spirit of abundance, not scarcity, realizing that we have been blessed with many gifts. We pray that our church may continue to be a beacon of hope, a place of respite, refuge, formation and nourishment for all people in this generation and the ones to follow.

Please read on and see all that has been accomplished over the course of 2018. Know that much that has been done here at St. Stephen's and written about through the pages of this report, happen because of the dedication of many volunteer parishioners backed with the support of our clergy and staff. Thank you for choosing St. Stephen's Memorial Church as your place to belong.

Respectfully submitted, Christopher Trahan, Senior Warden

JUNIOR WARDEN REPORT

BUILDING MAINTENANCE AND BUILDING COMMITTEE

A great deal of work took place in the Parish during 2018. I started off the year with another busted/frozen pipe which went from the second floor to the dining room and boiler room of the Anderson building. Therefore, we had to start from the beginning. We received three estimate for the work to be completed. The work was completed in June 2018, just in time for the start of the summer program.

As we approached the fall and began to start KIC after School Program, St. Stephen's ran into more issues which we are working on now.

Construction was completed in the Food Pantry. This includes emergency lights, smoke detectors, repointing of the wall in the lower hallway, roof above Lawrence stage were water was flowing down into the closet outside the Mother's Room.

I will run for the Vestry to continue to support St. Stephen's leadership during this time of change and transitions. My hope is that no matter the difference we may have that we all will continue to step up to keep this old Church open.

Respectfully submitted, Harry C. Jackson, Jr. Warden

INTERIM PRIEST REPORT

Jesus said to Simon, “Put out into the deep water and let down your nets for a catch.” Simon answered, “Master, we have worked all night long but have caught nothing.” *Luke 5:4-5a*

Simon Peter was being told by Jesus to put out his nets one more time even though he had been doing it all night and had caught nothing. It sounds like being in a time of transition. We keep plugging away but it can feel like not much is happening. I have been your Interim Priest for over a year and I understand that feeling that we are not catching many fish. I am here to tell you to not be discouraged. St. Stephen's has been making some incredible progress. Simon lowered his net one final time and to his amazement he caught so many fish that the nets could not hold them all. We may not be catching many fish right now but we are getting ready for God's abundance.

One of the realities of a church being in transition is that they tend to lose energy. Sunday attendance tends to go down. This is true here. However, giving has gone up. This is not typical. We are told that programming and outreach also tend to go down. Indeed, we have seen some important ministries not doing well; the Church School is a prime example. However, this has pushed us to reach out to families with young children in new ways. The day to day life at St. Stephen's is of a dynamic and vital congregation. There are many programs and activities that are flourishing: the Woman's Group, the Beloved Community Team, the Food Pantry, the KIC Summer Camp and Summer Learning Programs to name a few. The big difference is that most of the activities are being driven and led by the laity. There were some that thought that St. Stephen's would slow to a crawl without its Rector. The fact is, the St. Stephen's clergy, including myself, have been able to do so much because of the foundation of the active lay members and leaders of this congregation. The progress we have made is the growing awareness of this fact.

The lay leaders have been tested this past year. The flooding last January from the frozen pipes was a devastating mess, yet we worked through it with great thanks to Chris Trahan and Harry Jackson our Wardens. The discovery that the KIC After-school had to be licensed by the state was a shock, yet the KIC Board under the leadership of Bonnie Bishop has been plugging along dealing with one roadblock after another. We are now very close to re-opening. The KIC Summer Camp had to deal with the resignation of the director a few weeks before camp was to open, yet we persevered. We have had to get grants written, deal with budgets and endless reports yet we find ways to work through it all. On the buildings side, we had the roof over the sacristy finally fixed, the Graham Suite Kitchen is up and running and the downstairs Dining Room has never looked better. In December we began the renovations of the Food Pantry. That exposed some other very expensive problems. They had to be fixed so we are finding the way to pay for it. The result is that we will have a larger and more efficient Pantry, we have dealt with one of the chronic leaks and now have much safer entrances to the lower halls. It is the St. Stephen's way.

As each challenge has come up, the people of this church have found ways to faithfully respond. They will help continue to strengthen the Body of Christ that is St. Stephen's Church. I pray that as the time comes for me to depart and a new Rector begins, she or he will find a vital and dynamic congregation that is continuing God's work. There will be no need for the new Rector to build the boat or weave the nets. Rather he or she will be able to join you pulling up the multitude of fish because you cast the net that one more time.

It has been a great privilege to be your Interim Priest. I have been challenged, inspired and supported in many ways. I look forward to celebrating your 175th Anniversary of proclaiming Christ's Gospel of love, compassion and justice.

Faithfully yours, The Rev. Tom Barrington, Interim Priest

KISWAHILI PASTOR REPORT

The year 2018 took off on a higher gear of expectations. Rev Zack joined us few months after the beginning of the year. Soon our Sunday school was transformed and became a kids service where the kids are allowed to conduct a formal Sunday service but with more of teaching than preaching done during the service. The music instruments are played during the service and the kids like it a lot. We have seen the number of kids increase from 10 to 25. The parents have also committed themselves by dropping the kids early in the morning.

We also introduced a Bible study which is done on every Wednesday at 10:00 am. The Bible study /fellowship has attracted a number of adults who get prepared for Sunday service. New members join the Bible study almost every week. The youth joined by the women in the congregation have embarked on a very ambitious project of making Lawrence Hall look like a place of worship rather than a function hall. From their own pockets, they bought three TV screens which, are used by the congregation instead of reading from the books so everyone is able to follow the service. This way most people are now participating fully during the services.

We thank the youth leadership for this initiative and for the leadership of Rev Zack. This year the whole congregation is planning to reach more people in the neighborhood and also work closer with St. Stephen's Congregation. God willing, we are looking forward to working and improving music in general, thus attracting more people to the St. Stephen's community at-large. This will require us spending money for various youth programs and activities. The budget will be adjusted to provide for two priests who are working for the Kenyan congregation, for the Sunday school program and for Father George. Father George will be retiring at the middle of the year and we are planning to hold a retirement party for him. We have seen a slight increase in giving and tithing. We are hoping to secure a grant from the Diocese to support our ministry. We hope this year we will be able to cover our budget and balance our accounts. We expect to do more this year and we all look forward to witness the changes at St, Stephen's.

Respectfully submitted, The Rev. Joseph Ngotho, Kiswahili Pastor

LIFE TOGETHER INTERNSHIP REPORT

St. Stephen's has been blessed to have Jamie Shore as our Life Together Fellow from August 2017 to June 2018. She accepted the opportunity to enroll at Boston University School of Theology in the fall of 2018. All those at St. Stephen's were blessed by her presence here.

The Life Together Program decided that they would not place another intern at St. Stephen's due to our being in transition for a new Rector. They stated that they look forward to working with us in the future. Below is Jamie Shore's farewell letter published in the 2018 Summer Newsletter.

Farewell from Our Life Together Fellow

In the summer of 2017, I didn't know Reverend Jane was leaving when I was offered the position to work at St. Stephen's. When I accepted, I imagined my job would mostly consist of being mentored by Reverend Jane and Reverend Sarah, and just doing exactly what concrete tasks they laid out for me. As you all know, that is so far from the reality of my year here, where at times, all of us in the office had to scramble to get even the smallest task done on time. This period of transition has been so different than we all imagined and that is challenging.

But this time I got to share with you all, has been the largest blessing. So many women have adopted me as their daughter and I have had friendship extended to me by so many.

During transitions, it is incredibly easy to lose track of our values and what is important to us. Anxiety and fear begin to creep in. What if KIC never reopens? What if we don't have enough kids in church school? I know I have felt scared plenty of times this year. However, in times of stress, I remember the things that brought me to call this place home before I even started working here: the openness to difference, the kids running up and down the aisles, the holy chaos, the 15 minute peace, the strong women, the plethora of alleluias, the deep & real commitment to our community, the quirkyness, and more. Before starting to come here in my junior year of

college, I was used to Evangelical churches where, to me, there was a lack of theological and social commitments and a heavy emphasis on the performative aspects of the service. And to me, St. Stephen's is the opposite of that in the most holy, beautiful way, and it is where I found my church home. I hope we all can remember our sense of belonging and love for this place in the scary moments of transition we will continue to have.

Not having a Life Together Fellow next year could feel really alarming. But I am not nervous because I know of all the people that stepped up to get things done this year. The Christmas pageant, CPPK, Elf Gifts, MLK Day, Signature Collecting with ECCO, Youth Sundays, The Soul Celebration, Lynn Youth Pride, Church School, and more, would not have been possible if we all didn't work together in the ways we have. No matter what the staff looks like over the next couple years and how the programs change, I know that you all will remain committed to this place being welcoming for all.

I have learned a lot about what it means to be a "St. Stephen's Episcopalian" this year. And I know that I am one. St. Stephen's is the only Episcopal Church I know and part of me is pretty nervous to see what other Episcopal churches are like. But, as I start divinity school at Boston University in the fall, I will not forget the lessons of being a "St. Stephen's Episcopalian." I will prioritize relationships. I will take my theology into the streets. I will challenge my internalized white norms for work. I will love Jesus.

So thank you all so much for helping me grow and teaching me this year. But also know that my "goodbye" is also a "see-you-later," because Boston is not that far, and I will never pass up an invitation to catch up over at Brother's Deli! All of my love and thanks.

Respectfully submitted, Jamie Shore

PARISH ADMINISTRATOR REPORT

Greetings Saints,

I would like to thank everyone at St. Stephen's for the warm and open welcome. It has been a blessing to work for St. Stephens. Although, I don't have an Episcopal background, during these short four months I've learned so much. This would not have been possible without Reverend Tom Barrington. Thank you for your guidance and wisdom.

I was born and raised in Lynn and LOVE this beautiful community. I'm a single mother of Tyler Lee Brown. He is my most precious blessing. I've been a member of Zion Baptist Church for 10 years in Lynn. I'm involved in several ministries at Zion, just to mention a few: Love In Action, Women's Ministry and Bible Study. I look forward to getting to know each of you.

Respectfully submitted, Brandi Walker

SEXTON REPORT

Hi my name is Marty Splaine and I'm your Sexton. Things I do here at St. Stephen's just to name a few are safety checks, clean the bathrooms, take out the trash, etc. I was a member of St. Stephen's for quite some time. When I became the Sexton, I decided to become a member of another Christian church. During the summer months, it was my pleasure to maintain the four gardens and give the food to members of St. Stephen's Church.

I enjoy helping all members of St. Stephen's in any way I can. Most of all, talking about the Love we all share for this beautiful Church.

I would like to thank the Vestry especially Chris and Harry for showing me how things are done at St. Stephen's and The Reverend Tom Barrington for all his help in guiding me. God Bless Everyone.

Respectfully submitted, Marty Splaine



Stewards of our Resources



St. Stephen's Memorial Episcopal Church
 2018 Harvest Fair
 November 17 9 am to 3 pm

Program Book
 Welcome

74 South Common Street • Lynn, MA 01902
 Tel: 781-599-4120 • Fax: 781-586-0156
 www.ststephenslynn.org



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STEWARDSHIP MINISTRY TEAM REPORT

This year, the Stewardship Ministry Team chose for our pledge theme, “You Are the Salt of the Earth” from Matthew 5:13. This seemed appropriate as we considered how this congregation works to flavor, enhance, and preserve both the church and the broader community.

The pledge campaign began in October with inspiring talks by our fellow parishioners: Keri Whitcomb, Joyce Wallace, Toby Milner, and Ginny Fuller. As they spoke about what the church means to them, the value of this community in their lives, and St. Stephen’s history of “rising up,” as Ginny put it, it became clear that indeed you all **are** the salt of the earth. We are grateful to the speakers, as well as to Hazel Reinholm and Robert Whitney for contributing their stories for the pledge letter inserts.

At the time of this writing, we have received 88 pledges totaling \$125, 028. This surpasses our goal of \$120. Way to go, St. Stephen’s! The concern, though, is that as the vestry and finance committee have worked on a budget for 2019, it has become clear that we need to bring in more than our goal. This year’s total actually represents a decrease from last year’s pledges, and it is important that we all pull together to maintain the church’s ministries during this time of transition. All of this is to say that if you haven’t pledged yet, it is not too late. Need a pledge card? There are some in the Galahad Area, or you can ask a member of the Stewardship Membership Team to find you one. Your pledge will make an important difference. **You are the salt of the earth!**

Respectfully submitted,
Susan Rosevear for the Stewardship Ministry Team
(Irene Axelrod, Carolyn Hoy, Lucinda McClain and Dorothy Post)

PARISH COMMUNICATION REPORT

We are using the cloud-based data system, Realm for our parish records, leadership and giving. This includes recording pledges and donations along with baptism, confirmation and marriage records. Parishioners are encouraged to login to access and update personal information including pledge, contact and other personal information. Our goal this year, is for everyone to have a Realm login. Online giving is available and many have been taking advantage of this convenient technology. Realm also manages the many groups at St. Stephen’s, making communication to members much easier.

