

St. James' Episcopal Church
Hyde Park, New York

2026 Annual Meeting Packet
including the
Annual Reports for the Year 2025

Presented at the Annual Meeting of the Parish

~~January 25, 2026~~

February 1, 2026 (rescheduled due to snow)

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Annual Meeting of St. James' Church

January 25, 2026

Agenda

- 10:00 a.m. Polls open for Elections (Church)
Holy Eucharist (Church)
- 11:15 a.m. Group photo
Move to Parish Hall for refreshments
- 11:30 a.m. In the Parish Hall
- I. Opening of the Annual Meeting
 - A. Welcome and Opening Prayer
 - B. Resolution to Appoint a Recording Secretary
 - C. Resolution to Approve the Minutes for the 2024 Annual Meeting
 - II. Election of Warden and Five Vestry Members, Part 1
 - A. Presentation of Nominees
 - B. Final Call for Ballots
 - III. Reports
 - A. Rector
 - B. Wardens
 - C. Treasurer's Report and Presentation of the 2026 Parish Budget
 - D. Deacon
 - E. Parish House Capital Project Update
 - IV. Presentation of Proposed Revisions to Parish Bylaws
 - V. Small Group Reflection & Sharing
 - VI. Election of Warden and Five Vestry Members, Part 2
 - A. Announcement of Election Results
 - B. Recognition of departing Vestry Members
 - C. Commissioning of new Vestry Members
 - D. Appointment of the Vestry Nominating Committee for 2026-7

- VII. Awarding of the St. James' Medal
- VIII. Parish Transitions and Prayer
- IX. Comments from the Floor
- X. Adjournment & Final Blessing
- XI. Blessing of the Bathroom! (for all who care to attend)

Minutes of the 2025 Annual Meeting

January 26, 2025

Mother Meredith called the meeting to order at 10:30 am with a prayer.

Mother Meredith requested Walter Koch to be the recording secretary. A motion to approve was made by Lillian Peralta, seconded by Mike Glancey; the motion passed.

The next order of business was the approval of the minutes of last year's annual meeting. Deirdre Mae Micker made a motion to approve the minutes as presented, seconded by Justin Bohlmann. The motion passed.

Susan Gausepohl, on behalf of the Nominating Committee, reviewed the slate of candidates for Vestry positions:

Mike Glancey for Warden (second 2-year term)

Ron Lane for Vestry (first 3-year term)

Anne McGrath for Vestry (unexpired 1-year vacancy)

Lillian Peralta for Vestry (second 3-year term)

Mike Fenwick for Vestry (first 3-year term)

Priest's Report: Mother Meredith reviewed some of the accomplishments of the past year, especially the increase in Sunday attendance of 24% over 2023 and 62% over 2022. Also, there was an 85% increase in participation in adult formation programs. Pledges for 2025 total over \$193,000. She spoke of the inclusive support given to women and LGBTQ rights by the parish that, unfortunately, led to negative attention and subsequent harassment. She closed with a personal message of love, mercy and caring for others, and thanksgiving for being a priest at St. James.' More details are presented in the written Annual Report.

Wardens' Report: Mike Glancey commented on the participation and cooperation in activities and projects of the St. James' community. He noted the well-attended work parties solving problems and the sharing of joy in the process. He read a list of some of the projects worked on this past year, including Christopher Sanderson's renovation of the apartment. The list is included in the Annual Report. He reported that Parish Hall improvements are being planned using some of the funds from the bequest of John Golden; projects include bathroom remodeling, kitchen improvements, entrance

ramp work and air-conditioning. He thanked the members of the Vestry and Co-Warden Joe Gasparini for their help and hard work.

Deacon's Report: Deacon Gail highlighted some of the many activities that are presented in her written report, included in the Annual Report. She thanked everyone who worked hard on the Outreach Committee. She reported on the activity of the NY Haiti Project; the facility continues to be improved; a tenth grade is being added to the curriculum; a 501C3 designation is being organized to assist in the management of the project's funds. She thanked the congregation for their response to the Hurricane Relief Fund; a request was made for support of the Episcopal Relief and Development Fund via envelopes in the pews.

Treasurer's Report: Russell Urban-Mead, Treasurer, presented the Parish's year-end financial position:

Total Checking and ICS: \$208,764
Total Invested Funds: \$2,497,625
Yield on Invested Funds: 6.0%

The major financial event of 2024 was a full U-Turn from a \$140,000 deficit in the 2024 budget to an essentially balanced budget approved by the Vestry for 2025.

The Budget for 2025 is \$503,222 and is detailed in the printed Annual Report. It was noted that 40% of the income is from congregants. It has been approved by the Vestry.

Other items noted were the appointment of Joanne Lown as Assistant Treasurer, the addition of Maggie McNamara to the Finance Committee and new bookkeeper Christina Squires. The role of offertory counters was re-established this past year; Russell thanked all those involved.

As noted in the Annual Report investment options are being investigated to improve returns. Congregation members with financial expertise are being sought.

A stand-alone budget of \$300,000 for Parish House Capital Improvement has been adopted; further details are in the Annual Report.

A committee has been established to examine the Nursery School program from a financial angle; an expanded before school child care model is under consideration; Joe Gasparini is chairperson.

The Finance Committee meets on the second Wednesday if anyone is interested in serving.

