

One hundred and twenty-third Annual Meeting of  
**ST. ANDREW'S EPISCOPAL CHURCH**  
Wellesley, Massachusetts



## The Lathrop Window

THIS STAINED GLASS WINDOW is at the far left of the south aisle in the nave of the church. The window is in memory of Adele Lathrop (1875-1956), given by her sister, Mrs. Roselle Lathrop Shields. Adele Lathrop was one of the first two women elected to St. Andrew's vestry, where she served 1924-26 and 1941-43. She taught at New York's Horace Mann School, Wellesley College, and Pine Manor Junior College. The theme of this window, "I Am the Light of the World," written across its central lancet, shows a standing figure of Christ surrounded by a glory with gold rays symbolizing

light. His right hand is in the attitude of benediction; in his left, he holds an open Bible inscribed with the Alpha and Omega. His feet rest upon a globe, representing the entire world. This is the worldwide missionary theme of Epiphany. The four figures in the side lancets face lighted candles symbolizing the light of Christ throughout the global community.

—amended from  
*The Memorial Windows in St. Andrew's Church*  
by Gertrude Greene Cronk, 1983



# ST. ANDREW'S EPISCOPAL CHURCH

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Josepha Dermer, Janet Ellis, Margarethe Kulke, Leslie Lee, Caren Parker, Sandra Rigney, Jenny Sawyer, Laura Stettner, Harriet Thompson, and Beverly Wood.



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# 123rd Annual Meeting

January 31, 2016

11:00am – 12:30pm

## Agenda

1. Singing of the Hymn (page 2) ..... 11:00am
2. A Question: What was the highlight at St. Andrew's in 2015? ..... 11:05am
3. Call to Order and Opening Prayer ..... 11:15am
4. Reading of the Warrant
5. Quorum and Election of Parliamentarian
6. Filing of Annual Reports by Title
7. Report from the Nominating Committee,  
Nominations from the Floor and Election ..... 11:20am  
*Ansley Martin, Chair*
8. Financial Reports ..... 11:30am  
Finance Chair Remarks *David Hamlin*  
Treasurer's Report *Jane Givens*  
Investment Committee Report *Kevin McClintock*  
Stewardship Report *Chris Keyes*  
Presentation of 2016 Operating Budget *David Hamlin*
9. Wardens' Report *Lynda Sperry and Michael Vanin*..... 12:00pm
10. Rector's Report *Adrian Robbins-Cole*..... 12:10pm
11. New Business ..... 12:20pm
12. Closing Prayer and Blessing
13. Adjournment..... 12:30pm

Commissioned in celebration of the 25th anniversary of R. Harrison Kelton as Organist and Choirmaster  
of St. Andrew's Episcopal Church, Wellesley, Massachusetts

for the Feast of St. Andrew

Descant

3. Sing of An-drew, bold a - pos - tle, who made the gos - pel known,

1. Sing of An-drew, John's dis - ci - ple, led by faith through ways un - trod,  
2. Sing of An-drew, called by Je - sus, from the shores of Gal - i - lee,  
3. Sing of An-drew, bold a - pos - tle, sent to make the gos - pel known,

faith - - ful to his Lord's ex - am - ple, made a cross his own.

till the Bap - tist cried at Jor - dan, "There be - hold the Lamb - of God."  
leav - ing boats and nets and kin - dred, trust - ing in that "Fol - - low me."  
faith - ful to his Lord's ex - am - ple, called to make a cross his own.

So may we who prize his mem - ory hon - or Christ in our own day,

Stirred by hear - ing this new teach - er, An - drew, freed from doubt and fear,  
When a lad's small meal fed thou - sands, when in - quir - ing Greeks found care,  
So may we who prize his mem - ory hon - or Christ in our own day,

bear - ing wit - ness to our neigh - bors, liv - ing what we sing and pray.

ran to tell his bro - ther Si - mon, "God's A - noint - - ed One is here!"  
when the Spi - rit came in bless - ing, An - drew faith - - ful - ly was there.  
bear - ing wit - ness to our neigh - bors, liv - ing what we sing and pray.

Words: Carl P. Daw, Jr.  
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Music: Wellesley's Kelton, James Woodman (b. 1957)  
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# Staff Reports

## Report of the Rector



*The Rev. Adrian Robbins-Cole*

THE EPISCOPAL CHURCH has always placed great value on the rich Christian tradition we have inherited, while at the same time having a sense of expectation that the Holy Spirit will lead us in new ways which will reveal more fully Christ and his call to us.

As I look back on the year that is past, I see strong, vibrant, and important strands of continuity in the life of St. Andrew's: in our worship, in our fellowship activities, in outreach, and in our commitment to Christian education. These are the foundation of our parish life and the places where we continue to meet Christ and discern God's call to us as individuals and as a community. The pages of this annual report are the story of the hard work, commitment, and love of so many parishioners dedicated to serving God here at St. Andrew's. We estimate that almost 400 parishioners are involved in the various ministries of the church outlined in this annual report. This includes everything from reading in church to finance to outreach activities to teaching in church school. When we include Bargain Haul, this number shoots up by another 100. This in-depth giving of the most valuable commodity most of us have in this busy world—our time—reflects not only the faith of our parishioners, but also the level of vibrancy of this parish.

But alongside this strong continuity, 2015, my second full year as your rector, was also an important year of transition. We said goodbye to our much-loved assistant rector, Brian Rebholtz, who had been at St. Andrew's since 2012. This was a bittersweet moment, with sadness at seeing Brian leave St. Andrew's, but also excitement for him as he made the natural step of becoming rector of his own parish.

However, the parish's commitment in the 2015 pledge campaign to restoring the third clergy position, coupled with Brian's departure, allowed us to put in place a strong clergy team to help lead St. Andrew's in the next chapter of the life of our parish. The Rev. Margaret Schwarzer, our associate rector for adult formation and membership, brings a wealth of new ideas and initiatives from her twenty years of ordained ministry in a range of parish and college ministry settings. The Rev. Catherine Healy, our assistant rector for youth and family, comes straight from Harvard Divinity School. She brings with her the fresh outlook of a newly ordained person, as well as experience working with young people as a layperson prior to ordination.

Many parishioners have commented to me on the new level of excitement and energy they sense in the parish since the creation of our new clergy team. As well as bringing fresh ideas to St. Andrew's, the new clergy have brought a richness to our common life through the relationships they are forging within the congregation. These clergy-lay relationships are critical to the health and well-being of a parish. The year ahead will be an important one as the new clergy experience a full program year with us and continue to get to know the congregation.

As we look to the future in 2016, another important element is the extensive parish survey undertaken at the end of last year. I would like to thank our church warden, Lynda Sperry, for her tremendous hard work and skill in putting together so comprehensive a survey. I would also like to thank the 260 people who completed the survey.

The results of the survey will provide the vestry and the clergy with a very powerful source of data. We will use this information as we seek to discern new initiatives that God is calling us to undertake in order to share more effectively Christ's love

and grace over the next few years. Over the next months, we will be discussing the details of the findings, but overall, the survey affirmed much of what is already happening at St. Andrew's, but with some desire to strengthen certain areas of the life of the parish. There was also a desire to try out some new things. In this sense, the results of the survey reflect that Episcopal affirmation of our inherited tradition with an openness to fresh ideas. The vestry will use the survey to undertake detailed planning of new initiatives and to set the direction of the parish in March. These plans will be shared with the wider parish in April and May.

Finally, I would like to thank our wardens, Lynda Sperry and Michael Vanin, with whom I have had the privilege of working over the last year. It was very good to welcome Michael as new church warden at the beginning of 2015. Lynda, Michael, and I meet every week on Tuesday morning to work together closely to help lead and guide our parish, in conjunction with the vestry. Lynda and Michael share the responsibility, as wardens, of liaising with the different ministry areas of the parish. I am

continually grateful for the amount of time, wisdom, and talent they dedicate to their leadership roles as wardens at St. Andrew's. Our parish is truly blessed by their leadership. I also thank, on our behalf, the members of the vestry who served as the heads of our different ministries for their commitment and leadership during the last year.

As we look forward to the year ahead, I believe that we are richly blessed by God in our lay leadership and the widespread involvement of so many of you in the life of the parish. I feel a sense of hope and excitement as we explore the results of our survey and as our new clergy team shares their ministry and spiritual leadership with us. I believe our spiritual lives and commitment to sharing our gifts and talents with the world around us will be fed and nourished in new and life-giving ways.

Yours in Christ,



The Rev. Adrian Robbins-Cole

## Report of the Associate Rector for Adult Formation and Membership



The Rev. Margaret Schwarzer

IN MY FIRST FIVE MONTHS at St. Andrew's, we have maintained our structured adult education classes and traditional liturgies, while we have also begun to explore vital new ways to teach, learn, worship, and pray our way into our life

as a 21st-century Episcopal church. It is a joy to travel with you as a planner and as a companion.

### 9am Christian Learning Series

When Brian Rebholtz spearheaded this ministry in the winter and spring of 2015, classes included the work of modern theologians like David Bentley Hart, a study of the resurrection narratives, and a Lenten series that explored faith through poetry.

Classes in the last five months have found us reading C.S. Lewis' *Mere Christianity* together, engaging in meditation with spiritual directors from the Bethany House of Prayer, and considering some of the theological ideas and leaders of the early Church. In Advent, the Reverend Dr. James Weiss offered two detailed classes on the birth narratives of Matthew and Luke. During our classes, we have gathered men and women between the ages of 22 and 90, with a broad range of parishioners coming to the classes. This fall, classes averaged 21 people, with over 50 church members joining us for one or more classes.

### Bible Squared: Two Bible Circles in 2015

This year, Margarethe Kulke and I are leading a year's reflection on scripture's Wisdom Literature. I am so thankful for Margarethe's enthusiasm and

leadership. At the request of the adult Christian learning committee, we have also started a new Bible circler which meets on Wednesday evenings from 7pm–8pm. The monthly topic is the same on both days; we wanted to open an evening section for people who were not able to join us on Tuesday mornings.

### **New Adult Formation Liturgies**

In Advent, we offered two Taizé-style worship services and one Blue Christmas service.

Each service had a planning team of lay and ordained leaders. I am so thankful to Debbie Alexander, Catherine Healy, Margarethe Kulke, Will Nystrom, and Carol Shedd for their contributions to the planning of our services. Our Taizé-style services were held on two Sunday evenings, with 45 participants in the children's chapel on the first Sunday, and 51 participants in our main sanctuary for the second Sunday. Because many people appreciated the soulful chanting and meditative silence, we will also be offering a Taizé-style service on the Monday of Holy Week this year. Our Blue Christmas service was designed to make room for people who have experienced a hard year or a challenging illness (or their caretakers). We gathered for a prayerful and solemn celebration of God's arrival among us. Twenty people gathered in the children's chapel to share our faith, light candles for those we love, and pray together. We are also planning to offer a Blue Christmas service in 2016.

### **Wellesley College Ministry**

This past fall, I organized a weekly email that goes out to 25 current Wellesley College students who worship at St. Andrew's. Both Catherine and I have met students for coffee, offered pastoral care, and have begun to get to know them. Our college students come to both the 8am and 10am services. Currently, we have three students involved in teaching church school, one student who is a reader at the 10am service, two who are considering confirmation, and two who have expressed interest in becoming lay Eucharistic ministers. One young woman who has worshipped with us for three years hopes to be ordained as an Episcopal priest, and

she is at the start of her official discernment process. Other Wellesley women offer to babysit our members' children. On October 21, I was a guest facilitator for "Sophia's Table," a dinner and program for Wellesley's Protestant students. We hosted a brunch on the Wellesley campus on November 8.