Most parishioners and friends are now receiving our monthly newsletter electronically. If you are not currently on the email list, contact the church office at 781-599-4220 or email StStephens@StStephensLynn.org.

Pam Poppe has been posting items to the church Facebook page for 2 ½ years now, posting an average of one post every five days, adding many photos and videos to the page. The church page has grown this year to 126 followers which is an increase of 19 follows this year. Many of the church posts are liked and shared. Jason Cruz also posts occasionally with OASIS and Raw Arts information.

Respectfully submitted,
Heather Collis Puro, Carolyn Hoy and Pam Poppe,
Communication Committee

RAISING UP AND FORMING ORDAINED LEADERS REPORT

Kevin Neil

Dear St. Stephen's Family,

It is with great joy and gratitude that I write to you all, and with greater joy (and greater gratitude!) that I reflect on the ways you have supported me through this long journey to ordination.

Much has happened since graduating college in 2017. I have (in roughly chronological order): spent a summer with a L'Arche community in Chicago, completed a service corps year with Life Together working with the MANNA Community and lived in a rickety church rectory, been accepted as a postulant for Holy Orders, moved to a less rickety basement-level apartment in Coolidge Corner, began seminary at Boston University School of Theology, been hired onto the pastoral team of MANNA, filled lots of church candles with lighter fluid, drank lots and lots of coffee, and spent lots of time in prayer.

This summer I will be completing my clinical pastoral education as a chaplain at Brigham & Women's Hospital, and will continue on the MANNA team as pastoral fellow.

I thank you all for your ongoing prayers and support.

Respectfully submitted, Kevin Neil, Postulant for Holy Orders

NEW ORDAINED PRIESTS REPORT

In 2018, two individuals who were raised up for ordination by St. Stephen's, were ordained into the Sacred Order of Priests. They are:

The Rev. Daniel Bell, ordained on Saturday, February 24, 2018, at Grace Church in Medford. He serves as the Protestant Chaplain at Tufts University and The Assistant Rector of Good Shepherd in Waban.

The Rev. Patrick LaFortune, ordained on Wednesday, May 23, 2018, at the Church of the Good Shepherd in Reading. He serves as the Assistant Priest at the Church of the Good Shepherd.

BUILDING RESTORATION COMMITTEE REPORT

No new projects around preservation or restoration happened in 2018. However, in the spring of 2018, the parish was approached by the children of Audrey V. Bowlby, who passed away in 2016, with an offer of a \$300,000 memorial gift to go toward restoring the North Wall (the front façade facing the Lynn Common) inclusive of the stone tracery that holds the Ascension Window, so that the window may also be restored. The North Wall was one of the sections of the building identified by the engineering study as being in critical condition. Further, the settling of the wall has caused the stone tracery to shift, putting strain on the Ascension Window. That window is regularly inspected by our stained glass window conservator, Mr. Roberto Rosa, of Serpentino Studios, to document any changes in its condition. As of the fall of 2017, Mr. Rosa noticed new bowing and cracks which were not present in the window the previous year.

Currently, the committee is in the planning phases of this project. With the pending approval of the Vestry, the committee will apply for grants to help defray the costs of the architect and to help with the contractor's expenses. The current estimate to restore the Ascension Window is approximately \$100,000. Depending on what the final bids are for the wall combined with the cost for the window and what the parish gets awarded in grant money, we may also need to ask the Vestry to approve a capital campaign to help support this project.

Respectfully submitted, Christopher Trahan for The Building Restoration Committee
(Irene Axelrod, Marilyn Cloran, Virginia Fuller and Harry Jackson)

WINDOWS TOURS FOR 2018 ART WEEK AND ESSEX HERITAGE

TRAILS AND SAILS WEEKENDS

This year we added an Art Week event to our opportunities for people to enjoy a tour of our Tiffany Windows. Art Week is an award-winning creative festival, spearheaded by the Boch Center and Highland Street Foundation, which has included thousands of events and millions of dollars in publicity.

Our event took place on Saturday, May 5th from 10:00 am to 2:00 pm and was similar to our Trails and Sails weekend event described below, which occurred on September 22nd. Trails and Sails weekends only involve locations in Essex County whereas Art Week for the first year included all of Massachusetts.

On the Essex Heritage Trails and Sails weekends, there were 150 events during the two Essex Heritage "Trails and Sails" weekends the end of September, all free of charge. St. Stephen's was open on Saturday, September 22 from 10:00 am to 3:30 pm and over 65 people came to view the windows, hear a lecture on Tiffany glass and tour the church. The tour started with Rick Cloran giving a presentation on the details of the windows using enlarged photographs of some of the sections. He also discussed the different types of processes used to give the different effects. Irene Axelrod continued with a discussion of the Mudge family and their graves in the Garth along with our history and then went into the church where the windows shown in all their glory on a beautiful sunny day. Sally Gosselin greeted people at registration assisted by Lucinda McClain. It was an excellent opportunity to showcase our treasures. People marveled that there was such a place in Lynn.

Respectfully submitted, Marilyn Cloran, Coordinator of Trails and Sails Event

PARISH HISTORIAN/ARCHIVES REPORT

Several programs were held in 2018 which centered around the history of St. Stephen's, its founding, connections to the Civil War and those artists who worked for Tiffany Studios early in their careers. Lynn Classical High School's Advanced Placement students came on a rainy day in June to hear from Rick Cloran about the Tiffany windows; Tom Barrington about the Civil War; and Irene Axelrod about the Mudge family and their work to build our church.

We also participated in Art Week and in Trails and Sails, reported by Marilyn Cloran elsewhere in this report. Some organizing of archival materials has been accomplished and frames purchased for photographs of Diocesan bishops that are hung in the sacristy.

In 2019, the Parish Historians Society will hold their annual meeting at St. Stephen's and we will celebrate the 175th anniversary of the founding of the parish.

Respectfully submitted, Chris Trahan, Parish Historian and Irene Axelrod, Archivist

BIG MONEY RAFFLE REPORT

During this transition year, we were sad to see our long-time event location, The Porthole Pub, close its doors. However, it was a joyful (but very hot) change to have the Raffle in the newly renovated dining room on July 29, 2018. Steve Switzer was our host again for the evening and the catering was provided by David Shalvoy of Christopher's Café in Lynn. This year's raffle team included Heather Collis Puro, Carolyn Hoy, Sandy Wittrup, Pam Alleyne, Irene Axelrod, Ginny Fuller, Sally Gosselin, Chris Trahan, and Joyce Wallace. Prize Winners: \$5,000 Liisa Puro Newton; \$1,000 Scott Energy; \$750 R. Wood; \$500 John Gould; \$250 Jay Poppe & Bob Tucker.

We surpassed our ticket goal by selling 220 tickets. Overall, the event netted \$15,385 after prizes and expenditures were \$4,602. Increased ticket sales resulted in higher taxes being paid to the Lottery Commission, and offering adult beverages for the guests was additional cost that was not necessary when we had the event at the Porthole Pub. Having it at the church meant that there was more open seating, and this allowed for a more casual (and talkative) atmosphere. In addition to the door prizes we normally offer, we were lucky enough to have tickets available for a hand made quilt that was donated to the Parish to raise money for the Restoration Fund.

Respectfully submitted, Heather Collis Puro and Carolyn Hoy

'SOUL CELEBRATION' & THE POWER OF THE SPIRIT

The Sixteen Annual Soul Celebration took place on Sunday, May 20, 2018. It is St. Stephen's festival of African American food, culture and life in Lynn and in the Church. The date was also Pentecost Sunday and included Baptisms. Our 10:00 am service was a joint service with the Kenyan/Kiswahili congregation. Their pastor, the Reverend Joseph Ngotho, preached. The Eneza Injili Youth Chorus Team, under the direction of the Reverend Zachary Kinyua, provided some inspiring music. Thank you also to Bruce Beecroft and the St. Stephen's Choir.

The keynote speaker for the dinner was Attorney Nicole M. Blueford. We feasted on some great soul food as well as some African dishes provided by our Kenyan members. Special thanks to Debbie Potter and Ginny Fuller who organized it. Harry Jackson, Steve Switzer and Paul Whitcomb cooked the food. Carolyn Hoy pulled together the Ad Book with her usual efficiency. Thanks to Tim Potter for being our DJ.

Faithfully submitted, Ginny Fuller



The F A I R



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HARVEST FAIR

The 2018 Harvest Fair was held on Saturday, November 17 from 9:00 am to 3:00 pm. Ruthanne Switzer gave the opening prayer. The fair was co-chaired by Marilyn Cloran and Sally Gosselin. Two other major contributors were Kristina Lloyd and Lucinda McClain who did the major part of the solicitation work in obtaining ads for our ad book and gift cards for our Same Day Raffles and multi-prize raffle. Carolyn Hoy should have special thanks for putting together our Ad book which this year had a beautiful color cover. This is a major undertaking as we had 54 same day raffles and an additional 15 gift cards for the trees. There were also 15 silent auction items plus the multi-prize raffle prizes. Many thanks to Terri Kay and Brandi Walker in the office as work on the Fair started back in July and involves the office as well.

The multi-prize raffle had three prizes with the first prize worth over \$1,000. It was two nights at the Salem Waterfront Hotel with Sunday brunch at the Hotel Hawthorne in Salem and a \$100 gift card to Antique Table restaurant and \$50 gift card to Kokeshi's restaurant in Salem. Second prize was an iPad and third was an ECHO with Alexa. This raffle was very successful bringing in \$1,500. Winners were David McCoy, first prize, Timothy Donahue, second prize and Toby Milner, third prize.

Attendance increased this year and there was a festive atmosphere all day. We are indebted to many parishioners who most importantly supported the Fair making and donating lotion, candles, honey, afghans, quilts, knitted items, books, baked goods and many other items of significance as well as their time and money. Next year we may have a special table showing off the talents of the St. Stephen's parishioners. Rick Cloran once again gave two tours of our Tiffany windows including a lecture on Tiffany glass. This was quite popular.

Steve's Café headed by Steve Switzer was very successful taking in \$1,100. There was a line of people waiting to get in. Same day raffles made \$1,700 while Silent Auction made \$900. Another successful table was Jewelry which made \$900 and managed by Kendra Zimiroski. This table had 2 presales during the year. No matter how much one table makes it is extremely important to have a variety of things for people to enjoy buying or having fun with. A children's fair was held within the fair from 10:00 am to 2:00 pm. It was headed up by Charlotte Breckenridge and Sandy Wittrup.

We want to thank all who helped in any way. And not to be forgotten, thank you to all who set up and took down especially Harry Jackson, Chris Trahan, Marty Splaine and Rick Cloran. A thank you get together with refreshments was held on Sunday, January 6 after the 10:00 am service. Feedback was given by the workers with ideas to make next year's fair even more successful.

The final income was \$12,000 which included \$3,470 from the ad book and \$850 in donations.

Respectfully submitted,
Marilyn Cloran and Sally Gosselin, Co-Chairs

TREASURER'S REPORT

During this transition year the Treasurer's Office has completed several important tasks so that we can welcome our next Rector. Early in the year, the financial statements were reorganized with the help of a diocesan consultant. Now, the financial reports are set up to clearly track the restricted and designated funds of the parish, as well as grant funding. This means that oversight is simpler for the Vestry and Finance Committee, and tracking and reporting is easier for the staff and volunteers who oversee grant programs like Beloved Community and Kids in Community.

The reorganization of our chart of accounts makes reporting more detailed. You can see from both the proposed budget and the financial statements that we are able to track receipts and expenses for all of our budget areas in one document. The section of the statements that details the non-operating income and expenses is new for 2018. Please take a moment to review this new format for the Financial Statements.

The Treasurer and Vestry also enacted several new administrative updates; including editing our thank you letters to include the proper wording for the IRS, closing an unneeded bank account, creating a policy for payments made via electronic funds transfer, and revamping our procedures for deposits and expenditures. We continue to learn how to use the Realm software system to better track and communicate with donors. The simplicity of this new program has helped us be more accurate and complete in our pledge reporting.