Parish House Capital Project Preview & Prospective Budget: Deirdre Mae Micker commented that her main goals on the Vestry were to upgrade the bathroom facilities in the Parish Hall, specifically installation of a handicap accessible bathroom. She itemized some of the work to be accomplished in the planned Capital Project: add a handicap bathroom; expand and redo the existing bathroom; new dishwasher for kitchen; upgrade kitchen to make it legal for caterers to use; upgrade heating/cooling system. The alterations would make the venue more attractive for rental. The plan would be financed through a separate capital budget and not the operating budget.

Hyde Park Community Garden: Deb Belding then spoke about the Community Garden started in 2012 dedicated to parishioner Allelu Kurten. It is 90 feet by 180 feet in size. Vegetables produced are donated to the Hyde Park Food Pantry. The garden is being enlarged and will be available to be used by all residents provided they contribute to the Food Pantry. Deb also asked for volunteers to work at the Food Pantry.

Election Results: Justin Bohlmann reported all votes were counted and that all the candidates standing for their respective positions were duly elected. Outgoing members of the Vestry, Justin Bohlmann, Deirdre Mae Micker, and Melinda Harris, were recognized for their service.

The new Vestry was then commissioned.

Nominating Committee: Mother Meredith then asked for three volunteers to be the non-Vestry members of the next nominating committee. Karen Gasparini, Regina Dahlgren and Cathy Lane agreed to serve in those positions.

Awarding of the St. James' Medal: By way of introduction, Deb Belding commented on her work with and the character of the awardee. The medal was then placed on Janet Bright.

Transitions: Deacon Gail read the following life changes occurring at St. James.

Baptized:	Juliana Ferreira
	Kinsley Grace Potter
	Ronald Michael Lane

Confirmation: Dinor Dhanabala (Confirmed)
Riley Ava Hall (Confirmed)
Ronald Michael Lane (Confirmed)
Sean Albert Lynch (Received)
Cathleen Ann Lynch (Received)
Anne Marie McGrath (Received)
Deirdre Mae Micker (Received)

Burial: Roy A. Boyce
Walter "Ross" Eames
Henry "Hank" Schroeder
James Oppenheimer Crawford
Nancy J. Simpson
Mary R. Barr
Robert Gerald Livingston
Jeanne N. Livingston
Joanne Tegtmeier Kennelly
Anthony Michael Kennelly
Gwen Golden Cookingham
Ellen Loella Sherman
Gordon Cookingham
Brody James Potter

Comments and Conclusion: Mother Meredith opened the floor for any new business or comments. There being no further business, Karen Gasparini made a motion, seconded by Mary Gabel, to close the meeting at 11:56 am.

Mother Meredith offered a closing blessing, and the congregation was dismissed by Deacon Gail.

Respectfully submitted,

Walter E. Koch

Nominating Committee Report

At each Annual Meeting of the congregation, we elect at least one Warden and three Vestry persons — more if there are vacant unexpired terms.

Elections will be held at this Annual Meeting to fill the following terms of office:

- Warden, two-year term
- Three Vestry persons, three-year term
- Two Vestry persons, one-year term—vacancies created as a result of Russell Urban-Mead being nominated for Warden and Deb Belding stepping down after the second year of three-year terms for each

We thank outgoing Warden Joe Gasparini and outgoing Vestry persons Mary Jo Garlo, Eric Zavadil, and Deb Belding for their service.

The Nominating Committee is responsible for identifying candidates to stand for election. The following individuals have agreed to stand for election.

Statements of Candidates for Office

Russell Urban-Mead is standing for a first two-year term as Warden.



The job of the Warden is not very well defined, but I have always understood the ideal Warden as someone welcoming, present, and involved with keeping things running. If elected as your Junior Warden, I hope to be this way, and will welcome the opportunity to work with Senior Warden Mike Glancey, the full Vestry, and with everyone in the congregation. I thank Joe Gasparini for his years of service as Junior Warden and also prior Wardens who have set such good examples. I have been an Episcopalian for about 40 years, served previously and presently on St. James' Vestry along with currently also serving as Treasurer. Recently I have found myself increasingly engaged with how St. James' seeks to be a model community reflecting Jesus' values and example. Things I particularly notice include our avid congregational fellowship, the ways we respond to needs in and beyond Hyde Park, and our efforts to thoughtfully manage our property

and finances, always in partnership with our Rector Mother Meredith as she leads spiritual care for us all.

Regina Dahlgren is standing for a first three-year term as Vestry person.

I was warmly welcomed when I returned to St. James' about two years ago after a few years away, and I have found a home to explore and expand my faith here. Previously, my family and I had attended – my daughter spent her elementary, middle, and high school years here; during that time, I served on the Vestry, was a Sunday school teacher, usher, and lay reader, and assisted with the graveyard tours. Currently I am a lay reader and substitute pledge clerk, guide graveyard tours, work with the gardening group, and assist as needed in other areas. I am pleased to be nominated for the Vestry this year, and I welcome the opportunity to use my skills gained in my careers of book publishing and adult ESL education to give back to this church that is so life-giving to me.



Joanne Lown is standing for a first three-year term as Vestry person.



In my childhood I attended St. James. About 16 years ago I returned and started attending regularly. Over the years, I have held several positions within the church, starting as Assistant Treasurer, then serving as Chair of Outreach for over 10 years. I continue to be an active member of Outreach. In the last few years, I joined Altar Guild, and today I am once again Assistant Treasurer and a member of the St. James' Finance committee. My career as Town Bookkeeper/Comptroller for over 35 years has equipped me with the skills and knowledge necessary to help run a nonprofit organization. I believe I will be an asset to the Vestry "team" by sharing my years of business experience as we meet and discuss our Church's future. It would be my honor to serve as part of this team.