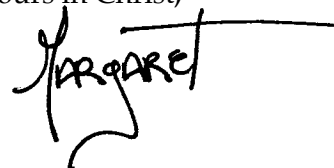
### **Membership at St. Andrew's**

Last fall, Jane Andrews and I met together, or with Adrian, quite a few times to talk about membership. Jane and I spoke on the phone or emailed almost weekly, as we coordinated the welcome of individuals and families. Everyone who knows Jane knows that she has a talent for welcoming the stranger, and it has been a pleasure to work with her and our membership committee this year. Our hard-working membership committee continues to make sure that each Sunday has an "exit greeter" in the narthex after the 10am service, to meet and speak with newcomers. This year, we decided to make larger "welcome" buttons for our members to wear on Sunday, so that seekers could easily identify us. Jane has also sent newcomers' emails and phone numbers to me so that I can ensure that both a lay person and a clergy person call them within the first week or two of their initial visit.

I am very thankful that our rector, Adrian, and the adult Christian learning search committee called me to serve at St. Andrew's. It is wonderful to be a part of Adrian's ministry team, and to share in the life and fellowship of this parish. I am especially thankful to Will Nystrom, our adult Christian learning committee chair, and Jane Andrews, our membership chair, for orienting me to the work at hand. It is good to be among you, worshipping and praying, deepening our knowledge of God, and deepening our experiences of the divine.

Onward!

Yours in Christ,



The Reverend Margaret K. Schwarzer

# Report of the Assistant Rector for Youth and Family



The Rev. Catherine (Cat) Healy

THE PAST YEAR HAS BEEN AN exciting time of growth and change in our community. This summer, St. Andrew's bid a fond farewell to the Rev. Brian Rebholtz as he set out to become the rector of his own parish in California. In August, the Rev. Margaret

Schwarzer and I were thrilled to join the team of clergy here. I offer my report with gratitude for all the amazing work God is doing in this place, and with particular thanks for Brian's efforts in building up such a robust ministry of Christian learning for all ages.

The church school at St. Andrew's continues to thrive. We are blessed with a diverse crowd of 50 church school teachers, including middle and high school students, Wellesley College students, young adults, parents, and grandparents. The implementation of *Weaving God's Promises*, our new curriculum for grades K-5, has been successful, receiving positive reviews from teachers and students alike. The church school was also very active in outreach in 2015, raising funds for the Episcopal Diocese of Jerusalem during Lent and collecting nearly 300 children's books for B-READY, the after-school program at St. Stephen's in Boston, during Advent.

Our children's music ministries are also growing and thriving, led by children's music director Amanda Kern. Each week, grades K-5 participate in "Sing & Play," a community-meeting time with fun, active music. The junior choir for grades 1-8 has contributed beautiful musical offerings in worship throughout the year. The 2015 Christmas pageant was also a great success, and particular thanks are due to Debbie Alexander, Holly Boland, Judith Boland, Liz Dean, and Katherine Roer for all their work on pageant preparation.

Our Rite-13 program for youth in grades 6 and 7 is ably led this year by Dan Dent, Marie Dunell, John Breedis, and Wendy Barry. Rite-13 is enjoying a raucous and joyful year, with highlights including a fall lock-in and a gathering to make apple pies for

the Wellesley Food Pantry just before Thanksgiving. Please thank Dan, Marie, John, and Wendy for their faithful, good-humored leadership.

Teaching the biweekly confirmation preparation class for youth in eighth grade has been a pure joy for me this fall. Each time we meet, we gather for worship at the 5pm Sunday Eucharist. We then continue to a class session where we explore the Christian tradition and talk about how to keep faith at the center of our daily lives. Class topics for this year include the organization of the Bible, the life of Christ, the meaning of the sacraments, and the parts of the Episcopal liturgy. If you are wondering about the difference between the major and minor Biblical prophets, or want to learn more about the saints of the Episcopal Church, ask a confirmand! We look forward to our retreat at the Barbara C. Harris Camp & Conference Center in New Hampshire on April 8-9, and to our confirmation service at All Saints in Brookline on October 15, 2016. I am particularly grateful to Anna Page, the assistant teacher for the confirmation class, and to all the parents who have served as chaperones for our class meetings.

Our high school youth group continues to meet biweekly for food, fellowship, and conversations about faith. Stephen Beach and Anna Page have been capable co-youth group leaders, with Stephen offering his outstanding cooking and fire-building talents and Anna leading programs and activities. Highlights of this past fall included a Halloween trip to the "haunted" Hammond Castle in Gloucester and an epic gingerbread-house-making contest at our last meeting before Christmas. The youth of St. Andrew's are also active in worship, with 28 participating in our acolyte ministry under the capable leadership of Jennifer Olivetti, and two involved in the senior choir.

In summer 2015, four youth and four adults from St. Andrew's teamed up with three youth from St. Stephen's in Boston for a mission trip to the Episcopal Church in Navajoland, led by the Rev. Brian Rebholtz. This trip was a profound experience of faith in action for all who participated,

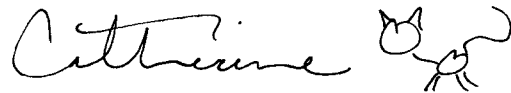
and we look forward to another youth mission trip in summer 2017.

The church school committee continues to shape the mission of Christian learning for children and youth at St. Andrew's, and to provide many fellowship opportunities for families with children, including an All Hallows' Eve service and potluck in October, Family Cookies & Carols in December, and all-ages events during Holy Week. Susan and I are thankful for the service of all the committee members who participated in 2015: Debbie Alexander, Jennifer Bonniwell, Karin Breedis, Elke Cardella, Kathryn Condon, Bettina Eikeboom, Ingrid Houghton, Laura Brown MacKinnon, Jennifer Martin, Karen McAdams, Karen Pekowitz, Heather Schaefer, and Jacquelyn Stathis. We are also grateful to Will Nystrom, our vestry mem-

ber for Christian learning, and the Rev. Adrian Robbins-Cole, our rector, for their ongoing support of Christian formation for all ages.

Finally, I would like to offer abundant thanks for the ministries of staff members Susan Jackson and Amanda Kern, whose organization, good humor, and skill ensured that the Christian learning community at St. Andrew's had a smooth experience of this year's clergy transition. Thank you, Susan and Amanda!

Respectfully submitted,



The Rev. Catherine (Cat) Healy

## Report of the Music Minister



Helen Ward Mannix

THE SENIOR CHOIR at St. Andrew's has 28 members, including our five paid section leaders, who are either students or alumni of area music conservatories. In June, our bass section leader, Ryne Cherry, who had sung with us for three years, moved on,

and we hired Joshua Scheid, a first-year master's student at Boston Conservatory from Michigan, to replace him. We have also welcomed Ayla Stasiukevicius, a 9th grader, to our ranks. As usual, we fill our numbers on special occasions with extra singers from our congregation and professionals whom I hire. The section leaders are essential to maintaining the quality of our program, as many of our congregational members travel, or have family commitments, and can only sing on a limited basis.

On June 30, alto choir member Leslie Dickinson died after a long battle with ALS. Leslie and her daughter, Karen Pekowitz, along with Karen's two children, Julia and Alexa, joined our choirs in September 2012, when they moved here from New York. Leslie, an experienced choir member, showed

a dedication to the highest quality of church music and a commitment to the choir that was nothing short of extraordinary. Despite all the ravages of her illness, she continued to come to rehearsal and service ready and willing to sing. I believe her participation in this choir gave her strength to continue on as a mother and grandmother and as a great friend to so many of us. Her last Sunday singing with the Senior Choir was June 7.

Choral Evensong was on Sunday, March 1. The choir numbered 28 singers. Andrew Sheranian from All Saints, Ashmont was our guest organist. We sang Fauré's *Requiem*.

During Holy Week, the Senior Choir sang for Maundy Thursday, the Saturday Vigil, and two services on Easter Sunday at 9am and 11am. The Junior Choir joined us at the 9am service, as usual. On Easter Sunday we welcomed a brass quartet led by Jim Mosher and sang the "Alleluia Chorus" from Handel's *Messiah*.

Joey Sullivan led our Rogation Day procession in May on the Celtic drum and was joined by Liz Alexander on fiddle. The Red Herring Morris Dancers performed outside the church after the service. The last Sunday for the Senior Choir was

June 7. The Senior Choir began rehearsal September 10, the Thursday after Labor Day. Our first Sunday was September 13. Bob Cameron played the pipes for us on St. Andrew's Day, November 23.

Our eighth annual service of Advent Lessons and Carols took place on Sunday, December 13. We had 30 singers in our choir that evening. Thomas Handel was our guest organist.

The Junior Choir, joined for the first time by an intergenerational choir and our section leaders, sang at our 5pm service on Christmas Eve under the leadership of our Junior Choir Director, Amanda Kern. This was a huge success.

The Senior Choir, with 28 members, sang at the 10pm Christmas Eve service with music by William Dawson and Harold Darke. A string quartet led by violist Harold Lieberman played preludes, postludes, and accompanied hymns and our communion anthem.

Jonathan Ambrosino tunes and maintains our organ regularly, as does Tony McKenna our three pianos.

Our Junior Choir Director, Amanda Kern, continues to be an invaluable asset to this congregation as she has become more involved with the church school, in addition to directing the choir. Not only is she beloved by the children she most ably directs, but she has willingly lent her beautiful soprano voice to the Senior Choir on many occasions.

Finally, I'd like to extend thanks to Cat Rebholtz, Liz Dean, and Karen Pekowitz for purchasing and organizing our new choir robes. Thanks to Leslie Lee for her help in our music library.

*Wardie*

Helen Ward Mannix



Photo: Peter Lull

# Wardens' Reports

## 2015 Year in Review

### January

*Worship* • Epiphany Fireside Service on Christmas II (January 4) • Altar guild induction and Holy Eucharist • Monthly Holy Eucharist at Avery Crossing on the first Thursday of the month continues • Monthly Holy Eucharist at North Hill on the third Thursday of the month continues • Weekday Silent Contemplative Prayer at 8:40am continues

*Vestry* • 122nd Annual Meeting on January 25 approves a \$1,223,593 balanced budget with an additional \$44,000 transferred from 2014 to be used for building projects and clergy search • At annual meeting, congregation asked to identify what expectation they have for St. Andrew's • Search committee announced for associate rector

*Christian Learning* • Sunday Christian Learning Series: The English Reformation: Origins of Episcopal Liturgy and the Book of Common Prayer • Bible Circle discussion on the Book of Revelation 10-12 • Monthly Bible Challenge meeting continues • Men's Bible study continues

*Youth/Children* • Church school, Rite-13, and high school youth group resume programming on January 25

*Outreach* • Wellesley's 15th annual Martin Luther King Day breakfast, Jacqueline Dansler Peterson, vice president for student affairs and dean of students at the College of the Holy Cross in Worcester, speaker • Salvation Army Miracle Kitchen monthly dinner on every fourth Tuesday continues

*Fellowship* • Epiphany Fireside Potluck Dinner following the Epiphany Fireside Service • Monthly coffee hour after 8am service resumes

*Property* • Sacristy cabinet reconfigured to better store altar hangings • Weekly recycling by volunteers begins

*Men's Book Club* • Monthly selection: *You Can't Make this Stuff Up: Miracles, Memories, and the Perfect Marriage of Sport and Television* by Al Michaels

### February

*Worship* • Feast of the Presentation on Epiphany IV (February 1) • Holy Communion celebration (for those who attended Holy Communion prep) on Epiphany V (February 8) • All services cancelled due to blizzard on Epiphany VI (February 15)

• Ash Wednesday Services with Imposition of Ashes (February 18) at 7:30am, noon, and 7:30pm