Hiring a bookkeeper in 2018 brought many welcome changes to the Treasurer's Office, including revamping our procedures for payroll, deposits and bill payments.

Financial Statements

Despite all the unknowns when we began 2018, we were able to end the year on budget. In addition to several staffing changes, we had another major insurance claim for over \$130,000 in 2018. We received over \$200,000 in bequests this year which have been deposited in our Preservation Funds for restoration of the building and the stained-glass windows. Building costs and compensation continue to be the major areas of expenditure for the Parish. We did receive funding to cover \$50,000 in Search Committee and transition costs, as well as grants from foundations and diocesan organizations to run our vital youth and adult outreach programs. Pledge income came in over budget and giving in general was strong.

Endowment Funds Report

St. Stephen's investments are managed by the deBurlo Group and the Diocesan Investment Trust (DIT). The Endowment Funds in Eastern and UBS Financial unit value decreased due to extreme unpredictability of the stock market. The unit value went down almost \$10 from 2017, from \$185.69 to \$176.18 per unit. To limit our exposure to a variable market in 2019, and the Finance Committee has worked with our fund managers to reallocate our Endowment Fund to a mix of 70% securities and 30% bonds. Eastern Bank continues to hold most of our endowment as collateral for our loan. The rest of our endowment is held by the Diocesan Investment Trust and we received over \$16,000 for the operating budget from these holdings in 2018. Overall our holdings decreased over \$100,000 at year end.

I am ever appreciative of the work of the Finance Committee and Treasurer's Office volunteers. We have accomplished a great deal in not so easy circumstances. Change is inevitable but I am grateful for the wise counsel of all who support this important ministry at St. Stephen's Memorial Episcopal Church.

2019 Budget

This year's budget reflects many of the structural changes that we now have to accept while we search for a new Rector. Grant funding and intern staffing from the diocese has been cut, and we will have to use the Gould Fund to continue to run our Youth Program through June. The Finance Committee has been reviewing and discussing how to pay off our building loan, and in the short term, we will be taking more income from our endowment to cover the loan payments. Expenses are lean, and the costs of fuel and electricity remain high. We are joining with the Kenyan congregation to hire additional clergy that will support both congregations. This new position will be funded through an increase in the congregation's 2019 pledge, a diocesan grant and an additional \$5,000 gift from an anonymous donor. The Building Committee, the Parish Fair Committee and the Fundraising Committee all contributed to this budget so that we can go into the year with a balanced budget, confident that we can do all that God has planned for the parish in 2019.

Respectfully submitted, Heather Collis Puro, Parish Treasurer

St Stephen's Memorial Episcopal Church
BUDGET OVERVIEW: FY_2019 - FY19 P&L

Income

4000 Regular Support (3)	
4010 Plate Offerings Income	7,500.00
4020 Pledge Income	148,700.00
4025 Pledges Previous Year	1,500.00
4030 Special Offerings Income	12,000.00
4050 Flowers & Candles	4,000.00
Total 4000 Regular Support (3)	173,700.00
4100 Withdrawals from Funds (4)	
4110 Endowment Withdrawals	108,547.00
4120 Together Now Fund	27,693.50
Total 4100 Withdrawals from Funds (4)	136,240.50
4300 Space use (5)	
4310 Funeral/Wedding Fees Income	1,500.00
4320 Community Gifts Income	10,000.00
Total 4300 Space use (5)	11,500.00
4400 Fundraisers (5)	
4410 Parish Fair Income	8,000.00
4425 175th Anniversary Celebration	1,000.00
4430 Special Events Income	350.00
4440 Program Book Income	10,000.00
4450 Big Money Raffle Income	15,000.00
Total 4400 Fundraisers (5)	34,350.00
4500 Parish Orgs, Other (5)	
4510 Tower Gifts Income	50,000.00
4520 Dividends, Interest, etc.	16,000.00
4590 Income - Other	1,500.00
Total 4500 Parish Orgs, Other (5)	67,500.00
4600 Bequests Used for Ops (6)	33,000.00
4700 Diocesan Grants for Ops (7)	5,000.00
4800 Other Grants for Ops (5)	5,000.00
Total Income	\$466,290.50
GROSS PROFIT	\$466,290.50

Expenses

6100 Compensation Expenses (14)	
6115 Interim Rector	96,186.00
6120 Assisting Clergy	12,705.00
6122 Kiswahili Pastor	17,000.00
6140 Salary-Office Manager	28,080.00
6145 Bookkeeper	4,000.00
6160 Salary-Sexton	14,040.00
6165 Salary-Organist	14,157.00
6180 Medical Insurance	4,300.00
6185 Travel Allowance	2,275.00
6190 FICA	4,000.00
6195 Pension	19,841.00
6196 Sabbatical Funding	1,000.00
Total 6100 Compensation Expenses (14)	217,584.00

6200 Worship Expense	
6210 Music Ministry	2,500.00
6220 Altar and Worship Supplies	5,000.00
6230 Supply Clergy	1,000.00
6250 Acolyte Ministries	800.00
Total 6200 Worship Expense	9,300.00
6300 Education Expenses	
6310 Christian Formation Young People	1,500.00
6320 Cont.Clergy Education	1,500.00
6340 Christian Formation - Adult	1,000.00
6380 Hospitality Expense	1,000.00
Total 6300 Education Expenses	5,000.00
6400 Communications Expense	
6410 Printing Expense	2,000.00
6420 Postage Expense	1,500.00
6430 Publicity Expense	150.00
Total 6400 Communications Expense	3,650.00
6500 Administration Expenses	
6510 Office Supplies	1,200.00
6520 Paper Expense	1,500.00
6530 Machine Lease/Serv.Contract	5,000.00
6540 Archival Expenses	150.00
6550 Service Charges	100.00
6552 Annual Audit Expense	500.00
6560 Investment Broker	1,000.00
6570 Payroll Expenses	1,000.00
6583 IT Equipment	500.00
6585 Tech Support	500.00
6586 Software Subscription	2,100.00
Total 6500 Administration Expenses	13,550.00
6600 Utilities Expenses	
6610 Fuel Expense	30,000.00
6620 Gas Expense	600.00
6630 Electricity Expense	10,500.00
6640 Water Expense	1,000.00
6650 Telephone Expense	3,500.00
Total 6600 Utilities Expenses	45,600.00
6700 Plant Expenses	
6720 Building Supplies Expense	1,000.00
6730 Repairs/Maintenance Expense	10,000.00
6734 Snowplowing	8,000.00
Total 6700 Plant Expenses	19,000.00
6800 Major Unrelated Expenses	
6810 Diocesan Assessment (12)	34,371.00
6820 Insurance Expense	29,064.00
6830 Loan Payments (P+I)	64,240.20
6840 Capital Expenses (15)	12,000.00
Total 6800 Major Unrelated Expenses	139,675.20

7000 Fundraising Exp (Non-Op) (-5)	
7010 Stewardship Expense	250.00
7020 Special Events Expenses	150.00
7025 Big Money Raffle Expenses	4,500.00
7030 Parish Fair Expenses	750.00
7055 175th Anniversary Celebration Expenses	250.00
Total 7000 Fundraising Exp (Non-Op) (-5)	5,900.00
7200 Other Non-Operating Expenses	
7210 Summer Camp Scholarships (18)	1,000.00
7215 College Scholarships	1,500.00
7230 Rector's Discret'y Fund (18)	1,500.00
7260 Sabbatical Fund (9)	1,000.00
7270 ECCO Dues (16)	1,000.00
7280 Acolyte Festival Fund (16)	800.00
Total 7200 Other Non-Operating Expenses	6,800.00
Total Expenses	\$466,059.20
NET OPERATING INCOME	\$231.30
Other Income	
8000 Receipts for Funds (10)	
8010 Acolyte Festival Fund	800.00
8050 ECM Grant	8,000.00
8150 Sabbatical Fund	1,000.00
8180 Summer Learning Program	15,000.00
8190 KIC	75,000.00
Total 8000 Receipts for Funds (10)	99,800.00
8300 Debits to Fund (NR)	
8335 Gould Fund for Comm Programs	1,893.72
8393 Amelia Peabody Grant	4,106.28
Total 8300 Debits to Fund (NR)	6,000.00
Total Other Income	\$105,800.00
Other Expenses	
9000 Disbursements from Funds (16)	
9035 Gould Fund for Comm Programs	
9036 Youth Mentor	1,893.72
Total 9035 Gould Fund for Comm Programs	1,893.72
9050 ECM Grant	8,000.00
9180 Summer Learning Program	15,000.00
9190 KIC Program Expenses	75,000.00
9200 Peabody-Youth Program	
9205 Youth Mentor	806.28
9210 Peabody-Youth Program Misc	3,300.00
Total 9200 Peabody-Youth Program	4,106.28
Total 9000 Disbursements from Funds (16)	104,000.00
9300 Credits to Funds (NR)	
9310 Acolyte Festival Fund	800.00
9396 Sabbatical Fund	1,000.00
Total 9300 Credits to Funds (NR)	1,800.00
Total Other Expenses	\$105,800.00
NET OTHER INCOME	\$0.00
NET INCOME	\$231.30

St Stephen's Memorial Episcopal Church

BALANCE SHEET

As of December 31, 2018

	TOTAL	
	AS OF DEC 31, 2018	AS OF DEC 31, 2017 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1000 Eastern - Main Operating Acc't	15,610.44	-797.77
1010 Eastern - Main MM Accc't	289,083.36	62,811.21
1020 Eastern - MM for Desig. Amount (deleted)	0.00	74,640.92
1032 Rector's Checking Account	8,295.62	9,634.62
1041 Assistant Rector's Checking	1,094.99	1,094.99
Total Bank Accounts	\$314,084.41	\$147,383.97
Accounts Receivable		
1200 Accounts Receivable	0.00	0.00
Total Accounts Receivable	\$0.00	\$0.00
Other Current Assets		
1205 Accounts Receivable Adjustment	0.00	1,990.67
1250 A/R Paychex	23.05	8,794.83
1301 Undeposited Funds	0.00	0.00
1350 Prepaid Expenses	553.80	6,124.25
Total Other Current Assets	\$576.85	\$16,909.75
Total Current Assets	\$314,661.26	\$164,293.72
Other Assets		
1400 Investment Accounts		
1410 DIT - Northrup Account	351,087.98	388,777.02
1420 DIT - Johnson Account	32,232.11	35,692.20
1430 DIT - St. Stephen's Account	6,635.43	7,240.16
1440 UBS Endowment	234,215.18	224,677.68
1450 UBS Preserv Windows	81,819.29	
1460 UBS Operating	0.00	
1470 Eastern Wealth Management	624,487.34	769,856.50
1480 Sealed Air Stock	6,340.88	8,251.88
Total 1400 Investment Accounts	1,336,818.21	1,434,495.44
1600 Church (as assessed)	2,871,300.00	2,729,300.00
Total Other Assets	\$4,208,118.21	\$4,163,795.44
TOTAL ASSETS	\$4,522,779.47	\$4,328,089.16
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	0.00	0.00
Total Accounts Payable	\$0.00	\$0.00
Other Current Liabilities		
2400 Employees Insurance Liability	168.00	-44.00
2405 403B / RSVP Contributions	2,000.00	0.00
Total Other Current Liabilities	\$2,168.00	\$ -44.00