Anne McGrath is standing for a first three-year term as Vestry person.

In the two and a half years I've been a member of St. James', I have joined the Altar Guild, Vestry, and Acolyte ministries. I have also completed the Communities of Hope International training, offered by the Diocese. I was confirmed at the church and sponsored another parishioner in her confirmation. I look forward to growing my spirituality and to sharing my experience as a community organizer, low-income housing provider, special education teacher, and death doula.



Kathleen Ferreira is standing for a first one-year term as Vestry person.



A lifelong Hudson Valley resident, I had my early foundation in Christian faith established by a loving adoptive family and early education in a sound parochial school. In 1980 Abel and I wed at Zion Episcopal Church, Wappingers Falls. Establishing our home and businesses in Hyde Park, we turned to join St. James' and were warmly welcomed then as now. We flourished in the parish through shared worship and committee participation--Abel on Vestry and I on Nursery School BOD, as it was referred to at that time. We raised our two daughters in the community, actively serving in their endeavors. Practicing dental hygiene for 40 years respectfully enriched my understanding of individuals' personal needs, goals, and values. Currently, we attend the 10 a.m. service. We enjoy serving as ushers, on Alter Guild, substitute pledge clerk, and opportunities to help behind the scenes. My Christian beliefs have been and continue to be a compass to point me through the various leadership roles in my professional, academic, civic, recreational, and personal relationships. I genuinely appreciate learning of other's opinions and experiences. It is my goal to use these tools to serve St. James' for the good of all. I invite to you approach me with any questions on my interests and hobbies.

Jeffrey Crutcher is standing for a first one-year term as Vestry person.

I am a veteran of the Air Force, where I served as an aircraft mechanic. After my tour I attended college for electrical engineering technology but left the program after being offered a position for a local firm. Subsequently, I spent 35 years in EMS as a paramedic and was a volunteer firefighter for 15 years. With each of these roles I developed a skillset requiring analytical problem solving as well as making critical decisions rapidly. I was drawn to St. James' because my life was missing a spiritual anchor. Becoming a Vestry member would allow me to serve St. James' Church and provide a good example of stewardship to my grandsons.



Respectfully submitted by the 2025 Nominating Committee:

Maggie McNamara, chair
Regina Dahlgren
Karen Gasparini
Mike Glancey

Cathy Lane
Ron M. Lane
The Rev. Meredith Kadet Sanderson, ex
officio

Rector's Report

The Church exists not for its own sake, but for the sake of the world.

If St. James' has been flourishing in recent years, then that flourishing is a gift from God and, like every gift from God, it has a purpose. It is intended to be used for the building up of God's kingdom here on earth, in this time and place, as it is in heaven.

Here on earth, our nation is in a crisis of authoritarian violence. Day by day we see our federal government doing violence to the truth and violence to the vulnerable, especially to the poor and to immigrant and trans communities.

So here on earth, we are called to build a community based on love, the only power on earth or in heaven that can turn the tide of violence.

- St. James' is and shall be a **refuge**: a sanctuary of healing and deep joy for all who are frightened, lonely, hopeless, or weary.
- St. James' is and shall be a **sending place**: a place from which we can come strengthened to resist evil by telling the truth, by seeing and caring for Christ in our neighbors, and by offering all that we are and all that we have for the sake of the world.

When I name in my report the flourishing of our parish in the year that is past, I want you to remember that it has this purpose: to build a community of love that is a refuge and a sending place.

St. James' in 2025

You'll see many signs of this flourishing as you read the ministry reports in this packet—from the Hyde Park Community Garden to Outreach to Sunday School. Here are other signs of that flourishing:

- Average Sunday attendance rose to 85, a 13% increase over 2024 and a 43% increase over 2023.
- 56 adults participated in at least one faith formation offering in 2025, more than double the participation of two years ago. Offerings ranged from Episcopal 101 to explorations of Julian of Norwich and Dietrich Bonhoeffer.

- 24 people were confirmed or received, the highest number in at least twenty years. Bishop Matt Heyd noted and celebrated our congregation’s vitality in his address to the Convention of the Diocese of New York.
- Long-envisioned updates to our Parish House are underway, making it more welcoming and accessible.
- In October 2025, you and I entered into a new covenant with one another with my installation as your rector.
- Together we made a hard and faithful decision to conclude our longtime Nursery School ministry. This may not feel like flourishing, but it is a sign of strength: a healthy congregation can release a cherished part of its story in trust that God is opening something new.

These things don’t matter because they are signs of success. They matter because they point us to our God-given purpose. As this community of love grows stronger, we are more able and more willing to be a refuge and a sending place.

St. James’ in 2026

Based on conversations with our Vestry and in listening to many of you, there are three areas I believe St. James’ is being invited to invest in the year ahead to strengthen and deepen this faith community as a refuge and a sending place.

Leadership development: We have many new members. We can work together to support both new and longtime members in connecting, finding a place, and taking part in leading this community, from coffee hour to outreach ministries to building and grounds care to congregational singing. Here, we learn that we matter, that we have something to contribute, and that God and our community stand with us to uphold us in our callings. That’s St. James’ as a sending place.

Public witness: Our history as the church of Franklin and Eleanor Roosevelt, and our excellent reputation in Hyde Park and our region, give us a potentially powerful platform in an era where people are increasingly attending to the witness of the Church. I’d like to work with our Vestry and with you to explore what our public witness can look like and what God would have us do in this time of national distress. Our election eve prayer service in 2024 was an example of a powerful, spiritual public witness and I believe we are called to expand in this area.