*Vestry* • Commissioning of new vestry members • Thanking of off-going vestry members

*Christian Learning* • Lenten spiritual practices encouraged: subscribe to daily meditation from Society of Saint John the Evangelist (SSJE) website; participate in a mini Bible Challenge by reading the four Gospels; watch the documentary movie *Happy*, which explores the fundamental elements that lead to a happy and fulfilled life; and join in silent contemplative prayer any weekday at 8:30am • Sunday Christian Learning Series: The English Reformation: Origins of Episcopal Liturgy and the Book of Common Prayer continues • Bible Circle discussion on the Book of Revelation 13-15 • Wednesday Evening Lenten Series on Poetry and Spirituality (with potluck dinner) begins with Rabbi Rachel Sapphire (February 25)

*Youth/Children* • Holy Communion prep and potluck • Shrove Tuesday pancake supper • Almsgiving project during Lent for American Friends of the Episcopal Diocese of Jerusalem begins • Youth summer mission trip to Navajoland announced

*Outreach* • Souper Bowl can collection for Wellesley Food Pantry

*Membership* • Chat with the Rector held on February 8 in the Harvey Room

## March

**Worship** • Lenten Choral Evensong on Lent II (March 1) led by Wardie Mannix featuring the Fauré *Requiem, the Nunc dimittis in C major* by C. Villiers Stanford and William Byrd's *Preces and Responses*. The singers from Christ's Church, Rye, NY, who were to join the St. Andrew's choir, unfortunately had to depart early, due to impending snow • Blessing for all parishioners who are or have been involved in Boy Scout and Girl Scout Programs on Lent III (March 8) • Collection for Easter memorial flowers • The Liturgy of the Palms and the Passion of our Lord Jesus Christ on Palm Sunday (March 29) • Holy Week services begin: Contemplative Holy Eucharist on Monday evening (March 30), Stations of the Cross on Tuesday evening (March 31) • Monthly Holy Eucharist at Avery Crossing is discontinued

**Special Event** • Rt. Rev. Gayle Harris Visitation on Lent III (March 8)

**Vestry** • Strategic planning process begins at the vestry retreat, which took place at St. Andrew's on March 7 • Vestry begins work on mission statement and approves parochial report

**Christian Learning** • Wednesday Evening Lenten Series on Poetry and Spirituality continues featuring Rev. Brian Rebholtz, Dr. Robert Kiely, Heather Kirn Lanier, and Rev. Sarah Robbins-Cole • Sunday Christian Learning Series: The Doors of the Sea • Bible Circle discussion on the Book of Revelation 16-18

**Youth/Children** • Scouts' Sunday fruit bar at coffee hour • Confirmation Retreat at Barbara C. Harris Camp (March 27-28)

**Outreach** • Family Promise Metrowest hosting week March 15-22 • Parishioners worship with and provide lunch to homeless people at Boston's outdoor *common cathedral* on March 15, after the 10am service

**Communications** • Graphics guidelines established

**Nominating Committee** • Work begins on 2016 slate for vestry and representative positions

**Men's Book Club** • Monthly selection: *This Republic of Suffering: Death and the American Civil War* by Drew Gilpin Faust

## April

**Worship** • Holy Week services continue: Contemplative Holy Eucharist at 7:30am and a Service of Tenebrae at 7:30pm on Wednesday (April 1); Maundy Thursday Liturgy followed by overnight prayer vigil (April 2); Good Friday Services at noon and 7:30pm (April 3); and Holy Saturday Service in the Children's Chapel at 9am and The Great Vigil of Easter: Holy Baptism and Holy Eucharist at 7:30pm (April 4) • Easter Festival Holy Eucharist celebration (April 5) at 9am and 11am with brass quartet • Holy Baptism on Easter II (April 12) • Diocesan altar guild luncheon and annual meeting (April 18)

**Vestry** • Vestry begins work on vision statement • Work on parish survey begins • Celebration of Ruth Hubert's 15th service anniversary

**Christian Learning** • Bible Circle discussion on The Book of Revelation 19-20 • Sunday Christian Learning Series: The Doors of the Sea

**Youth/Children** • Passover Seder potluck on Maundy Thursday • Good Friday Children's Workshop • Easter egg hunt at 10am on Easter Sunday • Diocese of Jerusalem receives over \$1,600 from the church school's Lenten almsgiving project

**Fellowship** • Spring Tea featuring Second Wind, an a cappella group (April 16) • Bargain Haul, headed by Ginny Snow and Grace Hoffmann, begins on April 26, kicking off the work week for our largest church fundraiser • Parent Circle gathering for parents of church school children (May 9)

**Membership** • Newcomers' Brunch held on April 12 in Room 2 with 20 adult newcomers and 8 children in attendance

**Men's Book Club** • Monthly selection: *At Home: A Short History of Private Life* by Bill Bryson

## May

**Worship** • Rogation Day celebration on Easter VI (May 10) with madrigal by the senior choir, followed by The Red Herring Morris Dancers • Ascension Sunday on Easter VII (May 17) • Altar Guild Ascension Day service (May 14) • Pentecost celebration (May 24) • Trinity Sunday,



Rite-13 graduation blessing and acolyte recognition on Pentecost I (May 31)

*Vestry* • Bequest from a member of the St. Andrew's Legacy Society gratefully added to the endowment • Work begins to reduce and streamline work of Treasurer • Additional counters added to rotation • Interviews for third clergy position begin

*Christian Learning* • Sunday Christian Learning Series: Resurrection: Interpreting the Easter Gospel • Special guest speaker, Matthew Works, presents *Nowhere To Lay His Head: Homelessness and the Gospel—What This Means for the Church Today*, at the final Christian Learning Series session (May 31) • Bible Circle concludes with discussion of the Book of Revelation 20-22 • Members recruited for Education for Ministry; Dorothy Howells graduates from program

*Youth/Children* • 28 of our youth, along with confirmands from four other parishes, confirmed on May 9 at St. Andrew's with Bishop Bud Cederholm presiding • Junior Choir performs at Grace Knight Babson annual event (May 17) • Church school, Rite-13, and high school youth group conclude on May 31 • Church school teacher recruitment begins

*Outreach* • Adult mission trip to El Hogar, Honduras (May 16-22) • Brown Bag Sunday, summer food collection for Wellesley Food Pantry (May 31) • Request for socks from Roseanna Means for her diabetic clients • Volunteers sought for B-READY after-school program at St. Stephen's

*Fellowship* • Bargain Haul concludes with public sale on May 3 following work week, netting over \$33,500 • Friday night Bargain Haul Parish Night social and shopping • Parent Circle social for church school parents on May 9 • Special coffee hour to celebrate confirmands on May 10

*Property* • Work begins on repairs to church and 7 Denton Road due to ice dams • Volunteer recruitment for church flower garden over summer

*Book Clubs* • Reading Mavens, a new co-ed book club, announced with first meeting date set for the end of August • Men's Book Club: Monthly selection: *Brothers: What the Van Goghs, Booths, Marxes, Kelloggs—& the Colts—Tell Us About How*

*Siblings Shape Our Lives and History* by George Howe Colt

## June

*Worship* • Recognition of church school teachers and students on Ascension Sunday (June 1) • Summer sabbatical for all choirs begins after Pentecost II (June 7) • Holy Baptism on Pentecost III (June 14) • Summer schedule for Sunday services begins Pentecost III (June 14): 8am and 10am with no 5pm service

*Vestry* • Rev. Adrian Robbins-Cole announces that Rev. Brian Rebholtz has accepted a call to be Priest-in-Charge at St. Luke's, Auburn, CA on Pentecost IV (June 21) • Rev. Margaret Schwarzer announced as Associate Rector for Adult Formation and Membership on Pentecost V (June 28) • Summer office hours begin June 8: Monday – Thursday, 8:30am–3pm and Fridays 9am to noon

*Special Event* • Bishop Michael Curry elected Presiding Bishop at General Convention

*Youth/Children* • 17 high school seniors congratulated on their graduation • Youth summer mission trip to Navajoland (June 27–July 4)

*Outreach* • Family Promise Metrowest hosting week June 14–21 • Request for donations of socks throughout the summer is made for Women of Means

*Fellowship* • Altar guild end of year luncheon • Silver set from Bargain Haul nets over \$450 at auction

*Men's Book Club* • Monthly selection: *Dead Wake: The Last Crossing of the Lusitania* by Erik Larson

## Summer

*Worship* • 10am Ecumenical Services: August 2 at St. Andrew's; August 9 at Christ Church, United Methodist, the Rev. A. Robbins-Cole, preacher; August 16 at Wellesley Village Church, United Church of Christ; August 23 at Wellesley Hills Congregational Church • 10am Holy Eucharist resumes and Holy Baptism on Pentecost XIV (August 30)

*Vestry* • Rev. Catherine Healy announced as Assistant Rector for Youth and Family on Pentecost

VIII (July 19) • Rev. Margaret Schwarzer and Rev. Catherine Healy begin their ministries on August 2 and 3, respectively • Celebration of Bill Clover's 10th and Kate Clark's 5th service anniversaries • Stewardship committee meets throughout summer to develop new materials and develop detailed plans for 2016 stewardship campaign • Vestry meets with Rev. Margaret Schwarzer and Rev. Catherine Healy at "meet and greet" on August 6 • Vestry begins 2016 budget process • Membership committee updates membership materials and website

*Youth/Children* • Special farewell coffee hour for Rev. Brian Rebholtz • Parish presents Brian with a purse and a book of memories

*Outreach* • Over 100 parish volunteers support B-SAFE program at St. Stephen's during week of July 6-10 by providing daily lunch and a field trip to Hopkinton State Park

*Property* • Leases for classroom use during 2015-2016 signed by Wellesley Academy of Music and Education Française Greater Boston • Two-year extension lease signed for 7 Denton Road, Apt. 2 • Two-year lease signed with Wellesley Montessori School • Work begins to repair damage from winter storms • New lighting installed in sanctuary • Transept chapel ceiling, beams, and walls painted • Two upstairs classrooms painted • WMS upstairs classroom tiles replaced • Office spaces rearranged to accommodate new clergy • Basement Room 6 and Room 7 converted to a conference room and Babies' Place (quiet room for parents with infants) respectively

*Book Clubs* • Inaugural meeting of Reading Mavens book club: *Three Day Road* by Joseph Boyden

## September

*Worship* • Sunday services at 8am, 10am, and 5pm resume on Pentecost XVI (September 13) • Homecoming Weekend kicks off program year on Pentecost XVI (September 13) • Blessing of Students on Pentecost XVII (September 20) • Senior Choir begins new program year (September 10) • Rev. Adrian Robbins-Cole challenges parishioners to join an interfaith environmental forum

*Vestry* • Parish-wide questionnaire sent on September 25 • Vestry gratefully accepts bequests from William Cruickshank and Cecilie Godderidge

*Christian Learning* • Sunday Christian Learning Series: Urgent Voices of the Early Church

*Youth* • Church school, Rite-13, high school youth group, Junior Choir, and children's music begin new program year on September 13 • Church school teacher welcome luncheon and Rite-13 reception for students and parents held September 20 • Confirmation parents' meeting held September 27

*Outreach* • Wellesley Food Pantry Ride for Food on September 20

*Fellowship/Membership* • Annual Picnic held on September 13 at Tenacre School after 10am worship service • New membership materials provided to all new visitors • Longtime funeral reception coordinator, Dot Reed, hands baton to Margaret Zusky • Coffee hour hosts sought

*Property* • Photos of St. Andrew's life hung in basement hallways • Winter repairs continue • New stone edging placed in the memorial rose garden

*Book Clubs* • Men's book club selection: *On His Own Terms: A Life of Nelson Rockefeller* by Richard Norton Smith