Long-Term Liabilities		
2225 Eastern Bank Restoration Loan	429,847.45	473,393.89
Total Long-Term Liabilities	\$429,847.45	\$473,393.89
Total Liabilities	\$432,015.45	\$473,349.89
Equity		
3000 Permanently Restricted Funds		
3010 DIT- Northrup Perm Restricted	351,087.98	388,777.02
3020 DIT- Johnson Perm Restrict Fund	32,232.11	35,692.20
Total 3000 Permanently Restricted Funds	383,320.09	424,469.22
3100 Temp. Restricted Real Estate	2,871,300.00	2,729,300.00
3200 Temp. Restricted Funds		
3210 Rector's Discret. Fund	8,295.62	9,634.62
3220 Assistant Rector's Fund	1,094.99	1,094.99
3230 Prepaid Pledge	4,732.00	4,439.00
3240 Peabody-Youth Program Fund	4,106.28	23,938.78
3250 Congregational Development Fund	600.82	9,805.06
3260 ECM Fund	623.77	8,000.00
3280 Remainder 2016 Fund	0.00	-400.00
3290 Summer Learning Program Fund	4,793.25	2,689.27
3300 KIC Fund	18,939.33	8,934.95
3305 KIC Music	2,788.77	4,360.00
3310 Pass Thrus - Unpaid	1,880.68	380.68
Total 3200 Temp. Restricted Funds	47,855.51	72,877.35
3400 Designated Funds		
3410 Endowment Fund	858,702.52	875,236.88
3415 Preservation General Fund	89,367.79	0.00
3420 Preserv Windows Fund (UBS)	81,819.29	
3425 Preserv Windows Fund (cash)	90,040.71	71,860.00
3430 Together Now Fund	27,693.50	87,679.45
3440 Mission Trip Fund	2,005.39	2,005.39
3450 Christmas Present Fund	2,654.64	2,596.08
3460 Sabbatical Fund	8,946.90	7,946.90
3470 Acolyte Festival Fund	4,491.63	3,691.63
3480 Food Pantry Fund	21,566.80	17,725.01
3500 DIT- St. Stephen's Fund	6,635.43	7,240.16
3510 Be You Donation Fund	4,724.39	4,784.32
3520 Rodrigue Scholarship Fund	3,884.00	
3530 Gould Fund for Youth	15,110.00	10,460.00
3540 Prior Yr's A/P Reserve	813.59	8,256.38
3550 Rector Search Fund	48,560.93	
3590 Operating Fund	-46,763.64	5,632.39
Total 3400 Designated Funds	1,220,253.87	1,105,114.59
3990 Unallocated Equity	0.00	0.00
3995 Less Total Liabilities	-431,965.45	-477,021.89
Open Bal [do not use]	0.00	0.00
Net Income	0.00	0.00
Total Equity	\$4,090,764.02	\$3,854,739.27
TOTAL LIABILITIES AND EQUITY	\$4,522,779.47	\$4,328,089.16

**St. Stephen's Memorial Episcopal Church
Endowment Funds Report 2018**

<u>UBS/Eastern Bank Fund List</u>	Market Value <u>12/31/2017</u>	Market Value <u>12/31/2018</u>
Alice & Alvan Hicks	\$35,564.25	\$34,385.05
Armour	\$1,143.82	\$1,085.27
Berry	\$2,376.77	\$2,255.10
Carnegie-Nichols	\$8,736.48	\$8,289.27
Dennen-Mower	\$6,296.58	\$5,974.26
Derr	\$20,837.57	\$19,770.92
Funeral & Weddings	\$12,544.88	\$11,902.72
Graham-Haywood	\$566.34	\$537.35
Harmon	\$30,233.23	\$28,685.63
Hazen- Haddock	\$18,568.50	\$17,618.00
Inglis-Thomson	\$9,187.69	\$8,717.39
M.B. Little	\$1,856.85	\$1,761.80
M.B. Harmon	\$89,216.07	\$84,649.20
McCarthy	\$42,586.85	\$40,406.88
Munger	\$18,568.50	\$17,618.00
Nichols Family	\$11,141.10	\$10,570.80
Parsons	\$3,925.38	\$3,724.45
Perrin-Jenkins	\$4,384.02	\$4,159.61
Ruggles	\$7,427.40	\$7,047.20
Stewart	\$6,274.30	\$5,953.12
Thanksgiving & Memorials	\$406,493.06	\$385,685.15
Vera Lowe	\$46,421.25	\$44,045.00
Wagner	\$26,924.33	\$25,546.10
Webber	\$13,601.43	\$12,905.19
Wilmer Kneele	\$70,274.35	\$66,677.08
Zilpha Foote	\$9,202.55	\$8,731.48
	\$904,354	\$858,702
<u>Diocesan Investment Trust Fund List:</u>	Market Value <u>12/31/17</u>	Market Value <u>12/31/18</u>
Sarah L. Northrup Fund	\$388,777.02	\$351,087.98
E & O Johnson Fund	\$35,692.20	\$32,232.11
St. Stephen's Church Fund	\$7,240.00	\$6,635.43
	\$431,709	\$389,956
<u>Grand Total Endowment Funds:</u>	\$1,336,063	\$1,248,658

St Stephen's Memorial Episcopal Church

BUDGET VS. ACTUALS: FY_2018 - FY18 P&L

	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4000 Regular Support (3)				
4010 Plate Offerings Income	7,154.10	8,000.00	-845.90	89.43 %
4020 Pledge Income	134,064.04	129,000.00	5,064.04	103.93 %
4025 Pledges Previous Year	797.00	1,000.00	-203.00	79.70 %
4030 Special Offerings Income	14,380.07	8,500.00	5,880.07	169.18 %
4050 Flowers & Candles	3,279.00	4,000.00	-721.00	81.98 %
Total 4000 Regular Support (3)	159,674.21	150,500.00	9,174.21	106.10 %
4100 Withdrawals from Funds (4)				
4110 Endowment Withdrawals	72,000.00	72,000.00	0.00	100.00 %
4120 Together Now Fund	64,240.20	64,240.20	0.00	100.00 %
Total 4100 Withdrawals from Funds (4)	136,240.20	136,240.20	0.00	100.00 %
4300 Space use (5)				
4310 Funeral/Wedding Fees Income	1,000.00	1,500.00	-500.00	66.67 %
4320 Community Gifts Income	10,136.24	9,000.00	1,136.24	112.62 %
Total 4300 Space use (5)	11,136.24	10,500.00	636.24	106.06 %
4400 Fundraisers (5)				
4410 Parish Fair Income	8,178.02	7,000.00	1,178.02	116.83 %
4420 Soul Food Dinner Income	1,193.00	1,500.00	-307.00	79.53 %
4430 Special Events Income	1,226.18	250.00	976.18	490.47 %
4440 Program Book Income	9,705.00	12,000.00	-2,295.00	80.88 %
4450 Big Money Raffle Income	15,385.95	14,000.00	1,385.95	109.90 %
Total 4400 Fundraisers (5)	35,688.15	34,750.00	938.15	102.70 %
4500 Parish Orgs, Other (5)				
4510 Tower Gifts Income	50,000.00	50,000.00	0.00	100.00 %
4520 Dividends, Interest, etc.	16,303.09	15,700.00	603.09	103.84 %
4590 Income - Other	1,042.76	3,000.00	-1,957.24	34.76 %
Total 4500 Parish Orgs, Other (5)	67,345.85	68,700.00	-1,354.15	98.03 %
4600 Bequests Used for Ops (6)	32,934.16	33,000.00	-65.84	99.80 %
4700 Diocesan Grants for Ops (7)	6,828.89	5,000.00	1,828.89	136.58 %
Total Income	\$449,847.70	\$438,690.20	\$11,157.50	102.54 %
GROSS PROFIT	\$449,847.70	\$438,690.20	\$11,157.50	102.54 %
Expenses				
6100 Compensation Expenses (14)				
6115 Interim Rector	99,986.00	96,186.00	3,800.00	103.95 %
6122 Kiswahili Pastor	15,000.00	15,000.00	0.00	100.00 %
6140 Salary-Office Manager	23,977.06	22,796.00	1,181.06	105.18 %
6145 Bookkeeper	3,729.33	3,000.00	729.33	124.31 %
6160 Salary-Sexton	13,680.00	14,000.00	-320.00	97.71 %
6165 Salary-Organist	14,392.19	14,242.19	150.00	101.05 %
6171 Salary-Director of Operations	4,361.37	4,361.37	0.00	100.00 %
6180 Medical Insurance	4,253.28	10,085.28	-5,832.00	42.17 %
6185 Travel Allowance	3,014.00	3,000.00	14.00	100.47 %
6190 FICA	3,958.52	4,000.00	-41.48	98.96 %
6195 Pension	17,193.86	19,455.00	-2,261.14	88.38 % ^{1/4}
Total 6100 Compensation Expenses (14)	203,545.61	206,125.84	-2,580.23	98.75 %

6200 Worship Expense				
6210 Music Ministry	2,548.00	3,364.00	-816.00	75.74 %
6220 Altar and Worship Supplies	5,388.43	5,000.00	388.43	107.77 %
6230 Supply Clergy	860.00	1,500.00	-640.00	57.33 %
6250 Acolyte Ministries	824.32	800.00	24.32	103.04 %
Total 6200 Worship Expense	9,620.75	10,664.00	-1,043.25	90.22 %
6300 Education Expenses				
6310 Christian Formation Young People	1,304.37	2,000.00	-695.63	65.22 %
6320 Cont.Clergy Education	1,400.00	1,500.00	-100.00	93.33 %
6340 Christian Formation - Adult	583.42	1,500.00	-916.58	38.89 %
6380 Hospitality Expense	921.41	500.00	421.41	184.28 %
Total 6300 Education Expenses	4,209.20	5,500.00	-1,290.80	76.53 %
6400 Communications Expense				
6410 Printing Expense	2,071.22	2,000.00	71.22	103.56 %
6420 Postage Expense	2,034.60	1,500.00	534.60	135.64 %
6430 Publicity Expense	90.00	500.00	-410.00	18.00 %
Total 6400 Communications Expense	4,195.82	4,000.00	195.82	104.90 %
6500 Administration Expenses				
6510 Office Supplies	950.58	1,000.00	-49.42	95.06 %
6520 Paper Expense	1,234.25	1,000.00	234.25	123.43 %
6530 Machine Lease/Serv.Contract	5,051.26	4,800.00	251.26	105.23 %
6540 Archival Expenses	89.94	250.00	-160.06	35.98 %
6550 Service Charges	95.20	150.00	-54.80	63.47 %
6560 Investment Broker		500.00	-500.00	
6570 Payroll Expenses	1,304.67	1,000.00	304.67	130.47 %
6583 IT Equipment		500.00	-500.00	
6585 Tech Support	95.00	750.00	-655.00	12.67 %
6586 Software Subscription	2,067.68	1,500.00	567.68	137.85 %
Total 6500 Administration Expenses	10,888.58	11,450.00	-561.42	95.10 %
6600 Utilities Expenses				
6610 Fuel Expense	30,109.82	20,000.00	10,109.82	150.55 %
6620 Gas Expense	527.81	600.00	-72.19	87.97 %
6630 Electricity Expense	10,406.99	9,000.00	1,406.99	115.63 %
6640 Water Expense	1,005.29	1,000.00	5.29	100.53 %
6650 Telephone Expense	3,266.44	3,000.00	266.44	108.88 %
Total 6600 Utilities Expenses	45,316.35	33,600.00	11,716.35	134.87 %
6700 Plant Expenses				
6720 Building Supplies Expense	964.89	1,000.00	-35.11	96.49 %
6730 Repairs/Maintenance Expense	8,663.73	10,000.00	-1,336.27	86.64 %
6734 Snowplowing	7,550.00	10,000.00	-2,450.00	75.50 %
Total 6700 Plant Expenses	17,178.62	21,000.00	-3,821.38	81.80 %
6800 Major Unrelated Expenses				
6810 Diocesan Assessment (12)	37,441.96	37,462.24	-20.28	99.95 %
6820 Insurance Expense	26,961.25	28,000.00	-1,038.75	96.29 %
6830 Loan Payments (P+I)		64,240.20	-64,240.20	
6840 Capital Expenses (15)	9,652.00	1,000.00	8,652.00	965.20 %
6850 Loan Interest Expense (14)	20,749.06		20,749.06	
6860 Loan Principal Payments (15)	43,491.14		43,491.14	
Total 6800 Major Unrelated Expenses	138,295.41	130,702.44	7,592.97	105.81 %