Worship & formation: Worship and study connect us to God and one another and give us strength and courage. Making music together is a spiritual essential, and hiring a new minister of music is a priority for 2026. We'll also work to train more acolytes and support our lectors, ushers, altar guild and other worship ministries. We'll offer formation opportunities that connect the resources of our faith tradition with our call in this moment—like joining our diocese in studying *For Such a Time as This: An Emergency Devotional* in Lent.

There's nothing surprising about a rector recommending we invest resources in worship and formation, public witness, and leadership development. But I want us to do so with a clear eye to making this community as robust as possible so that we can be a place of refuge from evil and a sender of saints who are stout and steadfast in resisting evil with love, truth, and courage.

We share responsibility for stewarding this faith community with care and courage because it has a purpose. It is an honor and a joy to be your priest in such a time as this (Esther 4:14). I love you very much.

Respectfully submitted,

The Rev. Meredith Kadet Sanderson
Rector

Wardens' Report

St. James' is a community full of life and renewal. This fall we celebrated the installation of Mother Meredith as the 18th Rector of Saint James' Church! We began long awaited improvements to the Parish House that will improve the quality of life when we gather together. We are thankful and encouraged by the spiritual commitments witnessed by all who chose to be baptized, confirmed, and received into the Episcopal Church this past year. We are grateful for a successful and active year full of blessings and Spirit-filled growth.

It is important to us to give thanks to everyone who contributes to the way St. James' looks and feels. As expressed in our Stewardship letter near the end of 2025 we appreciate the time, energy, and talent of so many people both in front of and behind the scenes whose efforts transform our space into a caring community and a home. Special thanks goes out to our Vestry. Thank you for your willingness to serve, for your skill at not just sharing your thoughts with care, but your abilities to listen with equal care for each other. We have made several difficult decisions this year on topics often spanning multiple meetings and special meetings. Careful planning and preparation, always required. As we reflected together at the year, we were proud of these decisions we made together.

We see and appreciate everyone who is so willing and ready to give of their time and talents to the church. The Altar Guild, Audit Committee, Finance Committee, Ushers, Sunday School Teachers, Stewardship Committee, Coffee Hour volunteers and contributors, set up and clean up crews, pledge clerks, Parish House Renovation Committee, Graveyard actors, crew, and production team, Nursery School Committee, Outreach members, the pick up choir, Garden Committee, Eucharistic and Pastoral Care Ministers, the chapel mowing team, the Vestry, and our parishioners and visitors who worship with us sharing the sign of peace and a warm smile. If we inadvertently omitted anyone, you belong at the top of the list.

We want to take a moment to lift up the work of Maggie McNamara and Russell Urban-Mead for all their time and skill that they have invested in helping to get the Parish House Improvement project started, to give it direction and keep it moving. None of it would be possible without them. Heartfelt thanks to Joe Gasparini outgoing Junior Warden for continuing to teach me about life all these years later and for being a dear friend.

As we reflect and celebrate our successes we look forward to the future and new challenges.

Being able to be involved is a gift cherished by so many at St. James' and we feel that everyone is truly deserving of being transformed through getting involved. As one of our goals this year, we want to help make volunteering in a variety of ways easier and more accessible.

We have been blessed with beautiful infrastructure that continues to need care to revitalize and update. We continue to look for ways of maintaining our property sustainably. This includes pursuing rental opportunities that may help to build revenue.

In today's world, safety has become another priority. We plan to continue to use Atlas Security Services for our Sunday and special gatherings. We hope to be able to add security cameras and toughen up entry ways to add to our security system. Jacob Bender is still in jail. There have been a series of court dates to see if there could be a settlement. It appears now that there will be a trial later this year.

In a time when the whole world seems and feels like we are moving into not only constant but increasing peril, it is important to remember that this world has never known humanity to not be facing similar or more desperate times. It has always been the collective efforts of caring, dedicated, and altruistic people whose resolve guides humanity upward and into the light. People like the ones we desperately miss and continue to mourn. Dear friends and loved ones that we're fortunate enough to share life and love with every day. Parishioners that we've celebrated in our graveyard tours; whose legacy of living through the love of Christ continues to guide and serve as a model for us all. Our children and newest members, people we find ourselves being inspired by as we witness the passion and the hope we see burning behind their eyes.

We have a unique gift here at St. James. The gift to gather, to share and shine the light and the love of God with each other and consequently the world. Our prayers and heartfelt thanks go out to each and everyone.

Grace + Peace

Michael Glancey
Senior Warden

Treasurer’s Report

We entered 2025 having adopted a balanced budget summing to \$503,200. Actual income received through December 31, 2025 cleared 98% of this budget, coming from pledges (\$195,847), investment income (\$147,794), and other gifts, fundraising, nursery tuition, and rental income (\$171,980). We have navigated this year financially with consistent congregational support and attentive work by the Vestry. Final 2025 bills are still coming in but we are currently expecting to close 2025 with just a small deficit the Vestry will need to consider, due to some unexpectedly-large snow plowing fees in December and extra repair Chapel expenditures necessitated upon discovery of frozen pipes after the 2024/25 winter.