## October

*Worship* • Blessing of the Animals in the sanctuary on Pentecost XIX (October 4) at 5pm • Holy Baptism on Pentecost XX (October 11) • All Hallows' Eve liturgy at 5pm on Pentecost XX (October 25) • New policy to list individuals on the prayer list on a monthly basis

*Vestry* • Stewardship 2016 campaign begins on October 4 • Members of clergy and vestry attend Congregational Resource Day

*Christian Learning* • Sunday Christian Learning Series: Urgent Voices of the Early Church continues; Seeking Grace, Facing Reality, led by the spiritual directors from Bethany House of prayer on October 18; C. S. Lewis' *Mere Christianity* begins October 25 • Bible Circle meets on second Tuesday of each month in the Harvey Room with this year's topic: Wisdom Literature of the Old Testament. First meeting discussion: Proverbs •

St. Andrew's participates in interfaith gathering for climate action at Temple Beth Elohim • Celebration of the end of the Bible Challenge held on October 25

*Youth* • Rite-13 lock-in held October 2-3 • Confirmation classes begin October 4 • High school youth group haunted castle trip to Hammond Castle on October 23

*Outreach* • Over 50 parishioners participated in the Weekend of Service held on October 24-25, featuring both inreach and outreach projects • Parishioners worship with and provide lunch to homeless people at Boston's outdoor *common cathedral* on October 25, after the 10am service • Family Promise Metrowest hosting week October 18-25 • Halloween costume drive for St. Stephen's • Coats for Kids winter campaign begins • Women of Means changes its name to Health Care Without Walls (HCWW) and expands its mission to include pre-natal care • Donations to Sox Box to support HCWW continue

*Fellowship/Membership* • Sarah Dent, fellowship, and Jane Andrews, membership, announce season of Coventry suppers with over 70 people signed up • Chat with the Rector, held for new members in the Harvey Room on October 4 following 10am service • Joint Women's Luncheon hosted by Wellesley Village Church on October 12, with guest speaker, Captain Mark Lenci, USN (Retired): A Day in the Life of a Nuclear Submarine • Parents' Circle hosted by Brown/MacKinnon family on October 17 • Over 90 parishioners attend the Fall Harvest Gathering held in parish hall on October 25 • Potluck dinner in parish hall following All Hallows' Eve liturgy on October 26

*College Ministry* • Facilitates an ecumenical, Christian worship, and community experience "Sophia's Table" for the Protestant community at Wellesley College on October 21

*Book Clubs* • Reading Mavens selection: *Stoner* by John Edward Williams; Men's book club selection: *Not Without Peril – 150 Years of Misadventure on the Presidential Range of New Hampshire* by Nicholas S. Howe

## November

*Worship* • Third communion station resumes November 1 • All Saints' Sunday service on November 1 • Holy Baptism 5pm service All Saints' Sunday (November 1) • Guest preacher, Rev. Tim Crellin, vicar of St. Stephen's Boston, preaches Pentecost XXIV (November 8) • Festival All-Parish Eucharist in celebration of Feast of St. Andrew on the last Sunday after Pentecost (November 22) • Informational meeting for intergenerational Christmas Eve choir held on November 22 • Thanksgiving Day Eucharist celebrated at 10am • Taizé-style service celebrated on Advent I (November 29) at 5:45pm

*Vestry* • Commitment Sunday celebrated on November 1 • Stewardship campaign includes testimonials by parishioners at 8am and 10am services, as well as written testimonials included in the leaflet and weekly stewardship e-mails • Delegates (Nancy Hancock, Donna Kell, and clergy) attend the 230th Convention of the Episcopal Diocese of Massachusetts • Sale of floral arrangements used for St. Andrew's Day by flower guild • Parish survey closes • Gabriel, the church cat, adopted by parishioner after neighborhood concerns • Parish photo release policy and tips for our website published in the leaflet

*Christian Learning* • Sunday Christian Learning Series: C. S. Lewis' *Mere Christianity* • Advent Christian Learning Series: A Vital Peace • Second meeting time for Bible Circle offered on Wednesday evening (November 4) in addition to Tuesday morning (November 10): Engaging Wisdom Literature: Psalms • Former congregant Ellen Mecray of NOAA leads adult forum discussion on climate change on November 15

*Youth* • Confirmation class lock-in held November 6 • Rite-13 pie-baking for Wellesley Food Pantry on November 15 • High school youth group pre-Thanksgiving feast held on November 22

*Outreach* • Brown Bag Sunday held in support of the Wellesley Food Pantry on November 1 • Outreach program brochure handed out on Pentecost XXIV • Holiday dinner collections for St. Stephen's parishioners held all month • Following 10am service on November 22,

thanksgiving meals bagged for families at St. Stephen's • Mitten tree donation of hats, gloves, and mittens requested

*Fellowship* • St. Andrew's Day coffee hour with shortbread • Gathering of the Greens on Saturday, November 28 at the home of Luisa Hunnewell, followed by Advent wreath-making on Advent I (November 29)

*College Ministry* • Hosted brunch at Wellesley College on November 8

*Membership* • Newcomers' brunch held November 2 in Room 2 following the 10am service

*Book Clubs* • Reading Mavens selections: *Please Stop Helping Us: How Liberals Make it Harder for Blacks to Succeed* by Jason Riley and *Between the World and Me* by Ta-Nehisi Coates; Men's book club selection: *The Wright Brothers* by David McCullough

## December

*Worship* • Taizé-style service celebrated on Advent II (December 6) at 5:45pm • Collection for Christmas memorial flowers • Advent Choral Service of Lessons and Carols with Thomas Handel as guest organist, followed by Candlelight Reception on Advent III (December 13) at 5pm • Blue Christmas held in children's chapel on December 16, a solemn service of scripture, prayer, and candle lighting • Christmas Pageant on Advent IV (December 20) • Christmas Eve services: 3pm without Eucharist for families, 5pm Holy Eucharist with intergenerational choir, and 10pm Holy Eucharist with adult choir • Altar guild

distributes poinsettia plants to parishioners • Christmas Day service at 9am • Christmas Lessons and Carols with Holy Baptism on Christmas I (December 27)

*Vestry* • Committees continue work on 2016 budget • Stewardship campaign reports 2016 campaign goals within reach by year end • Parish survey results shared with vestry • Initial planning for Legacy Society begins • Nominating committee announces 2016 slate to vestry

*Christian Learning* • Advent Christian Learning Series continues with the Rev. Dr. Jim Weiss, Associate Professor at Boston College: Finding Hope and Discovering Incarnation • Bible Circle discussion: Engaging Wisdom Literature: Song of Solomon

*Outreach* • Holiday Alternative Gift Fair on December 6 • 60 boxes of gifts/treats collected for senior citizens at St. Stephen's • Holiday greeting card sale to support Family Promise Metrowest

*Youth* • Family Cookies and Caroling on December 4 with the Little Angels' Gift Shop • Advent book drive for B-READY, St. Stephen's after-school program, surpasses goal of collecting 100 books and collects over 250 • Youth group alumni night held December 20

*Book Clubs* • Reading Mavens selection: *The Best American Short Stories 2015* edited by T. C. Boyle; Men's book club selection: *A Walk in the Woods* by Bill Bryson

—Lynda Sperry, Chronicler

## Wardens' Report



Lynda Sperry



Michael Vanin

JANUARY 31, 2016 IS ST. ANDREW'S 123rd annual meeting, with all of the promise of a bright future, while retaining that which is vital to our traditions. Early in 2015, the vestry defined and approved these important themes: what we do (our mission), where we are going (our vision), and what guides us (our values). With some editorial license for brevity, these important guideposts are:

**Our Mission** We are an Episcopal church that celebrates and shares the transforming love of Christ.

**Our Vision** To grow our parish in breadth and depth by strengthening our worship, community, and ministries; to deepen the faith of existing members; and to attract new people to our parish.

**Our Values** We are called to share our faith and the love of God with those outside our church community by:

- Being an inclusive and welcoming church
- Nurturing future generations in the faith
- Placing a high value on community life
- Offering a range of worship services
- Engaging in dialogue about our Christian faith
- Putting our faith into action through outreach

The theme that appears in almost every section (beyond our commitment to worship) is to grow our parish by being open and inclusive, by offering a range of services that attract and retain parishioners, and by nurturing future generations in the faith. So let's look back at 2015 to assess what we have done vs. our self-defined benchmarks.

Our search committee recruited, and the vestry called, two wonderfully gifted additions to the clergy: Margaret Schwarzer as Associate Rector for Adult Formation and Membership, and Catherine Healy as Assistant Rector for Youth and Family. Not only have these women augmented and enhanced the programs executed and envisioned by our current rector, Adrian Robbins-Cole, but they have brought vitality and creativity to an already robust litany of programs and ministries.

I think St. Andrew's is in the best position in recent memory if we use these five quantifiable and visible areas as a measuring stick:

#### 1. Attendance

- a. Regular Sunday attendance is consistent year after year
- b. Easter attendance is up about 15% over 2014
- c. Christmas attendance is showing a sharp increase (40% over 2014) in the 3pm children's service, while the 5pm and 10pm services remain healthy at around 750 year after year
- d. Alternate services:
  - i. Taizé-style (about 100 participants)
  - ii. Blue Christmas (20 participants)

2. **Membership** Under Jane Andrews' leadership, we have seen a marked increase in new and active "members" (78 new members since 2013).

3. **Stewardship** Chris Keyes has done a masterful job on our stewardship campaign.
- a. Pledges for 2016 are higher than 2015 contributions (\$862K vs. \$847K)
  - b. The average pledge is up by 15%
  - c. Work to provide online payments for stewardship (a suggestion that emerged from our parish-wide survey) has been initiated
  - d. We have begun the process to re-initiate the Legacy Society as a way for parishioners to remember St. Andrew's in their wills

4. **Church School** St. Andrew's educational programs for our younger parishioners remain very healthy.

- a. We have maintained an average population of 243 in the last 2 years
- b. The average breakout numbers for 2014-15 are: nursery (24), elementary (130), middle school (90)

5. **Youth** We see an increasing number of participants in youth programs.

- a. Youth group boasts 30 participants
- b. Confirmation prep has 11 students enrolled
- c. 45 Wellesley College students participate in a variety of ministries

#### 6. Adult Education

- a. Bible Circles
  - i. Morning Circle is up to 45 parishioners
  - ii. Evening Circle is a work in progress
- b. Christian Learning Series
  - i. "Regular" Sunday attendance averaged better than 20 for each class

Behind the scenes, much has been done to strengthen the day-to-day management of church finances and our extensive physical plant. Jane Givens (treasurer), David Hamlin (vestryperson for finance), Ruth Hubert (financial secretary), and Kent Bonniwell (finance committee member and back-office operational expert) committed countless hours to streamline the treasurer's job and standardize vestry reporting. Kevin McClintock worked with our fiduciary (Vanguard) and the trea-

sureur's office to manage, monitor, and manipulate our endowment funds to set proper cost basis and to consistently outperform their benchmarks while mitigating risk. The personnel committee continued to monitor and advise us on compensation and benefits expenses and helped us successfully hire our new clergy.

None of us will forget the challenges caused by the 100+ inches of snow that fell last winter. We are grateful to our sextons, Steve Killeen, Bill Clover, and Matt Killeen, who worked tirelessly to keep St. Andrew's doors open, the walkways clear, the heat on, and leaks plugged. Matt King (vestryperson for property) assessed the damage from winter's ravages and, working closely with church staff, coordinated insurance claims and arranged work crews to bring St. Andrew's back to the condition to which we are accustomed.