7000 Fundraising Exp (Non-Op) (-5)				
7010 Stewardship Expense	219.22		219.22	
7020 Special Events Expenses	160.82	150.00	10.82	107.21 %
7025 Big Money Raffle Expenses	4,602.13	3,900.00	702.13	118.00 %
7030 Parish Fair Expenses	1,071.34	400.00	671.34	267.84 %
7045 Soul Food Dinner Expenses	162.70	250.00	-87.30	65.08 %
Total 7000 Fundraising Exp (Non-Op) (-5)	6,216.21	4,700.00	1,516.21	132.26 %
7200 Other Non-Operating Expenses				
7210 Summer Camp Scholarships (18)	930.00	2,000.00	-1,070.00	46.50 %
7215 College Scholarships	1,500.00	1,500.00	0.00	100.00 %
7230 Rector's Discret'y Fund (18)	1,500.00	1,500.00	0.00	100.00 %
7260 Sabbatical Fund (9)	1,000.00	1,000.00	0.00	100.00 %
7270 ECCO Dues (16)	1,000.00	1,000.00	0.00	100.00 %
7290 Endowment Fund Transfer (9)	2,000.00	2,000.00	0.00	100.00 %
Total 7200 Other Non-Operating Expenses	7,930.00	9,000.00	-1,070.00	88.11 %
Total Expenses	\$447,396.55	\$436,742.28	\$10,654.27	102.44 %
NET OPERATING INCOME	\$2,451.15	\$1,947.92	\$503.23	125.83 %
Other Income				
8000 Receipts for Funds (10)				
8010 Acolyte Festival Fund	800.00		800.00	
8020 Be You Fund	759.15		759.15	
8030 Christmas Presents Fund	2,210.00		2,210.00	
8035 Gould Fund for Comm Programs	4,650.00		4,650.00	
8040 Congregational Dev Grant		10,000.00	-10,000.00	
8050 ECM Grant		8,000.00	-8,000.00	
8070 Food Pantry Fund	16,550.00	1,500.00	15,050.00	1,103.33 %
8130 Preservation Bld'g General (8)	118,093.56		118,093.56	
8135 Preservation Windows (8)	100,000.00		100,000.00	
8150 Sabbatical Fund	1,000.00		1,000.00	
8155 Rector Search Fund Receipts	50,000.00		50,000.00	
8170 Prepaid Pledges (NR)	4,732.00		4,732.00	
8180 Summer Learning Program	18,478.61	10,000.00	8,478.61	184.79 %
8190 KIC	75,263.06	65,000.00	10,263.06	115.79 %
8200 KIC Music Program Fund	960.00		960.00	
8210 Receipts from Insurance (NR)	102,597.58		102,597.58	
8235 Pass Thru Scholarships	2,750.00		2,750.00	
8245 Pass Thru Various Other	3,367.08		3,367.08	
Total 8000 Receipts for Funds (10)	502,211.04	94,500.00	407,711.04	531.44 %
8300 Debits to Fund (NR)				
8320 Be You Fund	59.93		59.93	
8340 Congregational Dev Grant	9,204.24		9,204.24	
8350 ECM Grant	7,376.23		7,376.23	
8376 KIC Music Fund	1,571.23		1,571.23	
8393 Amelia Peabody Grant	19,832.50		19,832.50	
8411 Rodrigue Scholarship Fund	1,000.00		1,000.00	
Total 8300 Debits to Fund (NR)	39,044.13		39,044.13	
Total Other Income	\$541,255.17	\$94,500.00	\$446,755.17	572.76 %

Other Expenses

9000 Disbursements from Funds (16)				
9020 Be You Fund	819.08		819.08	
9030 Christmas Presents Fund	2,151.44		2,151.44	
9040 Congregational Dev Grant	9,204.24	10,000.00	-795.76	92.04 %
9050 ECM Grant	7,376.23	8,000.00	-623.77	92.20 %
9052 Rodrigue Scholarship Fund	1,000.00		1,000.00	
9070 Food Pantry Fund	12,708.21	1,500.00	11,208.21	847.21 %
9093 Preservation Fund (15)	131,323.35		131,323.35	
9180 Summer Learning Program	16,374.63	10,000.00	6,374.63	163.75 %
9190 KIC Program Expenses	65,258.68	65,000.00	258.68	100.40 %
9195 KIC Music Program Expense	2,531.23		2,531.23	
9200 Peabody-Youth Program				
9205 Youth Mentor	10,580.16	10,000.00	580.16	105.80 %
9207 Peabody Youth Program Intern	4,500.00	4,500.00	0.00	100.00 %
9210 Peabody-Youth Program Misc	4,752.34	5,500.00	-747.66	86.41 %
Total 9200 Peabody-Youth Program	19,832.50	20,000.00	-167.50	99.16 %
9215 Rector Search Expenses	1,439.07		1,439.07	
9230 Pass Thru Episcopal Affiliates	839.81		839.81	
9235 Pass Thru Scholarships	2,750.00		2,750.00	
9245 Pass Thru Discretionary Fund	250.00		250.00	
9250 Pass Thru Various Other	650.00		650.00	
Total 9000 Disbursements from Funds (16)	274,508.47	114,500.00	160,008.47	239.75 %
9300 Credits to Funds (NR)				
9310 Acolyte Festival Fund	800.00		800.00	
9330 Christmas Presents Fund	58.56		58.56	
9370 Food Pantry Grant	3,841.79		3,841.79	
9396 Sabbatical Fund	1,000.00		1,000.00	
9398 Rector Search Fund	48,560.93		48,560.93	
9400 Pre-Paid Pledges	4,732.00		4,732.00	
9410 Preservation Building General	89,367.79		89,367.79	
9420 Preservation Windows	100,000.00		100,000.00	
9480 Summer Learning Fund	2,103.98		2,103.98	
9490 KIC Program Fund	10,004.38		10,004.38	
9510 Unspent Pass Thrus	1,627.27		1,627.27	
9520 Gould Fund for Youth	4,650.00		4,650.00	
9600 Operating Fund	2,451.15		2,451.15	
Total 9300 Credits to Funds (NR)	269,197.85		269,197.85	
Total Other Expenses	\$543,706.32	\$114,500.00	\$429,206.32	474.85 %
NET OTHER INCOME	\$ -2,451.15	\$ -20,000.00	\$17,548.85	12.26 %
NET INCOME	\$0.00	\$ -18,052.08	\$18,052.08	0.00 %



Nurturing the Congregation



EUCCHARISTIC MINISTERS REPORT

The Eucharistic Ministers Team serves at both the 8:00 am and 10:00 am services every Sunday and on other special occasions. The responsibilities of this group are to lead The Procession, Process the Gospel Book, Prepare the Table and generally support the clergy. In addition, we take hosts to shut-ins and generally guide the Acolytes in their roles and responsibilities. In the past year, the group included Pam Alleyene, Bob Dixon, Lucinda McClain, Phillip Mullings, Neil O'Donnell, Dorothy Post, Debbie Potter, Emily Sherwood and Nelson Woodfork. Anyone interested in joining, should speak to one of the members. Thanks to all who serve every week.

A special thanks goes to Dorothy Post for arranging the schedule.

Respectfully submitted, Nelson Woodfork

ALTAR GUILD REPORT

The dedicated people who are the Altar Guild are: Christopher Trahan, Robert Dixon, Pamela Alleyne, Emily Sherwood, Neil O'Donnell, Heather Collis Puro, Carolyn Hoy, Marilyn Cloran, Joyce Wallace and Virginia Fuller.

The duty of the Altar Guild is to prepare all things necessary for the celebration of the Eucharist or any of the other sacraments and offices of the church. All of these services can be found in the Book of Common Prayer and the Book of Occasional Services. The preparations are done in a manner so that any service may be conducted in order and beauty.

Please speak to anyone of the members if you would like to give your time and talent one Sunday a month to care for the worship space.

Respectfully submitted, Virginia Fuller

ACOLYTES REPORT

The ministry of Acolytes are to lead the processions with the cross and candles in worship and to assist in the worship services with things like distributing the offering plates, opening and closing the altar rail and help clearing the altar after communion. This year these duties have been carried out by both young people and the adults assigned as Eucharistic Ministers. Early in the year Jamie Shore was organizing the youth acolytes. With the end of her internship in May, we have not had anyone step up to recruit and schedule the youth acolytes. In the fall, we have had a few youth who have served. Special thanks to Isaiah Riley Clarke, Franklin Smith, Marilina Philip and Gzan'e Williams. As we approached the end of the year we have had a number of other Acolytes renew their interest in serving so we will begin 2019 with 10 youth acolytes. We are still in need of a director of the Acolytes.

Respectfully submitted, The Rev. Tom Barrington

MUSIC MINISTRY/ CHOIR REPORT

Choir is a commitment and we have some very committed people in our group. Christmas was much better this year than last. Our Russian violinist was amazing. Our Soloist Nadine has been such a great addition on certain Sundays. Jim Raynes has been ill. This leaves a great void in our Choir. We expect his return soon. Again we need a bigger Choir. I have some new ideas for our Music Ministry this year. Reverend Tom Barrington is so supportive and a pleasure to work with. Feel free to speak to me anytime about your thoughts.

Respectfully submitted, Bruce Beecroft

LYNN KISWAHILI CONGREGATION MUSIC REPORT

Epiphany greetings and happy New Year. I count it a blessing to be part of this wonderful family of St. Stephen's. There is a time I felt an alien, but today I can look around and see a brother, sister, friend and fellow believer in Christ regardless of their age.

At first I could not figure out exactly how I'd manage to cope in this very new environment, far away from the cool, breezy shores of Kenya coast on the Indian Ocean. Little did I know that God was calling me to fit into a much larger, cosmic purpose he has designed for this church and beyond. It's now clear that my purpose in music and other ministerial duties are not only to serve within the walls of this historic building, but in and outside the entire community. This is something I'm excited about, willing to do now and continue doing with the help of God.

My presence here was designed by God so that I may Serve Him and the beloved people of this wonderful family called St Stephen's. He put a set of skills in me that are meant to make a significant contribution. I purpose to make a difference with my life by faithfully giving back as much time, talent and skills as needed. I do appreciate the privilege to offer music training to kids, youth and adults of both the English and Kiswahili Congregations.

Back in 2017, we prepared and took part in NEAMF (New England Anglican Music Festival). Both kids and adult choirs did a commendable job. We were happy to win first place in a number of items and ended up taking third place overall, out of seven different competing groups. We brought home beautiful trophies and it was all good news to everyone that heard this great victory.

Last year, 2018 began with a very high degree of motivation to do better in NEAMF and improve singing in our Sunday worship services. Plans and strategies to achieve this noble objective were laid down and the long musical process began. It wasn't that smooth following tight, different work schedules, school and other programs. By the grace of God, the Team participated in the festival again June 24th, at the famous Methuen Concert Hall. The festival standards had gone a notch higher, but our choirs had adequately prepared. We had more choirs with bigger memberships than the previous year. All in all, we worked together as a Team and managed to make further progress by attaining second place out of the eight registered teams. This was all jubilation bringing back more trophies. We give God all the glory for the achievements. Many thanks to Reverend Tom, who drove all the way to witness and offer us support. (*Youtube link- St Stephen's Church Lynn Set piece/folksong/brigade*)

Most thrilling, were moments when both American and Kenyan congregation choirs sang - *All hail the power of Jesus name (DIADEM)* as an anthem. Many thanks to the Choir Director and Organist, Bruce Beecroft for agreeing to this idea, encouraging it and playing the organ as I conducted the sweet sounding Mass Choir. The kids' and youth performances during Christmas family service were also a good move towards serving God together.

The good news is that all this progress is evident in our Sunday worship services. We have the ladies, men, youth and kids minister at different sections of the service. This has made the service more vibrant and many guests who visit each Sunday express interest in coming back to join us.

In addition, many congregants have gotten a chance to serve by leading songs and playing different music instruments. The kids and youth have developed high interest in learning music instruments and serving in the church without being pushed to do so.

This has resulted in a lively kids service every Sunday at 10:30 am, where they sing and conduct worship. The adults who have attended before have always enjoyed and showed up again.

The youth singing and evangelism group, ENEZA INJILI TEAM took part in leading sessions of music and prayer in April, August, November and December Worship encounters. Those who attended can bear me witness that we were truly ministered to. We felt the presence of God and heard people share their testimonies and different experiences.

Service as the pathway to real significance was demonstrated by the youth when they joined efforts in leading the first ever Thanksgiving and Christmas carols services. We pray that more participants, and especially youth from the American congregation will join us this year for youth and kids-related activities.

This year we've started preparing for NEAMF early. It's scheduled for June 30th. We invite all those who would like to be part of this very exciting journey to join us for practice every Wednesday and Sunday at 11:00 am and 2:00 pm respectively. We pray and hope to not only bring the best overall trophy home but also put this year's tunes into a music album. Everyone is more than welcome to join and/or support this noble cause.

We look forward to more singing opportunities as St. Stephen's mass choir. This will not only bring us together, but will also encourage those interested in serving through music to join us. It will also empower us to go out and evangelise together through music.

In conclusion, I pray that we uphold one another in serving God especially reaching out to the surrounding community. We need more kids, youth and adults who will fill up all these empty pews. They're all out there waiting for someone to tell them about Jesus. We can jointly use music as one of the many tools to bring many people back to church.