Our 2026 budget is \$456,530 and is again a balanced budget! Our projected 2026 income is about \$45,000 less than 2025 because we will reduce withdrawals from our investments as Parish House renovations are paid for, because three of our most generous 2026 pledgers have reasonably reduced their giving or have left, and we expect less Nursery School tuition as we close that program in June. This reduction in income is nicely balanced by reduced Nursery School costs and by a smaller Diocesan assessment. So it is wonderful to once again be looking to a year where income and expenses appear likely to align. As we did in 2025, the 2026 budget was crafted with input from involved committee leaders and Vestry members and enlivened by a Stewardship Campaign with very special witness offered at many of our services. Thank you all! It makes the job of the Vestry and Treasurer much easier when sufficient funds are available to advance our missions together.

Our congregation’s financial positions as of December 31, 2024 and 2025 are as follows:

	<u>December 2024</u>	<u>December 2025</u>
Operating checking account (Accrual)	\$85,407	\$83,695
PIC Sabbatical savings:	\$991	\$4,995
Apartment Security Deposit savings	\$2,302	\$2,306
Other Rentals Security Deposits savings	not open	\$1,750
Rector Discretionary Account	\$1,383	\$1,383
Capital Project Savings Account	\$100,329	\$69,403
TOTAL Cash Accounts	\$208,764	\$163,532

	<u>December 2024</u>	<u>December 2025</u>
General Investment Fund	\$1,753,955	\$1,717,351
associated MM account		\$183,024
Churchyard Investment Fund	\$245,420	\$245,187
associated MM account		\$13,917
Chapel Investment fund	\$498,250	\$485,560
associated MM account		\$26,750
TOTAL Invested Funds	\$2,497,625	\$2.671,789

2025 Highlights

St. James' has benefited immensely from the financial stewardship efforts of our Finance Committee. This team currently consists of our Assistant Treasurer Joanne Lown, Maggie McNamara, and me Russell Urban-Mead, with Mtr. Meredith also often in attendance. Our bookkeeper, Christina Squires, has added excellent service to our church. Finally, Maggie McNamara once again led our annual congregational audit process, through which we review our financial processes to confirm or identify yet better ways to care for all financial support and gifts entrusted to St. James.

Our offertory counters have continued to provide excellent service, confirming the Sunday offering submittals. We remain grateful to Bobby Wells, Judy Douglas, Audrey Horne, Andy Hall, Austin Horne, Patty Drake, Georgia Verven, Barbara Slegel, Carol Bender, Steve Gausepohl, Maggie McNamara, Joanne Lown, Abel Ferreira, and Kathleen Ferreira. The task takes about a half hour after the 10 AM service. We can always use a few more backup persons (Regina Ardini has stepped in twice!). Please talk to any counter or to me (Russell) to learn more, if this interests you.

As a sobering item, our operating bank account was hacked in December of 2025. A little over \$4,000 was removed through three unauthorized withdrawals. Our monthly reconciliation process caught this (yay!), Rhinebeck Bank restored our funds (excellent!), and we have closed and replaced this account. We are evaluating additional security measures, having learned that account hacking has become increasingly common. We encourage all St. James' congregation members to check your own personal bank accounts regularly and to report unexpected withdrawals quickly to your banks!

Our 2026 Diocesan assessment will be substantially lower in 2026 than previously! This year it is just \$18,039 after last year it was \$46,244. We give thanks to the Diocese for revising the assessment process!

St. James' also received many generous gifts from congregation members each year, to supplement Outreach, to replenish Mtr. Meredith's Discretionary Fund, and to support various programs. We give thanks to our congregation for these acts of generosity which further the mission of our worship and service together.

During 2025, we made a substantial change in how our invested gifts are managed. As a Vestry, we discussed how Jesus might invest money, remembering the parable of the master who entrusts funds to three servants. We concluded Jesus might not invest in harmful businesses, such as arms manufacturing, for-profit prisons, pollution prone businesses, climate damaging businesses, tobacco products which harm health or companies with poor employee care histories. The Diocese of NY keeps a "no buy" list with examples of such firms. And we recognized that St. James' should invest with the expectation of a long future, so we recognized the importance of maintaining a healthy share of our investments in active stocks rather than relying only on stable income investments (remember the servant who buried his master's money in the ground rather than invested it?). Such a long-term vision and investment position is also recommended by the Diocese. We crafted and adopted a St. James' Investment Guidance policy laying out these objectives and then sought an investment firm to help us implement this plan. We selected the services of Third Eye Associates (TEA) from Red Hook, NY and in June with their help we moved our funds out of prior Vanguard funds into new funds. These have satisfied our requirements for and also done extremely well (as you can see on the prior page) with the combined value of our invested funds increasing by more than \$170,000 in 2025. To hedge against market fluctuation TEA has suggested we keep up to 18 months of cash available in Money Market (MM) funds which assures us necessary income regardless of market performance. Third Eye Associates has been great to work with and we have been very pleased. A statement from TEA is attached. Any congregation members needing a financial planner might wish to consider speaking with TEA, who has helped us find ways to invest in ways that we hope Jesus might be proud of.

Looking ahead to 2026

Our Finance Committee will continue our work in 2026, always seeking to refine financial policies, keep an eye on budget lines, ensuring we complete our annual self-audit, evaluating contracts and opportunities such as the recent short-term parking contract with a movie production team, and helping all committees with any financial concerns. If anyone is interested in serving on the Finance Committee, please speak to Mtr. Meredith. We are a good team and you'll learn a lot about St. James!