At our vestry retreat last February, a theme that emerged was that our ten ministries have very specific individual responsibilities, but we need to move away from the traditional "silo" structure to one that encourages more collaboration and interaction among our ministries. In an effort to move toward a more collaborative vestry, the missions below are a good place to start:

1. *Outreach* The focus of this ministry is to coordinate the mission work taking place outside the church, putting Christian faith into action. The focus for 2016 is to commit support with two additional directives: a. Committing substantial financial resources at the local, urban, and international levels; b. Supporting missions where parishioners can actively participate.
2. *Fellowship* This committee plans and implements activities within St. Andrew's that provide opportunities for community building. Events such as Bargain Haul, the parish picnic, and our fall fellowship night are multi-generational, open

to all members, and play an important role in strengthening the fabric of St. Andrew's.

3. *Worship* This committee serves in an advisory capacity to the clergy and incorporates the many ministries that allow us to offer our beautiful services: altar and flower guilds, lay Eucharistic ministers, ushers, acolytes, junior choir, and senior choir. A parish-wide survey cited our music program as one of the most cherished parts of the Sunday service, with some suggestions to continue to think creatively about the kind of music and how it is offered.
4. *Communications* In 2015, more electronic delivery of content, such as the e-Pistle, made significant improvements in efficiencies and timeliness of general church announcements and Sunday worship notices. Our website is a platform where parishioners can find past sermons, a parishioner directory, past issues of The Call, ways to give of time and talent, and much more.

St. Andrew's is an idea come to life, wrapped around our rector and the vestry's vision statement: *To grow our parish in breadth and depth by strengthening our worship, community, and ministries.* Much of what we learned from the parish-wide survey is a confirmation of these values. More on this is to be shared in the coming weeks.

So, as we close out 2015 and bring in the new year, we anticipate that 2016 will bring a greater sense of community at St. Andrew's as we put our faith into action, guided by our values. We are grateful for the enormous number of dedicated, talented people who make the commitment to achieve our vision.

— *Lynda Sperry and Michael Vanin, wardens*

## Montessori School Report

THE WELLESLEY MONTESSORI SCHOOL is delighted to have been in association with St. Andrew's for the last 41 years and looks forward to many more. Our long-standing relationship continues based on our commitment to offer a high-quality, community-based program for children aged 2.9 through 6 years old. We would like St. Andrew's parishioners to know that a scholarship fund is

available to members of the church. The entire Wellesley Montessori School staff would like to give a special thanks to the clergy, vestry, Katharine Clark, Susan Jackson, Wardie Mannix, Ruth Hubert, Steve Killeen, Bill Clover, and Matthew Killeen for all their continued support and kindnesses.

—Vanessa Larkin, M.Ed.

## Parish Register

*Baptisms* Christopher Josef Jiri Carda, Jacob Jiri Krystof Carda, Sophia Diamantis Fink, Phoebe Marian Genco, Leighton Giangrasso, Charles Richard Habermann, Clayton Drew Harris, Imogen Monaghan Heuer, Halsey Frances Indelicato, Lucy Anne Kern, Tuckerman Gordon Kivett, Henry William Morris, James Stephen Penesis, and MacKenzie Leigh Tetreault.

*Burials/Interment* Robert L. Ball, Raymond Newman Bligh, Richard A. Bradley, William Cruickshank, Jr., Olga Wells Dalton, John Connor Darcey, Leslie Dickinson, Norman Dorian, Charles Fager, Juliette K. Fager, Margaret B. Fager, Paul W. Fager, Graham Griffith, Marianne Hopewell, Jeanne E. Nilson, Margaret L. Palmer, William H. Ramsay, Arthur Totten Thompson, Frank Sturtevant Waterman, III, Charlotte Louise Weatherbee Romsey White, and Thomas Whiteside, Jr.

*Confirmations* Laurel Alpaugh, Nicole Romaine Beckett, Colin Finn Braun, Amelie Copeland, Karina Ling Cowperthwaite, Margaret McLaren Donahue, John Anderson Frates, Abigail Grace Greely, Charles Robert Griffin, William Garrison Griffin, Emma Rhae Hastings, Lindsay Renee Hendrix, Caroline (Carly) Elizabeth Jones, Olivia Brigh Kearney, Mason Carl King, Mason Page Klinck, Lauren Elizabeth Lazaro, May Elizabeth Leonard, Edward Daniel Madden, Andrew Michael Mahlenkamp, Juliana Bell Nadeau, Lucy Claire Raeke, Katherine Jackson Roer, Caroline Walker Rogers, Scott Davidson Sawyer, Wesley John Stanton, Clementine Frances Starck, and Ayla Nicole Stasiukevicius.

*Marriages* Frederick Carpenter Lane to Lisabeth Anne Dow, Clayton Drew Harris to Amanda Burden Powers, and Michael A. Parrott to Julie A. Lloyd.

## Nominating Committee Report

WE ARE PLEASED TO REPORT that the nominating committee has recruited a full slate of candidates for a vote of the congregation at the 123rd annual meeting on Sunday, January 31, 2016. These candidates have confirmed their willingness to contribute their time and talents to St. Andrew's Episcopal Church, and we are grateful for their commitment and leadership. Following is their biographical information, which demonstrates the depth of knowledge and experience that each of these excep-

tional candidates brings to the church community. The parish and the nominating committee thank each of them for their thoughtful consideration and their willingness to serve as leaders at St. Andrew's Episcopal Church.

The nominating committee of St. Andrew's consists of five parish members, who are supported by a warden. The term of each committee member is two years. Eliot Heher and Elizabeth Clarke have completed their two-year terms as of January 31,

2016, and we are grateful for their time, thoughtfulness, and vision. Ansley Martin, Anne Prensner, and Ruth Keyes will continue to serve until the 2017 annual meeting and will be joined by incoming members Jane Givens and Tim Raeke. Thank you to Jane and Tim for your willingness to serve,

and thank you to Lynda Sperry for her advice and leadership with the committee throughout the year.

—*Ansley Martin, Chair*

Nominating Committee; Lynda Sperry, Warden; Elizabeth Clarke; Eliot Heher; Ruth Keyes; and Anne Prensner.

## 2016 St. Andrew's Slate of Nominees

### Lynda Sperry, Warden (2-year term)

LYNDA AND HER FAMILY have been members of St. Andrew's since moving to Wellesley in 2004. She



Lynda Sperry

and her husband, Bill Wiberg, have two daughters in college, Holly and Wendy, who were active in the church during their years at home. Lynda is currently completing her first term as warden. She has also served as vestryperson for communications (2013),

for membership (2007-2009) and as the chair of the nominating committee (2011). She has chaired our fall fundraising events, served on the outreach committee, and taught church school. Her prior work experience was with AT&T in international business development. She currently serves as an advisor to the Wellesley Scholarship Foundation.

### Arnout Eikeboom, Treasurer (2-year term)

ARNOUT AND BETTINA WERE MARRIED IN 2002 and became members of St. Andrew's in 2003.



Arnout Eikeboom

They have three children, who have all been baptized at St. Andrew's, and who make frequent appearances at the church: Christiaan as a member of Rite-13, Clara as a member of the Junior Choir and as a 5th-grader in church school, and Johannes as a 1st-grader

in church school. Arnout and Bettina have participated in Coventry suppers for many years. Arnout was born in the Netherlands and came to the U.S. as a graduate student. After earning his Ph.D. in

finance at the MIT Sloan School of Management, he worked at Goldman Sachs in New York for six years. He then returned to the Boston area in 2000, when he joined a start-up investment management company, AlphaSimplex Group, LLC, which was founded by his former thesis advisor, Andrew Lo. He is now the company's Chief Compliance Officer and Chief Risk Officer. Arnout has supported Bettina as she has engaged in many church activities over the years (including search committees for Brian and Adrian, church school committee for 10 years, church school teacher, and coordinator of monthly Salvation Army dinners). He is eager to serve St. Andrew's in a more official capacity.

### Becky Hamlin, Vestryperson for Membership (3-year term)

SINCE 1998, BECKY AND HER HUSBAND DAVID have been members of St. Andrew's. They have two grown children, Margie (23) and Tucker (21).



Becky Hamlin

Becky is very involved at St. Andrew's by serving on the altar guild, singing with the Senior Choir, being a lay reader, and participating in Bargain Haul as a past chairperson and department chair of B'Dots Cafe. Becky has previously served as vestryperson for fellowship (2010-2013) and led many past fellowship auctions and events. When Becky is not busy with her church activities, you can find her running her garden club, singing with her cappella group, doing needlepoint, or traveling with her husband and children.



**Alan Joachim, Vestryperson for Finance  
(3-year term)**

ALAN HAS BEEN A MEMBER SINCE 2009, when he and Joanna Horobin married at St. Andrew's. They



*Alan Joachim*

have four children between them, including Hannah (21), whom many in the congregation know from her church activities. He has worked for 35 years in the banking and investment research fields. Alan is active in several outreach activities, including Salvation

Army Miracle Kitchen, Bargain Haul, and Coats for Kids, as well as being an usher and regular participant in social events.

**Nancy Hancock, Vestryperson for Communications and Diocesan Convention Delegate (3- and 1-year terms, respectively)**

NANCY IS A "CRADLE EPISCOPALIAN," who has been a member of St. Andrew's since moving to



*Nancy Hancock*

Wellesley from Fort Worth, Texas in 1998, with her three daughters, Britain, Sibley, and Eliza Lovett. She has been active in our parish in a number of capacities: a church school teacher at several levels, a member of the nominating and stewardship committees,

a reader and chalice bearer, a greeter, a coffee hour host, and co-chair of St. Andrew's most recent rector search committee. Nancy is a new addition to the membership committee and was a delegate to the 2015 Diocesan Convention. In the family's prior parishes, Nancy sang in the choir, served on multiple stewardship committees, taught Sunday and vacation Bible school, ushered, and designed and sewed nativity pageant costumes. Professionally, Nancy works in marketing communications for Putnam Investments in Boston.

**Jennifer Sawyer, Vestryperson for Fellowship  
(3-year term)**

JENNY AND HER FAMILY have been members of St. Andrew's since moving to Wellesley in 2000.



*Jennifer Sawyer*

Jenny and her husband have two children, Jessie and Scott, who both participate in youth group. Since joining St. Andrew's, Jenny has been vestryperson for Christian learning (2011-2013), a member of the church school and fellowship committees,

a church school teacher, and a Bargain Haul department chair for a number of years. Jenny is also a regular office volunteer at St. Andrew's and has been a very active volunteer at her children's schools.

**Sarah Harris, Clerk (2-year term)**

SARAH LIVES IN WELLESLEY with her husband,



*Sarah Harris*

Greg, and their two children, Will (11) and Hadley (8), who was baptized at St. Andrew's as an infant. She has taught third grade for the Brookline Public Schools since 2002.

For the past five years, she has enjoyed being a church school teacher. Since joining St. Andrew's, the Harris family has come to appreciate the welcoming community, and Sarah looks forward to serving as clerk.

**Herb Manning, Diocesan Convention Delegate  
(1-year term)**

HERB MANNING AND HIS WIFE PAIGE have been members of St. Andrew's since moving to Wellesley



*Herb Manning*

in 1995. Herb has been an usher for many years and has served on the stewardship committee for over ten years (including a term as vestryperson for stewardship). He has taught church school, was an adult chaperone on the 2012

youth mission trip to Navajoland, and was also on the 2011 assistant rector search committee. Herb has worked for a number of years as a consultant to energy firms for financial analysis. He and Paige have two children, Margot and Drew.

### **Donna Kell, Deanery Delegate (1-year term)**

DONNA AND HER HUSBAND TOBY, a retired neuroradiologist, have been members of St. Andrew's for 34 years. They have one adult daughter, Rachel.