As the psalmist puts it, God releases blessing where there is unity. It's a good and pleasant experience when we dwell together in unity (Psalm 133).

Though we are many, we're one body in Christ.

Our worship together will help us focus on God more.

Our fellowship together will help us face life's challenging moments and problems together.

As we disciple others, evangelise and serve together, we will fortify our faith, find our hidden but needed talents and fulfill the great commission.

Have a fruitful and progressive new year.

Blessings, The Rev. Capt. Zack

BAPTISM MINISTRY REPORT

In 2018, Baptism preparation classes were held for the parents and godparents of those very young people who were presented to receive the sacrament. The first part of the discussion centered around the reasons parents wanted to have their children baptized and the role of those chosen to be godparents. Parents and godparents were then given the opportunity to ask any questions they might have not only about the service itself, but about their own understanding of baptism and how their perceptions might or might not have changed during their own lives.

Then everyone present entered the church to go over the Order of Service and to practice their own roles in it. All is done to help everyone involved to be as ready as possible not only for the service on the day of Baptism but in all that life holds in store.

Respectfully submitted, Irene Axelrod

HEALING PRAYER TEAM REPORT

Each Sunday during Communion at the 10:00 am service, members of the Healing Prayer Team continue to offer hands-on healing prayers to those who come to the side altar. The team works in pairs, praying for each other and our ministry before we begin to pray for others. We offer our humble prayers to those with deep and heart-felt concerns, and also share in their joys, praise and thanksgivings. It always proves to be a moving experience in a sacred place.

The Healing Prayer Team includes Ginny Fuller, Amy Inez, Lucinda McClain, Helen Patmon, and Dorothy Post. Pam Poppe became a part of our team near the end of the year. We meet on a monthly basis to check in and reflect on what our vital ministry means to us and those we serve, and also to discuss topics related to the healing prayer ministry. This year we read and discussed *The Book of Joy* by His Holiness the Dalai Lama and Archbishop Desmond Tutu.

Some of our members attended the Blue Christmas Service on December 18, where people of various ages dealing with pain, loss, grief, fear or struggles with the expectations of the holidays were able to experience much needed comfort and support in a loving and caring atmosphere.

Our members are encouraged to participate in the Thursday Noon Healing Service, and to attend the Healing Service and Blessing of the Oils during Holy Week.

In the year ahead, the vision and hope of the Healing Prayer Team continues to be that we will be available to the gathered community on Sunday mornings for prayers of healing, and continue to allow God to use us as His vessels for His healing mercies.

Respectfully submitted, Amy Inez

ADULT FORMATION REPORT

Adult formation is the ongoing building of the community through classes, workshops, seminars as well as participating in worship, outreach and social justice work. This report lists the formal programs we have held but it is important that we remember that God is forming us at all times as we live into being Christ Body in the world.

- Wednesday evening Bible Study (see separate report)
- Lenten programs
 - The Daniel Fast was a program on nutrition, prayer and intentional living led the Samantha S.
 - Wednesday evening program, Psalms, Lamentations and Hope
- Monthly Women's Group (see separate report)
- Beloved Community Team (see separate report)
- Participation in Diocesan programs including on anti-racism work and social justice work with Episcopal City Mission
- Pastoral Care Team reading *The Book of Joy*, by His Holiness the Dalai Lama and Archbishop Desmond Tutu
- The Kenyan congregation began a Wednesday 11:00 am Bible Study. We hope that it will begin including members from both congregations.

The formal adult formation programs have been limited by the lack of a second priest. This raises the challenge of more of our formation programs being lay led. This has been achieved with both the Women's Group and the Beloved Community Team. We hope to continue this process as well as more joint participation with the Kenyan Congregation.

Respectfully submitted, The Rev. Tom Barrington

BELOVED COMMUNITY TEAM REPORT

In this our fourth year, we began work with a renewed focus of uprooting racism in ourselves, our families, and in our communities. We were blessed again to have St. Andrew's of Marblehead join us on our journey. Intentionally, we continue to move together, whites and people of color, so that everyone has a seat at the table. We continued to meet on a monthly basis. Our group size has stabilized as we devoted ourselves to a deep dive into understanding the impacts and systems of oppression and learn to heal through God's unending grace.

We were blessed to have programming that spread throughout the entire year. In January, Reverend Tom, a new and valued member of BCT, invited us to lead a group discussions at both the 8:00 am and 10:00 am worship service for MLK Sunday on "creative maladjustment." To top off the weekend we, with members of St. Stephen's congregation, attended the annual MLK breakfast held at the Porthole Restaurant. In February, the group attended a live streaming of "Values in Action," Trinity Institute Conference, at the cathedral in Boston.

RAW Arts and OASIS joined us in February to view and discuss the landmark film, "*Black Panther*." Of note was the insightful and intergenerational discussion that pursued with OASIS alumni, St. Stephen's middle school group, RAW Arts teens, as well as current OASIS, and BCT members. Additionally in February, we held a three hour workshop, "*Getting Comfortable with Your Discomfort: Conversations about Race*" with Zena Link as facilitator. We were honored at this event to join with OASIS youth who let their voices and concerns be known.

We began March by attending an all day conference at St. Paul's in Boston, "*Brave Conversations: Gracious Dialogue on Race*." During April and May the nuclear group dug down deep and prepared for the next event, an active bystander training by True Story Theater. This event was designed to reach out into the community. We strongly believe in the power of art to be used as a tool to facilitate change. To this end, theatre games as well as improvisation were used. Members found the experience challenging since theatre tends to strip away defenses and encroaches upon old ideas without the participants' notice. The members embraced the experience with great vigor! On June 20th we dropped our stones into our family pool. Thirty-eight family members of all ages, races, and cultures attended a sit down dinner catered by Christopher's Cafe in Lynn. Afterwards, we viewed and discussed Lee Mun Wah's film, "*The Secret to Changing the World*," as well as sharing stories of "waking up white" and challenging race. We spent a good deal of time discussing what it meant to be a beloved community of God amid the race work.

In consultation with Diane D'Souza of the Mission Institute, we decided to end the year with two events. The first was entirely designed for outreach to white Americans on the North Shore. To this end we retained True Story Theater to do a workshop, "*Challenging White Privilege in Ourselves and Others*." This was held at St. Andrew's in Marblehead. People of Color were there as allies or witnesses to white privilege. A total of 53 people attended. The second event was an all day retreat held at St. Stephen's facilitated by Diane D'Souza and Myriam Jennings of the Mission Institute. During our retreat we mapped the history of BCT beginning with the social justice groundwork laid by St. Stephen's decades before the inception of BCT. Furthermore, we bravely engaged each other as we explored difficult group dynamics, i.e. group leadership. To this end we decided to restructure the leadership team so that there is a distinct team leader, which for now is a person of color from St. Stephen's and a convener, for now from St. Andrew's, and a Communicator. In December, we gave a presentation to the North Shore Deanery on white privilege. We completed the year with a Xmas party with an old fashioned Yankee Swap and a sober commitment to dismantling white supremacy and hoping to bring us one step closer to being a beloved community of God.

Respectfully submitted,
Helen Patmon and Pamela Poppe for the Beloved Community Team

BLUE CHRISTMAS REPORT

“He heals the brokenhearted and heals their wounds.” Psalm 147:3

Blue Christmas is a quiet, contemplative Service held late in Advent, for those who are experiencing different kinds of pain and loss during Christmas. For many who are without jobs and cannot meet the cultural expectations of providing for their families, for those who have lost loved ones with whom they shared Christmases past, for those who are ill and for those who are lonely, Christmas is not a season of celebration; it is a painful time. Blue Christmas offers a sacred space for those in pain to come together to offer their pain to God, and that they may experience the true meaning of Christmas ~ the out-pouring of God’s love ~ even in the midst of seeming darkness.

On Tuesday, December 18th, 18 people, including young adults, attended the Service. The joyous Christmas carols were replaced with music of comfort, Scripture Readings and prayers, alternately.

The candles on the Advent wreath representing love, joy, peace and hope were exchanged with candles to honour the grief, pain, fear and struggles of those gathered. After a brief reflection by Reverend Barrington, he invited everyone to light individual candles, naming silently or aloud their pain or remembrances, at which time prayers were also offered by the Healing Prayer Team.

From apparent darkness to light with the candles lit, the Holy Eucharist was celebrated with all standing around the Altar. Again, Reverend Barrington used vessels of clay for holding the candles and for Service of the Eucharist. It truly was an assurance that God’s love outshines whatever the darkness of our lives might be and in that love, we are molded and made whole again and again.

Faithfully submitted, Lucinda McClain

PASTORAL CARE TEAM REPORT

The Pastoral Care Team has continued to be active again throughout this year taking communions, visiting homebound members of our parish family and delivering flowers. Team members go out in pairs to offer fellowship from the church and offering communion to those who wish to receive the sacraments. It is truly an honor and privilege to be God’s vessels. For some parishioners our visits are their only connection with St. Stephen’s.

Our visits have been in homes, nursing homes and hospitals. We have the joy of hearing their stories about their days at St. Stephen’s and how much their church means to them. Another part of our ministry is to deliver flowers from the main altar to shut-ins and to the congregation. They are usually delivered in a tastefully decorated coffee can with the St. Stephen’s logo. Photos of the church on note cards provided by Marilyn Cloran are also available to take to those we visit.

The Pastoral Care Team meets monthly for check-ins, training and discussion of various books. This year we read and discussed *The Book of Joy* by His Holiness the Dalai Lama and Archbishop Desmond Tutu.

Our members this year have included: Irene Axelrod, Bob Dixon, Amy Inez, Lucinda McClain, Dorothy Post, Debbie Potter and Josephine Russo. Judie Jones faithfully makes phone calls to check on some of our shut-ins.

Respectfully submitted, Amy Inez

SEARCH COMMITTEE REPORT

In the Spring of the year, the search committee was commissioned to begin the process of calling a new rector for St. Stephen's. We met with the Vestry for a mini retreat facilitated by Ed Rewolinski, our search consultant and Reverend Tom. Since then we met for a minimum of twice a month. Recognizing that St. Stephen's is a diverse congregation, the search committee decided to utilize surveys, interviews, and small groups to gather information to discern the history, hopes, and dreams of the congregation. We began the process by devising a survey. With great effort and prayer we completed the survey and mailed it out to everyone who received a monthly newsletter. While waiting for the surveys to be returned we researched the community, gathered the history of St. Stephen's and Lynn, as well as many other topics that will be incorporated into the parish profile. We also examined other churches in transition's profiles. As the surveys were being returned, we began the process of analysis. In addition, we began to hold small groups and individual interviews. Once done, we analyzed them and blended the findings in with the data from the surveys. This synthesis process continued throughout December. At present, we continue with analysis and have begun the writing of the profile, which must be brought before the congregation and the vestry for approval before it goes to the diocese for final review. With the review process concluded, the parish profile will be posted online and made available to any interested party. At that point we can begin another process, the accepting of applications. We are committed to prayerfully and intentionally proceed until we call a rector, who is eager to know about us beyond our parish profile and walk with us as a friend, pastor, and leader.

Respectfully submitted, Helen Patmon and Steve Switzer, Co-Chairs of Search Committee

BIBLE STUDY REPORT

The Bible Study meets on Wednesdays evening at 6:30-8:00 pm. This past year we started with the Book of Tobit from the Apocrypha. It is a delightful story of God's faithfulness in times of hardship as well as a love story. In Lent we had a series titled Psalms, Lamentations and Hope. We then read through the books of Joshua, Judges and Ruth. In Advent, we read the nativity stories from the gospel of Luke and used a curriculum called Journey Through the Way of Love.

We are a small but dedicated group that always encourages others to join us. Special thanks to the Reverend Charlene Leigh-Koser for her assistance leading the group.

Why come to Bible study? Our participants said the following:

- While we read the Bible in church, the Bible Study lets me hear the whole story.
- It helps me understand the reading we have in worship.
- I get to learn more about and to interpret the Bible.
- I would have never read it on my own, now I am reading the Bible.
- I read the whole Bible when I was 16. Some of it made sense, others parts did not. Now it makes more sense.
- I moved to Lynn and started coming to church here. I was invited to the Bible Study and I liked it. I wish more people would come.

Respectfully submitted, The Rev. Tom Barrington

HOMECOMING REPORT

Homecoming is an opportunity to welcome everyone back from their summer vacations and launch the beginning of our programmatic year. It is also a time when we acknowledge our parish's founding, while transferring the Feast of St. Stephen (December 26), our patron saint, to September.