This year, I (Russell Urban-Mead) have agreed to serve as a candidate for Junior Warden. In this new capacity it would be best if I do not also carry the responsibility of the Treasurer. So we are seeking someone who might have fiscal management in their bones. You don't need to be a bookkeeper or a computer whiz. The essential duties of a Treasurer are simply to confirm and ensure that we track our income accurately, that we pay our bills, and that we maintain adequate insurance. This is easy to say but does require attention. It also helps to be a good communicator and to know our congregation pretty well. We have a wonderful Finance Committee, an excellent bookkeeper, and a dedicated Assistant Treasurer all in place. So if you are curious to learn more about the role of the Treasurer, please speak to Mtr. Meredith, a Warden, or Finance Committee member.

During 2026 we expect to complete the Parish House renovation project. Thank you again to all congregation members who made an extra generous contribution to the Parish House improvements!

Looking ahead to the distant future

As noted in the opening paragraphs, around 30% of our annual budget comes from our invested funds. These funds all began as gifts from our St. James' forebears, received as donated stock, gifts in wills, or gifts for special occasions. Without this stable income, we would currently be in a very difficult financial position. So as we each think about our lives here at St. James, please consider ways to add to these investment funds. Think of any gift you can make as your enduring and perpetual pledge, ensuring that future St. James' members remain able to advance our worship and common mission.

Respectfully submitted,

Russell Urban-Mead

Appendix to Treasurer's Report Report from Third Eye Associates

January 20, 2026

Saint James' Episcopal Church

Re: Church Investment Accounts

This letter provides an update on the transition of the Saint James' Episcopal Church investment accounts from Vanguard to AssetMark Trust Company. This transition began on June 16, 2025.

During this process, we have adhered closely to the St. James' Episcopal Church Investment Guide.

- The current asset allocation is approximately 62% equities and 38% fixed income and cash alternatives. This allocation may fluctuate due to market movements and withdrawal activity. The portfolios are actively rebalanced as needed.
- No investment is comprised of 5% or more of total investment.
- Each account (General, Chapel, and Church Yard) includes an attached money market account. These accounts are designed to cover anticipated withdrawal needs for the next 15-18 months. Our strategy is to replenish these reserves when market gains are available, while avoiding the need to liquidate risk, stock assets during periods of market decline.
- On October 6, 2025, we implemented a minor investment change to increase international exposure and add a risk-controlled strategy. This adjustment was intended to enhance diversification and help reduce downside risk in the event of a market slowdown.
- During our meeting on January 13, 2026, we discussed revisions to the existing Diocesan Do Not Buy list and AssetMark's sustainable investment options. The main excluded industries are:
 - military-related businesses and businesses benefitting from conflict
 - private prisons
 - tobacco related businesses due to health priorities
 - pollution-prone businesses
 - climate damaging businesses

- Gambling
- businesses with poor employee pay, benefit, management, gender policy, and safety programs.
- We continue to work closely and communicate with church leadership regarding future plans and anticipated cash needs.
- **Total withdrawals since inception:** \$96,362
- **Current market value across all accounts (General, Chapel, and Church Yard):** \$2,695,708.38 as of January 16, 2026
- **Performance since inception (June 16, 2025):** +10.47%

Thank you for the opportunity to provide investment advisory services to Saint James' Episcopal Church. We look forward to continuing our rewarding relationship.

Beth Jones, RLP®, AIF®, CeFT®

President

Registered Life Planner

Financial Consultant

Certified Financial Transitionist

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2026 Parish Operating Budget

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
	INCOME			
4000.00	PLEDGE/PLATE INCOME			
4000.10	Pledged Support	178,318	190,000	175,000
4000.15	Plate and Occasional	8,594	5,000	14,320
<i>Total 4000.00</i>	<i>TOTAL PLATE/PLEDGE INCOME</i>	<i>186,912</i>	<i>195,000</i>	<i>189,320</i>
4105.00	GENERAL FUND DRAW			
4105.10	Draw from Briggs Educ. Fund	5,404	5,448	5,649
4105.15	General Fund Draw	70,136	77,100	72,037
4105.20	Draw from Brill Organ Fund	538	912	562
4105.25	Draw from Briggs Music Fund	1,351	1,812	1,412
4105.30	Draw from Will Jones Music Fund	2,501	2,724	2,615
4105.35	Draw from Mission/Outreach	2,606	2,724	2,725
<i>Total 4105.00</i>	<i>TOTAL GENERAL FUND INCOME</i>	<i>82,536</i>	<i>90,720</i>	<i>85,000</i>
4110.00	CHURCHYARD FUND DRAW			
4110.00	Draw for Churchyard	11,685	12,696	12,500
<i>Total 4110.00</i>	<i>TOTAL CHURCHYARD FUND INCOME</i>	<i>11,685</i>	<i>12,696</i>	<i>12,500</i>
4115.00	CHAPEL FUND DRAW			
4115.00	Chapel Fund Draw	25,811	25,776	25,000
4116.00	Additional Draw Chapel	21,796	21,000	0
<i>Total 4115.00</i>	<i>TOTAL CHAPEL FUND INCOME</i>	<i>47,607</i>	<i>46,776</i>	<i>25,000</i>
<i>Total 4100.00</i>	<i>TOTAL INCOME FROM INVESTED FUNDS</i>	<i>141,828</i>	<i>150,192</i>	<i>122,500</i>
4200.00	INTEREST INCOME			
4200.10	Interest Income - Rhinebeck Bank	507	500	500
<i>Total 4200.00</i>	<i>TOTAL INTEREST INCOME</i>	<i>507</i>	<i>500</i>	<i>500</i>
4300.00	CONTRIBUTIONS			
4300.05	Outreach Contributions	2,575	2,000	2,000
4300.10	Hospitality Contributions	1,299	1,500	1,000