Donna Kell

Donna formerly worked in clinical research and taught. Over the years, she has been active in all phases of parish life. She has taught church school, served on the Charles River Deanery, served as a reader and chalice bearer, cooked and served for Rosie's

Place and the Salvation Army, and has long participated in the B-SAFE program, as well as served as a tutor in the St. Stephen's after-school program. Donna sat on the diocesan committee for Hurricane Katrina relief in addition to making seven trips to our sister parish, Christ Church, in Bay St. Louis, MS. Currently, she is the liaison to Health Care Without Walls for St. Andrew's, serves on the altar guild, and is the convener of the St. Andrew's Knitters, which oversees the shawl ministry and provides warm knit goods to homeless women.

### **Steve Taylor, Deanery Delegate (1-year term)**

STEVE AND HIS FAMILY HAVE BEEN MEMBERS at St. Andrew's for over 25 years. His children, Josh



Steve Taylor

(with grandson Max) and Andy, live in the greater Boston area. His wife, Becky, is the Director of Children's, Youth and Family ministries at All Saints' Parish in Brookline. Steve serves on the outreach committee. He has also served on the Board of Directors for

El Hogar Ministries, the orphanage and schools in Honduras that St. Andrew's has sponsored for many years. Steve and Becky have participated in

Coventry supper groups. Steve works for BBN, a high-tech research and consulting firm in Cambridge, and specializes in leading-edge data communications work for government and commercial customers. Steve has represented St. Andrew's at many of the recent Diocesan Conventions and is pleased to continue.

### **Jane Givens, Nominating Committee (2-year term)**

JANE GIVENS HAS BEEN A MEMBER of St. Andrew's



Jane Givens

since 1984 (not the George Orwell 1984!). She will be completing her second term as treasurer at the end of January. In addition, she serves St. Andrew's as an usher, counter, and knitter, and has been an office volunteer and regular Coventry supper

participant. She retired from a career in banking systems and technology. In addition to her work with St. Andrew's, she was a longtime volunteer with Learning Ally (formerly Recording for the Blind and Dyslexic), serves as a docent for WGBH, and is Program Chairperson for the Social Science Club of Newton. She previously served as treasurer for the African Food and Peace Foundation, a U.S. organization supporting an educational and developmental program in Uganda. She's the fond adoptive mother of two cats.

### **Tim Raeke, Nominating Committee (2-year term)**

TIM AND HIS WIFE KERRIE first came to



Tim Raeke

St. Andrew's in 2007. They have two children: Lucy (15) loves summer camp and socializing, and George (7) loves learning about the American Revolution. Tim has taught in the church school for seven years and is currently a 2nd-grade teacher. He works in

investment management as a high-yield analyst for Alcentra Investment Management.

# Vestry Committee Reports

## Report of the Vestryperson for Christian Learning

2015 WAS A GROUNDBREAKING YEAR of new beginnings, leadership, and energy for the inaugural Christian learning committee. First, a heartfelt thank you to Jen Bonniwell, Charlie Curtis, Ruth Keyes, Margarethe Kulke, Ansley Martin, Bob Prensner, Jenny Sawyer, Paul Shellito, and Laura Stettner for their service this year. 2015 also saw the addition of two talented clergy members who gave an incredible boost to our mission: Margaret and Cat. It is astonishing for me to consider that these two clergypersons have been with us for only the latter part of 2015, as their positive impact on St. Andrew's has been felt immediately. We are blessed, and I am so grateful to each member of our Christian learning team.

Driven by the interests and input of the parish, our Christian learning committee is looking to expand and enhance adult Christian learning opportunities, including new worship programs, retreats, pilgrimages, and study and discussion groups, in addition to our existing theology and Bible study. We are also taking inventory of all the adult Christian learning opportunities that already exist at St. Andrew's and determining where the energy lies for new programs.

With advice and guidance from our committee, Margaret launched new worship opportunities this Advent season, two Taizé-style services and the deeply moving Blue Christmas service. We have also recently added a Wednesday night Bible Study, and invigorated the Sunday morning Christian learning series.

Margaret and Cat have separate reports that recap all the wonderful Christian learning programs that thrive here at St. Andrew's, including church school, Rite-13, confirmation, and high school youth group. I also want to express my appreciation to the leadership and participants in the adult ministries, including our Bible studies, the Lenten series, and the Christian learning series. All these programs demonstrate that God's love and Jesus' ministry extend far beyond Sunday morning services, and I urge every parishioner to seek out and join any one of these amazing programs.

Finally, I want to especially thank Adrian, Margaret, Lynda Sperry, and Michael Vanin for all the support and insight they have offered me. Our committee is very much looking forward to continuing to bring to St. Andrew's the most meaningful programs we can in the upcoming year.

—Will Nystrom

## Report of the Vestryperson for Communication

IN 2015 THE COMMUNICATIONS COMMITTEE, along with clergy, vestry, and parish staff, addressed a number of ongoing issues concerning the St. Andrew's website and electronic communications and accomplished several important new initiatives.

### St. Andrew's logo

- The redesigned St. Andrew's logo has been incorporated into all parish letterhead, envelopes, and cards.

### Parish Communication

- We remain grateful for ongoing proofreading and editing of the Sunday leaflets and other publications by parishioners Caren Parker and Sandra Rigney.
- A set of "St. Andrew's Style Guidelines" was drafted and distributed to vestry to pass on to anyone submitting announcements or creating parish- or community-wide publicity. These guidelines are also posted on the St. Andrew's website.

- THE CALL continues to be published on a quarterly basis.

### Website and Social Media

- A group of parish volunteers, staff, and clergy meets once a month to identify ongoing web management and social media needs. A “master calendar” has been created to help guide web updates.

### Publicity

- We continue to update signage, including sandwich boards for the Christmas Eve services, with the new logo.
- We created multi-language flyers, posted multiple online “classified ads,” and wrote *Wellesley Townsman* article to promote Bargain Haul 2015.

- We posted publicity—online and in print—for Advent Lessons and Carols and various other St. Andrew’s events.

Goals for 2016 include: a review of parish publications/communications (including THE CALL) to best optimize clergy and staff resources; development of an emergency/crisis communications plan; and ongoing oversight of web, social media, and all electronic messaging. We will also be working with our web developer/designer to transition the *standrewswellesley.org* website to a new platform (WordPress) that will provide greater flexibility and access for managing web updates.

Gratitude to the dedication and work of the communications ministry: Rob Brandt, Kate Clark (Parish Administrator), Dan Dent, Catherine Healy, Caren Parker, Sandra Rigney, Adrian Robbins-Cole, Jenny Sawyer, Margaret Schwarzer and Lynda Sperry.

—*Jessica Del Prete*

## Report of the Vestryperson for Fellowship

I would like to begin by acknowledging the dedicated volunteers, including fellowship committee members and valued non-committee members, who managed, organized, and graciously hosted a wide array of events for all ages. I thank each and every one of these volunteers for their support and expertise:

*Funeral Receptions* Dot Reed / Margaret Zusky

*Coffee Hour Coordinator* Hillary Madge

*Coventry Suppers* In coordination with Jane Andrews

*Fall Fellowship Gathering* Sarah and Dan Dent and Lynda Sperry

*Gathering of the Greens and Advent Wreath*

*Making* Linda Lull and Cam McCormick

*Family Cookies and Carols* Amanda Hammond, Toni Jolley, Wardie Mannix, and Karen McAdams

*Advent Lessons and Carols* Wendy Haering-Engels and Margaret Zusky

*Epiphany Fireside Dinner* Jen Olivetti and Jenny Sawyer

*Pancake Supper* Linda Lull and Debbie Osborn

*Lenten Series Potluck Suppers* Rev. Brian Rebholtz

*Evensong* Wendy Haering-Engels and Margaret Zusky

*Family Seder and Potluck* Church School Committee  
*Bargain Haul* Grace Hoffmann, Ginny Snow, and Kirsten Stevenson

*Bargain Haul Parish Night* Molly Aitken and Pamela Beckett

*Parent Circles* Laura Brown MacKinnon

### Pertinent Notes

- Margaret Zusky has graciously volunteered to relieve Dot Reed of funeral reception duties. Dot steered this ministry with loving care for many years and is happy to leave it in Margaret’s capable hands.
- Our Fall Fellowship Gathering, in conjunction with the St. Andrew’s Day of Service, took place on October 24 in the parish hall with hors d’oeuvres, games, and a bar supplied with BYOB contributions from attendees. The Scottish Hosedown is planned for fall 2016.
- The Village Church St. Andrew’s Luncheon was hosted by Village Church this year and featured a presentation by Captain Mark Lenci, USN

(Retired). St. Andrew's will host the luncheon in October 2016.

- The Spring Tea, held on April 16, replete with finger sandwiches, silver tea service, and entertainment provided by a cappella group Second Wind, featuring our very own Becky Hamlin, was a huge success. The tea is planned again for spring 2016.

### Looking Ahead

Plans continue for another full year of events to support church year feast days and other celebrations. I urge anyone who is interested to contact me

with questions, suggestions, or interest in joining our committee.

As I conclude my term as fellowship chair, I extend my deepest gratitude to not only those who have volunteered to chair fellowship events these past three years, but to the entire congregation for helping to make each event warm, welcoming, and joyful.

—Sarah K. Dent

Fellowship Committee: Christine Beach, Sarah Dent, Hillary Madge, Jennifer Olivetti, Debbie Osborn, Terri Rawson, Jenny Sawyer, Lynda Sperry, and Kris Vanin.

## Financial Report and Budget (see insert)

### Report of the Vestryperson for Membership

2015 WAS ANOTHER GOOD YEAR for welcoming and hospitality at St Andrew's. As a parish community, we have much energy for welcoming and including new members. The committee was delighted to welcome the Rev. Margaret Schwarzer as our new clergy representative beginning in August.

The membership committee has continued its central activities of finding welcome greeters for each Sunday and also serving as "exit greeters" to welcome and talk with new people in the narthex after the 10am service. The committee organized newcomer brunches in the spring and in the fall

to help welcome newcomers and to provide the chance to converse with clergy, vestry members, and our committee. For 2016, we will continue to look for new ways to welcome people and help them integrate into the life of the parish.

A big thanks to the membership committee for their steadfast work and enthusiasm: Connie Barnes, Nancy Braun, Amanda Curtis, Nancy Hancock, Francie Hawkey, Grace Hoffmann, Suzanne Nystrom, Anne Prensner, Ginny Snow, and Anne Tong. Lynda Sperry was our warden representative.

—Jane Andrews

### Lay Pastoral Care Committee Report

THE LAY PASTORAL CARE TEAM MEMBERS continue to visit parishioners in their homes, in the hospital, in assisted living facilities, nursing homes, and other residential communities. Visits are an important way to bring the prayers and spiritual support of our St. Andrew's community to those who are unable to attend church. Pastoral visitors continue to offer individual, unique gifts to this specialized ministry through their caring, compassionate presence. Monthly meetings provide an opportunity for education and fellowship among the pastoral

care visitors. An ongoing commitment of the lay pastoral care team is to learn about the community services available to our St. Andrew's parishioners. In 2015, we continued our visits, card writing, and knitting of prayer shawls. We also said goodbye to Brian Rebholtz. We welcomed our new clergy Margaret Schwarzer and Catherine Healy, to our meetings. Thank you to the committee members whose faithful ministry has made such a difference in the lives of so many at St. Andrew's.