This year, seeing that we are in a period of transition between rectors, the Vestry felt it appropriate to welcome back the Reverend Norman Faramelli who served as our interim supply priest in 2000, between the Reverend Jerry Hardy and the Reverend Jane Gould. Reverend Norm recalled his experiences serving with us during 2000 and reminded us of the gifts and talents that the people of St. Stephen's possess.

A special thank you to Neil O'Donnell and his crew of parish volunteers who prepared a delicious chicken dinner for all to enjoy.

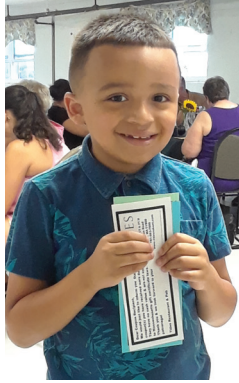
Respectfully submitted, Christopher Trahan

STATIONS OF THE CROSS REPORT

For the third year during the six Friday afternoons of Lent, a regular group gathered at 1:00 pm in the church to take part in the Stations of the Cross. Stations of the Cross is an offering of prayer focused on places in the city of Jerusalem traditionally associated with our Lord's passion and death. Those who attended took part in the reading of the 14 stations, each were followed by a brief prayer. We gathered in front of the altar as a pictorial representation of each individual event was commemorated.

These powerful meditations proved to be a great way of taking some short time out of our busy schedules to reflect on the meaning of Lent.

Respectfully submitted, Amy Inez



Hospitality to Children, Youth, & Young Adults



MINISTRY WITH FAMILIES WITH YOUNG CHILDREN REPORT

The ministry with families with young children began in the fall of 2018 with the recognition that few of these families were attending Sunday services. Working with the church school leaders and some other adults concerned about reaching out to families, The Reverend Tom Barrington has proposed series of events specifically designed to appeal to families with young children. Our first event was a St. Nicholas Festival held on the, December 8th, the Saturday after the Feast of St. Nicholas. We had a variety of activities, a short worship time with lighting of the Advent wreath, music and storytelling. We ended with a child friendly dinner. The aim of these programs is to help families get to know each other, provided Christian formation opportunities that are fun for kids and adults, and build up a core of families to continue to plan activities together. The team hopes to continue in 2019 with programs on Epiphany Eve, Shrove Tuesday, Holy Week/Easter and Pentecost.

Respectfully submitted, The Rev. Tom Barrington

SUMMER LEARNING REPORT

Summer Learning is a free academic program that helps children in the community master, maintain and strengthen basic skills in math, reading and writing. Since its inception four summers ago, registered applicants consistently surpassed the programs’ target number of 40. The program targets students entering grades kindergarten, first and second. This past summer, 59 students enrolled in the program with weekly average attendance in the upper 40’s.

Summer Learning met M-Th from 2:30-5:30 pm each day. Students started their afternoon by rotating through learning centers. Centers included guided reading, library (read aloud), writing and math. Each center boasted a fantastic 2-10 adult to student ratio, which adds a connected and more attentive element to student support.

Some major successes included another fantastic year of collaboration with the Lynn Public Schools Department to secure students DIBELS scores, acquisition of four certified local teachers and volunteer participation—all of which added to quality programming all around. The program operated with a budget that covered the cost for materials, snacks, a program director, four licensed teachers and four young adult assistants. Assistants earned five weeks of pay—one week of summer training and four weeks of programming.

As the director of Summer Learning and a Lynn Public School teacher, I extol the benefits of academic programming during the summer months because of its necessity and connection to long-term success. These benefits are solidly backed by decades of research on learning loss during this critical period. Moreover, I witnessed first-hand, each school year the experiences of those children whose summer experiences are devoid of academic engagement or meaningful social enrichment.

St. Stephen’s is a beacon of hope for many—a vital institution championing the cause for community education and other great programs in Lynn. As we learn and grow from previous years program structure and operation, we look towards year five with bold visions of broadening student reach, enhancing program structure, collecting and analyzing student data. I thank all our funders, supporters, and well-wishers who have kept us in operation. Summer Learning exists because of your financial support, volunteerism and encouragement.

Respectfully submitted, Micheal Brown (Director)



KIC (KIDS IN COMMUNITY) SUMMER CAMP REPORT

After getting through some last minute personnel challenges in June, Kids In Community Summer Camp provided another wonderful month for 120 Lynn children, ages 1st to 6th grade— four weeks of drumming, drama, arts and crafts, reading time, games (board, movement and outdoor), sports, and other activities, and plain old fun with one another in a safe, warm community. We hired 17 Teen Mentors (some of whom were alumni of the camp), three Assistant Directors, and the fabulous James Leberge at the helm as Director. We gave out free breakfast, snacks, and lunch thanks to Lynn Public Schools and the dynamic duo of Josephine Russo and Helen Patmon in the kitchen. Breaking all previous records, a total of 33 volunteers—ranging in age from 82 to 15— from St. Andrew’s and St. Michael’s in Marblehead, the UUCGL, and St. Stephen’s read with and/or to the children every day. Field trips went out to the Institute of Contemporary Art in Boston for special art programs there, and to the Puppet Theater in Brookline. The funds we raised through various grants more than covered the cost of the program, leaving us something in hand as we look toward next summer, hoping to repeat and even surpass the success of 2018.

Respectfully submitted, Bonnie Bishop

KIC AFTER SCHOOL REPORT

Since January of 2018, the KIC After-School Program has been suspended. Since then, we have been gathering all necessary information to properly submit to EEC (Department of Early Childhood and Education) in order to successfully become a licensed child care program. Unfortunately, we’ve had some setbacks that have continued our delay. We did not pass the original inspection and for months have been making progress to do so. Through recommendation of the Lynn Fire Department, we hired a design professional to assist in providing a list of the required changes to make the environment safe for child care. Currently, we are waiting to complete construction and the final stages of set up before we can have our final inspection.

Looking forward, we plan to continue the program’s past success with developing curriculum strongly based on music and the arts. We will continue to serve drumming and keyboard lessons, poetry, and search for others that will be beneficial towards making KIC a high quality learning program.

We patiently anticipate a start date for our After-School program for Kid’s in Community. Our waiting list of new and past families, continues to show the need of immediate child care. As a whole, this has been a struggle of patience, as we all remain hopeful and excited for our doors to open as soon as possible!

Respectfully submitted, Shannon Morrissey

BARBARA C. HARRIS SUMMER CAMP AND DIOCESAN YOUTH RETREATS

The youth of St. Stephen’s have participated in diocesan youth events for many years. 2018 was no exception. In February, Jamie Shore led a group of High School students to the Senior High Retreat at BCH. In the summer of 2018, we had eight of our youth attend the BCH Summer Camp. In November, five of our youth attended the Middle School Retreat. Special thanks to the St. Stephen’s Vestry and the Diocese of Massachusetts for providing scholarship help for those who needed it.

Faithfully submitted, The Rev. Tom Barrington

OASIS COMMUNITY YOUTH GROUP REPORT

“Our Kids”

They say change is good, right? Well, change has happened and now we are in adjustment mode in Oasis. “OUR KIDS,” come on the second and fourth Fridays of each month to decompress, eat, laugh and share and get diverse levels of spiritual up lifting so they let go of stress. We have been blessed to have had young adults like Jamie that made so many projects possible under the Oasis youth programming umbrella. That being said we do and have felt the loss of Reverend Jane, Reverend Sarah and Jamie all in one year’s time. The way that we have been successful in this past year has been due to the dedication of urban angels on the front lines of service like Helen and Neil who by offering their time and wisdom have made it possible for us to stay relevant and as consistent as possible with our unique programming. Rather than the Oasis team excluding the Oasis middle school youth due to staffing we have invited them to start attending with the Oasis High school group. Our choice to make sure our youth continue to have access to fellowship at St. Stephen’s makes for a unique and interesting balance of youth, their perspectives on life and their many levels of maturity as they continue on their personal spiritual journey. Thanks to the support of the Beloved Community our youth were able to attend the Black Panther movie as a large group followed up by lunch where the youth were given the space and support to relate the many themes in film to their lives. Oasis was also invited to participate with the Beloved Community team for a powerful Black history month event where our youth shared their talents to help with the programming. Oasis continues to come together to help bring joy to over 150 families via the CPPK toy drive. We had a few teens attend the senior high retreat. We would like to thank all those who helped to pull off our third annual Be You youth pride event. This past year the torch was passed to Eunice now a senior who was supported by Jamie to lead Oasis youth and create a safe and inclusive space for teens to celebrate who they need to be. The Be You event has been a time where our teens offer their friends an opportunity to volunteer while being introduced to St. Stephen’s; in some cases it is the first time for some them to come to a church. For others we have been able to provide a positive and inclusive church experience that may change their perspective on what church can be.

Our teens continue to seek consistency, a space to share their voices, hearts, dreams and time to just be.

I am proud to report that we will be graduating a large number of our long time productive, effective members this year who will be moving on to their next chapters in life and higher education.

“LOVE IN ACTION, prayer is not enough”

Thanks Church!!!

Respectfully submitted, Jason Cruz

DIOCESAN YOUTH COUNCIL (DYC) REPORT

DYC consists of about 30 high school students from all over the Diocese of Massachusetts. They plan and run the Diocesan Middle School, Senior High School and Pre-Confirmation retreats at the Barbara C. Harris Camp and Conference Center. They attend Diocesan Convention as well as help with other youth events. Along with the youth, there are seven adult mentors who assist the youth. DYC is led by The Reverend H. Mark Smith, Director of Youth Ministry for the Diocese of Massachusetts. DYC includes two youth members from St. Stephen’s, Michaela Olabisi and Jasmine Ruffen. Teka Lumumba and The Reverend Tom Barrington serve as Adult Mentors.

Respectfully submitted, The Rev. Tom Barrington

SCHOLARSHIP REPORT

Thanks to the generosity of current and former members of St. Stephen's, we provided nine members of the congregation with scholarships for higher education.

Scholarship

Martha "Pat" and James M. Harriss Scholarship

Michael Jude Provost Scholarship

George Burkholder Scholarship

William and Dorothy Robinson Scholarship

Shawn Robinson Scholarship

Inglis Thomsen Fund and Dennen-Mower Fund

Lillian McCarthy Fund

Awarded to

Kylih Almeida

Kayla McCellan

Teka Lumumba

Nicole Marange

Erik Whitcomb

Devonia Brown-Simpson

Shantwan Wilder

Zachary Zimiroski

Jared Zimiroski



Deepening Community Engagement



DEEPENING COMMUNITY ENGAGEMENT

FOOD PANTRY REPORT

This past year has experienced much change with the operation of the pantry and the personal who make it possible. The biggest challenge was having to update and modify the pantry operation to meet the continuing growth of those seeking help. This became a major and somewhat costly endeavor, as we discovered serious deficiencies in the pantry space that required immediate attention. We plan on seeking outside grant and donation sources to cover some of these costs. When the work is fully completed we will host a grand reopening of the full pantry operation, we have continued to serve clients on a reduced basis but it hasn't been easy.

During 2018, we had 40 distribution days, serving 2,464 households, of which 1,072 were families with dependent children, including 1,893 adults, 2,455 children and 956 seniors. We distributed 3,008 bags of food totaling close to 67.68 tons of food. The numbers reflect close to a 30% increase in services rendered. It has been a sometimes stressful experience to all of us working in the pantry, but to see the smiles and the gratitude from the clients makes it worth it. We will keep you posted quarterly this year in the monthly newsletter, and we can always find something for each of you to do to help those in need find relief! Prayerfully yours.

Respectfully submitted, Neil & the Pantry Team

FOOD PANTRY BOOK MINISTRY REPORT

I was privileged to join Joanne on Friday's in giving away many books to mostly children from our book nook during the hours people are coming for the Food Pantry.

I chose this as a manageable schedule of what I could do to serve as part of my work for St. Stephen's. It has proved to be a satisfying experience. I'm so glad that I had several months with Joanne before she became so ill that she moved to Danvers for Nursing Home care. Lucky for me, it was near one of my driving paths so I could easily visit her.

She was a charming woman of wide experiences which she shared with me during our time in giving away books and on my visits. Joanne died on May 28, 2018. Her funeral was delayed so that all of her family could be there. It was held Saturday, July 7th. It was decided that the church would dedicate the Book Nook to Joanne's memory and is therefore known as the Joanne Droppers Book Nook.