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
4300.12	Altar Guild Contributions			500
4300.15	Memorial Contributions	6,110	1,000	1,000
4300.25	Flower Contributions	1,304	1,000	1,000
4300.40	Music Program Contributions	975		
4300.55	Churchyard Contributions	25		
4300.62	Spiritual Life Contributions	185		
4300.75	Community Garden Contributions	340	500	
4300.91	Rector's Discretionary Fund	2,693	2,000	0
4300.92	Feasibility Study	1,000		
<i>Total 4300.00</i>	<i>TOTAL CONTRIBUTIONS</i>	<i>16,506</i>	<i>8,000</i>	<i>5,500</i>
4400.00	USE OF SPACE			
4400.10	Parish Hall	1,902	1,500	1,500
4400.20	Chapel	100	250	250
4400.25	AA Hyde Park	1,020	1,000	1,020
4400.21	Fresh Manna Church rental of chapel			6,600
4400.22	Trans closet			3,000
4400.50	Apartment Rental	10,461	27,600	27,600
4400.55	Cemetery and Cremains Plot Sales	4,050	3,000	1,500
4400.56	Cemetery Fees	4,000	3,000	1,000
4400.57	New Deal Creative Arts	14,400	14,400	14,400
<i>Total 4400.00</i>	<i>TOTAL USE OF SPACE</i>	<i>35,933</i>	<i>50,750</i>	<i>56,870</i>
4500.00	GRANT INCOME			
4500.05	Community Garden Grant Income	2,000	0	0
4500.15	Security Grant	0	5,000	0
<i>Total 4500.00</i>	<i>TOTAL GRANT INCOME</i>	<i>2,000</i>	<i>5,000</i>	<i>0</i>
4600.00	FUNDRAISING INCOME			
4600.05	Outreach Fundraising Income	5,533	4,000	4,000
4600.15	Graveyard Tours	21,065	20,000	21,000
4600.20	St. Pauly Bin	4,339	4,500	4,500
4600.35	Community Garden Fundraising Income	3,479	2,600	0

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
4600.40	Community Garden Leases	235	400	600
4600.46	Lasagna Dinner Fundraiser			0
4600.47	Chamber Ensemble Fundraiser			0
<i>Total 4600.00</i>	<i>TOTAL FUNDRAISING INCOME</i>	<i>34,651</i>	<i>31,500</i>	<i>30,100</i>
4700.00	NURSERY SCHOOL INCOME			
4700.10	Nursery School Tuition (spring term only)	15,161	18,780	8,740
4700.15	Nursery School Fundraising Income	1,215	1,000	0
4700.17	Playground Upgrade	11,000	0	
<i>Total 4700.00</i>	<i>TOTAL NURSERY SCHOOL INCOME</i>	<i>27,376</i>	<i>19,780</i>	<i>8,740</i>
4701.00	BEFORE CARE INCOME			
4701.10	Before-Care Tuition,(fall 2026)		13,000	0
<i>Total 4701.00</i>	<i>TOTAL BEFORE CARE INCOME</i>	<i>0</i>	<i>13,000</i>	<i>0</i>
4800.00	BEQUESTS			
4800.05	Bequests-Unrestricted	0	20,000	0
4800.20	Bequests-Restricted	0		
<i>Total 4800.00</i>	<i>TOTAL BEQUESTS</i>	<i>0</i>	<i>20,000</i>	<i>0</i>
4900.00	OTHER INCOME			
4900.15	St. Margaret's Printing	2,700	3,000	2,000
4900.20	Refund fr Prior Year Expense			
4900.25	Special Collection Income	1,334	1,500	4,000
4900.50	Donations - Unspecified	2,000		25,000
4900.55	Donations - Specified	600	2,168	12,000
4900.90	Miscellaneous Income	12,037	10,000	
<i>Total 4900.00</i>	<i>TOTAL OTHER INCOME</i>	<i>18,671</i>	<i>16,668</i>	<i>43,000</i>
8100.XX	RESTRICTED FUNDS			
	Temp Restr - Altar Guild		2,500	
	Temp Restr- Outreach		2,051	
	Temp Restr - Diocese Grant		8,000	
	Temp Restr- Playground		500	

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
<i>Total</i>	<i>TOTAL RESTRICTED FUNDS</i>		13,051	0
	TOTAL INCOME	464,384	523,441	456,530
	EXPENSE			
5010.00	CLERGY			
5010.15	Supply Clergy	2,440	2,300	2300
5010.35	Clergy-Conference Expense	398		
5010.40	Clergy-Continuing Education	1,040	1,000	1000
5010.50	Sabbatical Expenses	1,000	3,000	2500
	<i>TOTAL CLERGY EXPENSE</i>	<i>4,878</i>	<i>6,300</i>	<i>5,800</i>
5010.10	Clergy Compensation	63,224	59,493	61395
5010.12	Clergy Employment Tax		7,366	7512
	<i>TOTAL CLERGY WAGES</i>	<i>63,224</i>	<i>66,859</i>	<i>68,907</i>
5010.05	Clergy Life Insurance		50	0
5010.20	Clergy Medical incl. HSA	39,177	41,200	38,647
5010.25	Clergy Dental	1,383	1,400	1,344
5010.30	Clergy-Church Pension	14,794	17,520	17,996
5010.56	Clergy Workers Comp		736	758
	<i>TOTAL CLERGY BENEFITS</i>	<i>55,354</i>	<i>60,906</i>	<i>58,745</i>
<i>Total 5010.00</i>	<i>TOTAL CLERGY</i>	<i>123,456</i>	<i>134,065</i>	<i>133,452</i>
5020.00	DEACON EXPENSE			
5020.10	Conference	150	200	200
5020.20	Expense Reimbursement	0	100	100
<i>Total 5010.00</i>	<i>TOTAL DEACON EXPENSE</i>	<i>150</i>	<i>300</i>	<i>300</i>
5030.00	ALTAR EXPENSE			
5030.10	Altar Supplies	2,489	3,500	3,500
5030.15	Flowers	1,225	1,500	1,500
<i>Total 5030.00</i>	<i>TOTAL ALTAR EXPENSE</i>	<i>3,714</i>	<i>5,000</i>	<i>5,000</i>
5040.00	REPAIRS			
5040.10	Church	2,950	1,000	10,000