—Clarise Pikulik

## Report of the Vestryperson for Outreach

IN 2015, AN OVERALL SPIRIT of what outreach means to our parish emerged: “boots on the ground.” Members of St. Andrew’s clearly reflect their commitment to outreach through generous financial contributions throughout the year. “Boots on the ground” includes monetary support, but equally focuses on the spiritual and physical connections that our many volunteers have created and nurtured. St. Andrew’s touches metrowest, local, urban, and international communities through long-standing, caring relationships. Here are some examples of what “boots on the ground” meant to our church in 2015.

In May, for the first time in several years, an adult mission team traveled to El Hogar in Honduras. Steve Taylor led an energetic, creative group of parishioners: Jack and Jill Whiting, Mary Scanlon and her husband Victor Calcaterra, and Debbie Osborn. They stayed at the El Hogar campus in Tegucigalpa, which is school and home to 104 boys and girls in grades 1–6. The team led a two-day workshop for students and staff on anger management, using puppets that had been donated by members of our church. The director, Claudia Castro, was delighted with our presentation, and staff members were very supportive with the translation of our work. The team also visited with staff and students at the three other project locations: the Technical Institute, home to 66 boys in grades 7–9; the 240-acre Agricultural School, “The Farm,” home to 60 boys grades in 7–9; and finally El Hogar for high school girls, the newest campus, for girls in grades 7–11. The trip was very successful. It reconnected our parish through new relationships and the sharing of diverse personal, educational, and spiritual backgrounds. The St. Andrew’s Lenten Project in 2016 will be the “Adopt a Child” program for El Hogar. This outreach opportunity will invite multigenerational participation amongst our parishioners. The outreach committee looks forward to its launch in March.

St. Stephen’s Church in Boston has been our urban partner for over 14 years. Parishioners generously provide time and financial support to our

Boston neighbor. Our volunteers shop, transport holiday meals to families, knit items for warmth in the winter, tutor and provide college and postgraduate counseling, and for one week in July, support the B-SAFE summer program. The B-SAFE summer enrichment program at St. Stephen’s has over 120 elementary and middle school students, as well as teen counselors and staff. St. Andrew’s outreach committee appreciates the time families have taken, summer after busy summer, to support B-SAFE, providing lunches and a fun-filled field trip. In October, Tim Crellin, the vicar of St. Stephen’s, was invited to St. Andrew’s as a guest preacher. He spoke with parishioners afterwards, presenting information on St. Stephen’s growth and development over the past couple of years. Jeremy Kazanjian-Amory, career and program coordinator for St. Stephen’s youth programs, accompanied him. At St. Stephen’s, there are many outreach opportunities for “boots on the ground” throughout the year to support our partner church and its families.

In October, Warden Lynda Sperry and the outreach committee organized St. Andrew’s second annual weekend of service. Over 50 volunteers participated in both inreach and outreach activities. There was a wonderful sense of community, energy, and commitment, which motivated our spirits through the many tasks of the weekend. Saturday’s hard work culminated in a well-attended “Night of Fun” provided by the fellowship committee and volunteers. The weekend of service has become a successful annual event!

Outreach committee members Caren Parker and Heidi Harper lead our volunteer participation and support of Family Promise Metrowest, a local outreach ministry. This is a partnership of more than three dozen congregations from Wellesley and other nearby towns that combine their time and resources to provide housing for homeless families, week by week. St. Andrew’s partners with Village Church when they host the families at their congregation for three to four weeks each year.

These are only a few highlights of the St. Andrew’s outreach ministries of 2015. The spirit

of “boots on the ground,” teamed with the outreach committee’s seasoned leadership, many volunteers, and generous parish financial support, has provided the opportunity for our members to touch many people’s lives. In 2015, our parish contributed \$31,000 to the above-named ministries and others listed on our St. Andrew’s website, as well as \$30,000 to the Bishop’s Capital Campaign, much of which is focused on outreach. In addition, parishioners raised more than \$7,000 at the Alternative Gift Fair in December, and approximately \$4,900 was collected in the pews between November and December to provide holiday dinners for our partner church, St. Stephen’s.

The outreach committee meets approximately eight times a year. We have long-standing lead-

ership and support. However, prospective new members are invited to join, and parish visitors are always welcome. We appreciate parish feedback. The outreach committee members are Bettina Eikeboom, Heidi Harper, Joanna Horobin, Carol Jankowski, Ann Johnson, Donna Kell, Margarethe Kulke, Peter Lull, Anne Manners, Debbie Osborn, Caren Parker, Mary Scanlon, Steve Taylor, Jack Whiting, Jill Whiting, and Margaret Zusky.

We encourage new volunteers to join us in our outreach ministries. You can find out more by viewing the outreach bulletin board in the office hallway, visiting the SERVE link on the St. Andrew’s website, or contacting me.

—Debbie Osborn

## Report of the Vestryperson for Personnel

THE JOB OF THE PERSONNEL COMMITTEE is to support the rector and wardens with relation to everything to do with the parish workforce, ranging from musicians to sextons to administrative staff. The committee was quite occupied over much of 2015 with arrangements for our two new clergy members, the Rev. Margaret Schwarzer and the Rev. Catherine Healy. Planning for their arrival entailed a review of parish benefits policies, as well as addressing a number of compensation issues, some of which wound up reaching beyond simply the new clergy. The fruits of these efforts will appear in the new 2016 parish budget.

As with many organizations, St. Andrew’s faces serious cost increase issues around the health insurance benefits we provide to our staff. Accordingly, the committee also devoted significant time to scrutinizing policy in this area, again relating not just to our new clergy but to other staff members also. While health insurance costs did not increase to the extreme degree that we had feared, this expense represents a significant cost over which we have little control, and which will continue to pose challenges for the parish into the future. If costs continue to rise, some policy adjustments with respect to these benefits may be unavoidable.

The committee also worked on the issue of staff performance evaluations, in support of our rector. Formalized employee job performance assessments are increasingly a feature of work in twenty-first-century America. Not only is at least a minimal documentation of performance important to effective management of our staff, but also, staff themselves often expect regular feedback on their performance to aid in setting performance improvement goals. The committee anticipates continuing to offer support in this area, as requested by the rector.

As they do in many organizations, personnel-related costs represent the largest portion of our parish budget. As the time drew near for development of the 2016 annual budget plan, the committee reviewed and scrutinized the budget draft, in support of the wardens and the finance committee. The question of staff compensation increases is always challenging, given our commitment both to fairness in wages for staff, and to maintaining the strongest program possible given our financial constraints. The parish has been enjoying a particularly strong music side of our worship life, and the committee devoted time also to the financial aspects of this much-praised part of our program.

Towards the end of the year, the committee turned to consideration of job descriptions for vestry members, in hopes that updating, and in some cases clarifying, these statements of vestry “portfolios” may facilitate the annual turnover on the vestry. We are hopeful that these job descriptions will mean that new vestry members will be able to settle more easily into their new roles.

The committee is also engaged in an on-going review of the parish employee handbook to ensure that it satisfies the highest standards and is consistent with policy as determined by the vestry,

and, to the extent necessary, that it also meets the requirements of the law. State law, in particular, has expanded mandatory benefits for employees in recent years, and while as a religious organization St. Andrew’s may not be legally obligated to provide all these benefits, we also don’t wish to have our staff disadvantaged compared to other workers.

—Paul Merry

Personnel Committee: Margaret Harris, Pam Henrikson, Pat MacKinnon, Michael Mahlenkamp, Paige Manning, Lynda Sperry and Michael Vanin, wardens; and Adrian Robbins-Cole, rector.

## Report of the Vestryperson for Property

WE ARE PLEASED TO REPORT that we enjoyed a very productive year in our facility maintenance efforts. The following is a summary of this year’s property activities, excluding ordinary maintenance.

### Church

- In 2014, a conditions assessment was performed on the various roof structures to evaluate current and future needs. Utilizing this report, we continue to make prudent repairs to extend the life of the existing roofing systems. (e.g., replacing the roof hatch, replacing the gutters)
- Extensive interior areas (e.g., transept chapel, library, basement halls, upstairs classrooms) as well as exterior areas (e.g., doors and trim, Denton Road wall) received new finishes.
- New lighting was installed in sanctuary.
- Edging was installed in the memorial garden
- Pavers were repaired on Denton Road entrance.
- Drawers for altar hangings were installed in the sacristy.
- Wellesley Montessori School: The second-floor classroom received a new tile floor.

### Rectory 24 Princeton Road

We removed a large tree, as well as planning additional landscaping improvements. We also made repairs to interior finishes that were damaged during the 2015 winter storms.

### 7 Denton Road

As a result of winter storm damage, we replaced some of the interior finishes in the first-floor apartment area. The front porch and steps received a new finish, as well.

### Future Planning

In the coming year, we will continue with our efforts to refresh finishes in and around the church. Some specific items will be:

- Plan strategic placement of heating cables to minimize impact of future winter storm events (currently underway).
- Review conditions of pavers and exterior main entrance to the church.
- Sealcoat and re-stripe the parking area.
- Review conditions of pavers at Denton Road entrance.

We will continue to engage in long-range planning to ensure appropriate asset care and maintenance in a fiscally prudent manner.

As always, my sincere thanks go to Steve Killeen and his team, who have proven invaluable in ensuring the successful care and maintenance of our assets.

—Matt King



## Report of the Vestryperson for Stewardship

WE KICKED OFF OUR ANNUAL STEWARDSHIP campaign for 2016 in the fall with the theme of Moving Forward Together. The goal was to maintain the momentum of last year's Great Expectations campaign, which saw a 16% increase in pledge revenue from the previous year.

That jump in pledge revenue allowed us to restore our full clergy staff, and thus we were blessed to welcome Margaret and Cat this year. Their addition has created a tremendous amount of energy and hope for the future here at St. Andrew's. However, we need to continue to support their great vision—not only through our encouragement, but also through our continued financial support.

This year, our hope was to surpass our pledge numbers from last year as a sign of support for the future of our parish. Our goal was to prove that last year was not a capital campaign, but rather the start of a trend in giving at St. Andrew's. We focused on three key messages:

1. Please pledge.
2. Please pledge more.
3. Please pledge on time.

### The St. Andrew's Legacy Society

THE St. Andrew's LEGACY SOCIETY was established in 2002 as a way to recognize and thank those who have made specific arrangements, through a will or a trust agreement, for the benefit of St. Andrew's. Planned gifts are an important component of stewardship, and many parishioners have made arrangements to help ensure the future well-being of St. Andrew's beyond their lifetime. Those who have chosen to plan ahead for themselves and for St. Andrew's in this way are listed below.

*Kevin and Jane Barry*

*Wade and Sally Blackman*

*Elizabeth Sullivan Bond*

*Virginia L. Brooks*

*Alice and Kent Campbell*

*Stephen and Elizabeth Clarke*

As we wind down our campaign, I am pleased to report that we have already surpassed our total pledge dollars from last year. As of January, we have received \$862,000 in pledges from 289 households. We are still short of last year's total pledge units, so there is an expectation of even higher total pledge revenue as we enter into 2016.

I want to thank every member of the St. Andrew's community who contributes time, talents, and resources each year to make this institution what it is today. I would also like to thank the other members of the stewardship committee, who played such an important role in making our campaign so successful: Connie Barnes, Giles Bolland, Dan Dent, Ann Johnson, Jeff McAdams, Anne Prensner, and our wardens, Lynda Sperry and Michael Vanin. I would also like to extend a special thanks to the Rev. Adrian Robbins-Cole and to Ruth Hubert and Jane Givens of the treasurer's office for their collective efforts, counsel, and leadership.