This nook is part of a literacy program called the REAL program organized by Jan Plourde, who is not a church member. She has found dedicated drivers to pick up and deliver books donated from various sources to be stored in locations where children from poor families would be able to choose the books that interest them. Poverty often radically limits the books found in student's homes. Being surrounded by books is a great help for children to improve their reading skills.

Please encourage neighborhood children to choose from our supply whenever you can. May God bless this part of our outreach to the neighborhood. Yours in Christ.

Respectfully submitted, Charlene Leigh-Koser

SPAGHETTI SUPPER REPORT

On November 24, 2018, Kent and I hosted our 14th annual Spaghetti Supper Fundraiser in our home to support CPPK. Thanks to all who bought tickets, and to those who helped cook, prepare, and serve, we raised a total of \$725.00!

Respectfully submitted, Sandy Wittrup

CPPK (CHRISTMAS PRESENTS PROJECT FOR KIDS) REPORT

The great thing about the Christmas Presents Project for Kids this year was that many more parishioners were involved in gathering, bagging and distributing gift bags for 151 local children. We had a planning group that included Jean Sigourney, Carolyn Edwards, and Steven Lapuska. Contributions came in from a wide swath of people. Lucinda McLain, Kendra Zimiroski, Judi Jones, and Jason Cruz pitched in with their time and various talents. Sandy and Kent Wittrup raised funds at their delicious Spaghetti Dinner for the buying of gifts. Teens and alumni of Oasis made the Big Shopping Day a lot of fun and a bit of a reunion as well. We are grateful to everyone who helped make 2018 just about the smoothest and most enjoyable CPPK ever, as well as sending the families home with bags full of good presents.

Respectfully submitted, Bonnie Bishop

LYNN HUNGER NETWORK REPORT

St. Stephen's has been a member for several years of the Lynn Hunger Network. We meet monthly the second Tuesday of the month, 9:30 am at My Brother's Table led by the devoted food advocate Mary Magner. The following community organizations and pantries were dedicated to serving the Lynn Community in the past year-

- **MOBILE MARKET-** Catholic Charities North and Red Cross- last Saturday of the month from 8:00-9:30 am at Charities, N. Common -serving 350++ singles and families
- Lynn Community Health Center- first Saturday at North Shore Community College, Lynn weekly, three days
- Food Project- Farmer's Winter Market at Salvation Army, third Saturday, 11:00 am-4:00 pm
Summer, Thursday in Central Square at Bus Depot 11:00 am-3:00 pm
- Lynn PANTRIES- St. Stephen's -EVERY Fri. except first Friday, 3:00-4:00 pm
- Washington St, Baptist- last Saturday 10:00-11:30 am
- Salvation Army- once monthly from 9:00-11:00 am, Monday, Wednesday or Friday
- St. Vincent de Paul- Green St., once monthly, Wednesday 6:00-7:00 pm, monthly

Other involved organizations: Greater Boston Food Bank, Greater Lynn Senior Services, Lynn Economic Opportunity, Lynn Rotary, student volunteers from area public and private schools, and other individuals concerned about food insecurity.

Respectfully submitted, Sally Gosselin

12 STEP MINISTRIES REPORT

Two different 12 step groups use space at St. Stephen's. AA meets on Monday night's from 8:00-9:00 pm and NA meets on Tuesdays from 7:00-8:30 pm. The AA group has been around for more than 20+ years and NA began meeting a few years later. Both groups' mission is to help people struggling with alcohol or drug addictions, to learn how to live better lives while abstaining from either problem. Neither group endorses any other outside issues, their primary purpose is to get sober and clean and to help others to do the same. Though not a religious organization by nature, these groups stress a spiritual lifestyle that does result in some finding a faith tradition that welcomes them. St. Stephen's has been blessed with some of these recovering individuals!

Prayerfully submitted, Neil O'Donnell

NORTH SHORE MISSION HUB REPORT

The North Shore Mission Hub is a collaborate effort among four Episcopal Parishes on the North Shore and the Episcopal Diocese of Massachusetts. The Hub's purpose is to grow and deepen our relationships along the North Shore through the expansion of existing parish outreach programs or the creation of new programs. The North Shore Mission Hub is funded through the Episcopal Diocese of Massachusetts' *Together Now* capital campaign. Approved in 2013 by Diocesan Council, the North Shore Mission Hub was originally allocated \$1,068,861 for program work to be done through 2018. Due to budget cuts resulting from unfulfilled campaign pledges, the North Shore Mission Hub was allocated a total \$750,000 over the five years ending in 2018.

The North Shore Mission Hub is comprised of a Board of Directors which answers to the Mission Hub Implementation Committee of Diocesan Council. Each program site parish has two members on the board as well as two at-large members from the community. Representing St. Stephen's Memorial Church on the board in 2018 were Joyce Wallace and Christopher Trahan, with Christopher Trahan serving as one of the board's co-chairs.

During 2018, The North Shore Mission Hub supported the work of the following programs:

- St. John's Church, Gloucester: Funds a social worker position at the Grace Center, a day center for adults, many of whom struggle with addiction, homelessness and/or mental health issues. The Hub also funds work with children at St. John's through the Cape Ann Choir School program.
- St. Peter's Church, Beverly: Funds the Mom2Mom program which works to help young mothers prepare nutritious meals on a budget while offering a space for parental support and play groups.
- Grace Church, Salem: Funds a part time clergy staff member as well as materials and activities for their Bowditch School program. Parishioners have adopted a whole grade at the Bowditch School (formerly categorized as a level 4 school by the Department of Elementary and Secondary Education) and have been following that grade up each year providing academic and enrichment support for the students. At the end of the 2017-2018 school year, Salem Public Schools closed the Bowditch School. The incoming eighth grade students, who make up the cohort that the program has been following since the beginning of the Hub, were relocated to the Collins Middle School. The program was then renamed the "Salem Scholars".
- St. Stephen's Memorial Church, Lynn: Funds the KIC After School Program which is a free after school program for elementary age students, teaching music and providing homework help for the participants. The Hub supports the salary of the KIC staff as well as costs for materials and supplies. Due to the water pipe burst in January 2018 resulting in significant damage to the parish dining room and other available spaces, the program had to suspend its operations until all building issues were resolved. Though the space has been repaired, EEC licensure requirements triggered the need for the space to be brought up to current fire and safety codes.

At the beginning of 2018, Diocesan Council and Mission Hub Implementation Committee wanted the North Shore Mission Hub to find ways to adjust its 2018 budget in order to sustain the hub through the programmatic year for KIC and the Salem Scholars, seeing that funding for only the beginning half of the 2018-2019 school year would not be helpful to the youth and families that the programs serve. The Hub Board made the difficult decision to eliminate the position of the Hub Director, redirecting those dollars to fund all of the hub programs through the first half of 2019.

Going forward, St. Stephen's Vestry and KIC Advisory Board will need to discern the future financial sustainability of the KIC After School Program. It is evident that this seed money from the diocese enabled an important ministry to happen at St. Stephen's. The KIC Advisory Board and the KIC director are working on obtaining EEC licensure with the Commonwealth of Massachusetts as well as pursuing independent 501(c)(3) status which could open new doors for financial independence and sustainability.

Respectfully submitted, Christopher Trahan, North Shore Mission Hub Co-Chairperson

ST. STEPHEN'S TOWER REPORT

The St. Stephen's Towers is managed by Beacon Properties and Linda Hooley continues to serve as the on-site Property Manager. This arrangement has worked so well that The Towers won two awards in the past year. One award was the "Vanguard Award" for best "Major Rehabilitation of an Existing Rental Housing Community" given by the National Affordable Housing Management Association, a most prestigious award. In addition, another award was given from the Rental Housing Association.

In the past year, The Towers Board also established an e-mail address and a post office box. This was done in order to establish a mechanism to award grants to agencies working to create housing and provide social services to needy families and individuals.

Respectfully submitted, Nelson Woodfork

ECCO (ESSEX COUNTY COMMUNITY ORGANIZATION) REPORT

St. Stephen's has continued to be a strong supporter of ECCO and their ongoing social justice organizing. In the spring, our Life Together Intern, Janie Shore worked with our youth on rallies in Lynn and at the State House in Boston to advocate for legislation in support of immigrants, asylees and undocumented persons. The Reverend Tom Barrington has participated in the ECCO clergy group. Through Reverend Tom, St. Stephen's has been involved in the planning and implementing of a bail fund for those who have been detained by ICE.

In spite of general affirmation of the work of ECCO, participation by members of the congregation has gone down. On September 30th, Cherish Casey, ECCO organizer, preached at St. Stephen's. Her inspiring words reminded us of our commitment to social justice and encouraged us to participate in ECCO programs and actions.

In December, 2018, the Lynn Police Department announced that they will include one-on-one conversations between police officers and community members as part of their force wide In-service Training. This has been a long term goal of ECCO. St. Stephen's has asked to provide a team of 15 members to participate in these conversations in the spring of 2019. We look forward to continuing our support and participation in the work of ECCO.

Respectfully submitted, The Rev. Tom Barrington

GLOBAL OUTREACH OFFERINGS REPORT

The United Thank Offering (UTO) supports development work in the US and across the Anglican Communion. In 2018, St. Stephen's contributed \$57.28 to UTO. We encourage all parishioners to take a blue Mite Box home for 2019 so we can increase our donations to this important Church outreach program. Spare change adds up, whether it be from the laundry area or the top of the nightstand!

Episcopal Relief and Development (ERD) supports development work globally. Esmeralda, the talking donkey, once again came to St. Stephen's to collect our Lenten offerings for ERD. This year's donation was \$734.28, which supported the purchase of livestock for families in Africa.

Our Good Friday offering supports the work of the Anglican Church in Jerusalem and the Middle East, following the invitation of the Presiding Bishop and the tradition of the Episcopal Church. This year our donation totaled \$48.25.

Respectfully submitted, Ruthanne D. Switzer

WOMEN'S GROUP REPORT

Thanks to a 2018 House of Mercy Grant for "Strengthening Women and Families," St. Stephen's was able to host monthly meetings of a women's group.

The Strengthening Women and Families project is comprised of women that cross the divide of age, race, ethnicity, culture and class. Women from St. Stephen's and St. Andrew's Marblehead participate regularly, as do community friends.

The second Sunday of every month is an oasis for women as we meet for a potluck meal, mutual support, skill development and faith formation. In just one example of our gathering, an interracial pair of facilitators presented the works of Fannie Lou Hamer, Lorraine Hansberry and Audre Lorde.

Tearfully, the women listened to the story of Fannie Lou Hamer who met excruciating pain from bodily harm as she tried to register to vote. During this one event, we also studied the visionary works of Lorraine Hansberry and the prophetic voice of Audre Lorde. Through these three women, some women shared their own struggles of racial discrimination. Others struggled with white privilege and strife while trying to balance the life of love, family and faith as they journeyed with their black and brown sisters. Afterwards, we dined on delicious foods of African American culture that were donated by the women.

For the upcoming year, it is our goal to continue to celebrate and encounter the worlds of women of all races, creeds and religions as we try to embrace the diversity of the group.

2018 saw the Women's Group needing to organize itself without a clergy woman to take the lead. The group has adopted a shared leadership and facilitators format. Together, the group has been able to continue to offer opportunities to grow in faith, learn new things and support each other.

Respectfully submitted, Helen Patmon

REPORT OF THE NOMINATING COMMITTEE

The nominating committee is responsible for seeking qualified individuals to represent St. Stephen's Church on the Vestry, North Shore Deanery Assembly, and Diocesan Convention. Nomination Forms were due on January 21, 2018, however, nominations can be made from the floor during the Annual Meeting.

The Nominating Committee Presents:

Vestry Officers

Senior Warden (1 seat, 1-year term)
Christopher Trahan (incumbent)

Junior Warden (1 seat, 1-year term)
Harry Jackson (incumbent)

Clerk (1 seat, 1-year term)
Carolyn Hoy (incumbent)

Treasurer (1 seat, 1-year term)
Heather Collis Puro (incumbent)

Vestry (3 seats, 3-year term)

Jay Poppe
Carline Riley-Clark

Delegates to Diocesan Convention

Joyce Wallace

Delegates to North Shore Deanery (5 voting delegates, 1 year term each; we will elect 2 at-large delegates since our two Diocesan Convention and alternate delegates are expected to represent us at a Deanery level.)

Helen Patmon
Joyce Wallace