—Chris Keyes

*Barbara Compton*

*Joan Cook*

*James and Elsie Deane*

*Daniel and Sarah Dent*

*Gregory and Edith Dolnikowski*

*Norman Dorian*

*Ruth Kenworthy Ecker*

*Janet S. Ellis*

*James and Flora Ferrara*

*Linda R. Gallo*

*David L. and Janet Z. Giele*

*James R. Gill*

*Jane Givens*

*Addison and Jody Hall*

*Clinton and Margaret Harris*

*Mark S. Housel*

Jeanne A. Johnsen  
Ann G. Johnson  
G. Lane Johnson  
Peter and Kate Kastner  
Toby and Donna Kell  
Michael A. and Dona M. Kemp  
Ralph Kimball  
Clarence H. King III  
Pat and Dick MacKinnon  
Virginia L. Murray  
Lisa and Rick Patten  
Elizabeth L. Powell  
Linda Reineman  
Paul W. Shackford

Laura Stiglin  
Joyce Strzetelski  
Lynne Tirrell and Timothy Sperry  
Charles Topham and Mary Mullany  
Ruth B. Wilson  
Dolores "Dede" Woods  
Margaret and Paul Zusky  
Anonymous (11)

If you have made such arrangements and wish to be included in the Legacy Society roster in the future, please contact the treasurer's office.

## Report of the Vestryperson for Worship

THE St. Andrew's WORSHIP COMMITTEE works with clergy and parishioners to address issues related to worship. Leaders of the altar and flower guilds, music, lay eucharist ministers, acolytes, and ushers meet together with the clergy at least four times a year to plan and coordinate services at St. Andrew's. Our committee also devotes time to discussing feedback after the Easter and Christmas seasons. For example, the very successful intergenerational choir at this year's 5pm Christmas Eve service resulted from worship committee review.

This fall, we worked to educate our two new clergy, Cat Healy and Margaret Schwarzer, about the worship style and customs at St. Andrew's. With their help, we were able to bring back the third communion station at the transept altar. We supported Margaret's efforts to introduce the Taizé-style and Blue Christmas services. These quieter services were well received by our community, and we are grateful to Margaret for recognizing the need.

In 2015, a total of 354 services were held at St. Andrew's, including 196 celebrations of Holy Eucharist, 130 prayer services, 3 marriages, 14 baptisms, and 18 burials. Some special occasions included Evensong on March 1, a visit from Bishop Gayle Harris on March 8, confirmation led by Bishop Bud Cederholm on May 9, Blessing of the

Animals on October 4, and Advent Lessons and Carols on December 13. Attendance reached 1,258 people during Holy Week and Easter, and 1,059 for Christmas Eve and Day.

The nearly 200 parishioners who serve in the worship ministries, together with the clergy, are largely responsible for the smooth running of weekly and special services. As I get to know the leaders, I am impressed by their organizational skills, their expertise in their areas, and especially their commitment to St. Andrew's. They are always receptive to input and would appreciate new helpers.

- Clergy: *Adrian Robbins-Cole, Margaret Schwarzer, Catherine Healy, Karen Vickers Budney, Brian Rebholtz*
- Wardens: *Lynda Sperry, Michael Vanin, Randy Parker*
- Acolytes: *Jen Olivetti, Winnie Faust*
- Altar Guild: *Debbie Lorenz, Cynthia Scott*
- Flower Guild: *Cynthia Ballantyne, Katie Barrack*
- Lay Eucharistic Ministers: *Al Bornemann*
- Music: *Helen Ward Mannix, Amanda Kern*
- Ushers: *David Boghosian*

(Leaders as of December 2015 are in italics.)

—Winnie Faust

## Altar Guild

THE LITURGY BEGINS AND ENDS with the work of the altar guild, as members maintain and care for the sacred vessels, altar linens, altar hangings, and vestments. In unity with the clergy, the altar guild prepares for the Eucharist services held weekly as well as for weddings, burials and memorial services, baptisms, Christmas, and Holy Week Services. In 2015, the altar guild supported all weekly and holiday services, as well as 3 weddings, 14 baptisms, 18 burials/memorial services and 2 confirmation services.

The altar guild met six times in 2015, including a luncheon in May. Our morning and evening meetings provided members with a way to develop camaraderie, to review business matters, and to sign up for duties during the busy liturgical seasons of Christmas and Easter. Brass and silver polishing in preparation for our major feasts brought members together two additional times this year.

This year, St. Andrew's hosted the Diocesan Altar Guild Meeting and Luncheon, attended by over 60 members throughout the eastern Diocese of Massachusetts. The luncheon speaker was Reverend Sam Lloyd of Trinity Church, Boston.

In November the altar guild began supporting the transept altar as the third Communion station at the Sunday 10am Eucharist service each week, as well as at Christmas and Easter.

Through the generosity of an altar guild member, St. Andrew's received a new casket pall, as well as a white superfrontal for the children's chapel. We accept memorial gifts to replace worn items and add new ones, in order to add to the beauty of our altars and enhance the worship experience.

The sacristy was painted this year, and pertinent artifacts were framed as this refurbishment project came to a close.

In recognition of the upcoming ordination of the Rev. Catherine Healy, the altar guild will be pre-

senting her with a gift of stoles in each liturgical color to commemorate this joyous occasion.

Margaret Blackwell, Debbie Lorenz, and Cynthia Scott developed our first Altar Guild Handbook to keep members updated and current on all altar guild practices. We recruited ten new members this year, seven of whom finished their training and were admitted as members on January 14, 2016. On that date, Debbie Lorenz completed her two-year term as director. Cynthia Scott was commissioned as the new director, and Laura Brown MacKinnon was commissioned as assistant director. Debbie Alexander replaced Dell Beggs as secretary.

We happily welcome any member of the church who would be interested in joining us. Members serve once a month, and the time of service is flexible. New members receive training and work side by side with experienced members as they learn. While the work of the altar guild is done in quiet and behind the scenes, it is seen and relied upon by the clergy and the congregation.

The dedicated members of the St. Andrew's altar guild are: Molly Aitken, Debbie Alexander, Dell Beggs, Barbara Bergstrom, Margaret Blackwell, Judith Boland, Jean Childs, Elsie Deane, Jo Dermer, Nancy Echlov, Wendy Haering-Engels, Linda Gallo, Erica Gelser, Becky Hamlin, Heidi Harper, Pam Henrikson, Janet Hough, Ann Johnson, Donna Kell, Ruth Keyes, Margarethe Kulke, Debbie Lorenz, Laura Brown MacKinnon, Pat MacKinnon, Paige Manning, Debbie Monti, Liz Parsons, Anne Prensner, Terri Rawson, Linda Reineman, Mary Scanlon, Cynthia Scott, Ellen Staelin, Laura Stettner, Carol Sullivan, Liz Tecca, Joann Tuytschaevers, Jill Whiting, Sally Whitman, and Beverly Wood.

Honorary Members: Barbara Compton, Charlotte Corey, Janet Ellis, Jane Kettendorf, Jay Strzetelski, Eleanor Sullivan, Harriet Thompson, Arline Wahn, Ruth Wilson, and Marsha Wiseheart.

I would like to thank all the members of the St. Andrew's altar guild for their joyful service and support throughout my term as director, to Cynthia Scott as assistant director, and to the heads of week: Becky Hamlin, Pam Henrikson, Donna Kell, Laura Brown MacKinnon, and Liz Tecca, for keeping the momentum going. I add a special thanks to the Rev.

Adrian Robbins-Cole, the Rev. Margaret Schwarzer, and the Rev. Catherine Healy for their close collaboration with us in this important ministry.

—Deborah S. Lorenz, Director

## Lay Eucharistic Ministry Report

THE St. Andrew's TEAM of lay Eucharistic ministers is a devoted group of Eucharistic ministers and readers who enrich the liturgical experience for our parish at Sunday services, during holy days, and at other liturgical events. We are currently 37 regular members plus nine substitutes, having added ten new members during 2015: Marissa Caldwell, Al Dubé, Zebby Dubé, Ben Hammond, Greg Hunter, Ansley Martin, Jen Martin, Brian McCaslin, Mary Scanlon, and Nora Tracy Phillips. We are always happy to add new members and have a continuing need to do so.

During the year, we implemented some significant organizational changes, which greatly improved our efficiency. The following people graciously agreed to take on important roles in the group: Adams Carroll, weekly service notices and related communications; Liz Deane, vestments; and Anne Prensner, recruiting. Their work and fresh approach have brought about significant improvements in the indicated areas, and enabled a more effective distribution of work load. Many thanks to them!

With the welcome addition of a third clergy person to the staff, it became possible to resume use of the transept altar for communion at the 10am service. This change was made in November and required an increase from four to six chalice bearers at 10am services. In anticipation of this change,

an intensive recruiting campaign, led by Anne Prensner, was begun in September and resulted in the addition of the ten new LEMs mentioned above.

Robes and cottas that were previously sent out for cleaning and repair are now being maintained by Liz Deane, thus providing both improved care and organization, and a very significant cost saving.

Thanks to the very capable members of this ministry for their help and their willingness to serve. It is a pleasure to work with this dedicated group of people: Debbie Alexander, Jane Andrews, Wade Blackman, Margaret Blackwell, Giles Boland, Judith Boland, Al Bornemann, Marissa Caldwell, Adams Carroll, Paul Criswell, Charles Curtis, Sarah Dent, Al Dubé, Zebby Dubé, Nancy Echlov, Janet Giele, Wendy Haering-Engels, Joe Hamilton, Becky Hamlin, David Hamlin, Ben Hammond, Heidi Harper, Meg Harris, Joanna Horobin, Greg Hunter, Jeanne Johnsen, Ann Johnson, Donna Kell, Michael Kemp, Suzy Littlefield, Debbie Lorenz, Mike Mahlenkamp, Paige Manning, Ansley Martin, Jen Martin, Brian McCaslin, Paul Merry, Randy Parker, Karen Pekowitz, Penny Post, Anne Prensner, Mary Scanlon, Paul Shackford, Nora Tracy Phillips, Rebecca Weitzel, and Margaret Zusky.

—Al Bornemann

## Memorial Rose Garden Report

SINCE ITS CONSECRATION on June 14, 1998, there have been thirty-four burials in the memorial rose garden.

We are very grateful to Wardie Mannix, who has been caring for the roses in the garden. During the spring and the summer months, Wardie pruned, mulched and fertilized the roses with the help of our sexton, Steve Killeen. In the fall, they covered the ground with salt marsh hay to protect the plants.

In addition to thanking Wardie for her skillful and faithful care of the roses, the administrators thank everyone in the congregation who has contributed to the creation and maintenance of this beautiful garden. We welcome all members of the congregation to learn more about it.

### Burials in 2015

Marianne Hopewell, May 6, 1945 – March 1, 2015;  
Date of Burial: May 2, 2015

Paul W. Fager, May 23, 1917 – January 2, 2015;  
Date of Burial: May 24, 2015  
Juliette K. Fager, March 8, 1921 – February 1, 2015;  
Date of Burial: May 24, 2015  
Arthur Totten Thompson, July 2, 1918 – May 19,  
2015; Date of Burial: June 12, 2015  
Charles Anthony Fager, January 16, 1924 – April 8,  
2014; Date of Burial: September 28, 2015  
William H. Ramsay, December 31, 1922 – June 9,  
2015; Date of Burial: August 13, 2015

—*Adrian Robbins-Cole*

The Memorial Rose Garden Administrators: Adrian Robbins-Cole, rector; Lynda Sperry, warden; Michael Vanin, warden; Jane Givens, treasurer; Matt King, vestryperson for property; and Katharine Clark, parish administrator.



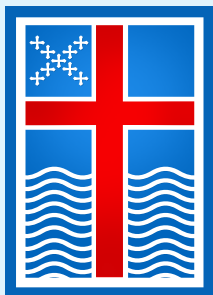
Photo: Rob Lull







Photo © Jennifer Waddell Photography



# ST. ANDREW'S EPISCOPAL CHURCH

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