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
5040.15	Parish House	12,071	6,000	15,000
5040.20	Apartment	31,993	5,000	2,000
5040.25	Chapel	21,796	21,000	6,000
5040.30	Rectory	7,238	3,000	16,000
5040.35	Cemetery Grounds	813	500	500
5040.40	Capital Improvements	0		
<i>Total 5040.00</i>	<i>TOTAL REPAIRS</i>	<i>76,861</i>	<i>36,500</i>	<i>49,500</i>
5050.00	MAINTENANCE			
5050.05	Parish House Maintenance	1,046	1,700	3,000
5050.06	Rectory Maintenance	2,768		0
5050.10	Church Mowing	6,281	780	1,600
5050.15	Chapel Mowing	1,324	780	0
5050.16	Cemetery Mowing		6,440	7,800
5050.20	Church Plowing and Salt	6,785	5,000	7,000
5050.25	Chapel Plowing and Salt	2,908	1,000	3,000
5050.30	Maintenance Supplies	1,229	1,500	1,500
5050.35	Kitchen	150		3,000
5050.40	Refuse Carting	2,902	2,400	2,400
<i>Total 5050.00</i>	<i>TOTAL MAINTENANCE</i>	<i>25,393</i>	<i>19,600</i>	<i>29,300</i>
5060.00	UTILITIES			
5060.10	Electric-Parish House /Rectory/church	15,580	13,000	13,500
5060.15	Electric-Chapel	1,084	1,000	800
5060.20	Propane-Parish	55	150	400
5050.21	Propane-Rectory	342	600	600
5050.22	Propane-Church	1,125	1,200	1,200
5060.25	Water Usage-Church/Parish/Apt	526	1,000	700
5060.30	Water Usage-Rectory	1,551	400	800
5060.31	Water Usage - Community Garden	200	1,000	0
5060.35	Water Usage-Chapel	336	300	400
5060.40	Water Tax-Church	772	800	850

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
5060.45	Water Tax-Chapel	386	400	450
5060.50	Internet / Chapel	911	840	0
5060.55	Internet / Rectory	2,576	2,460	2,500
5060.60	Internet/ Parish House	3,153	3,540	3,500
<i>Total 5060.00</i>	<i>TOTAL UTILITIES</i>	<i>28,597</i>	<i>26,690</i>	<i>25,700</i>
5070.5X	BURNER MAINTENANCE			
5070.55	Church-HVAC	0	500	500
5070.60	Parish House	2,980	500	650
5070.65	Chapel	325	500	325
5070.70	Rectory	386	500	325
5070.75	Air filters for Church	512	700	700
<i>Total 5070.50</i>	<i>TOTAL BURNER MAINTENANCE</i>	<i>4,203</i>	<i>2,700</i>	<i>2,500</i>
5070.00	FUEL			
5070.15	Fuel Oil-ParishHouse	14,672	18,000	18,000
5070.20	Fuel Oil-Chapel	4,203	7,500	7,500
5070.25	Fuel Oil-Rectory	3,627	4,000	4,500
<i>5070.05</i>	<i>TOTAL FUEL OIL</i>	<i>22,502</i>	<i>29,500</i>	<i>30,000</i>
<i>Total 5070.00</i>	<i>TOTAL FUEL/BURNER MAINTENANCE</i>	<i>26,705</i>	<i>32,200</i>	<i>32,500</i>
5080.00	PROPERTY AND LIAB. INSURANCE			
5080.10	Property & Liab Ins - Church & Chapel	20,106	22,000	22,000
5080.50	PROPERTY PROTECTION			
5080.51	Fire Alarm System-Parish House	1,580	800	800
5080.52	Fire Alarm System-Church	593	500	500
5080.53	Fire Alarm System-Rectory	593	500	500
5080.54	Fire Alarm System-Chapel	800	500	700
5080.55	Security Services (guard and ADT)	1,540	16,000	13,000
5080.60	Fire Extinguisher Maintenance	890	1,000	1,000
<i>Total 5080.50</i>	<i>TOTAL PROPERTY PROTECTION</i>	<i>5,996</i>	<i>19,300</i>	<i>16,500</i>
<i>Total 5080.00</i>	<i>TOTAL PROPERTY/LIAB-INS & PROT</i>	<i>26,102</i>	<i>41,300</i>	<i>38,500</i>
5090.00	MUSIC			

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
5090.10	Music Program	1,956	500	500
5090.15	Supply Organist	5,000	0	
5090.16	Organist/Pianist	2,950	15,500	13,500
5090.20	Organ/Piano Maintenance	4,460	3,700	2,500
<i>Total 5090.00</i>	<i>TOTAL MUSIC</i>	<i>14,366</i>	<i>19,700</i>	<i>16,500</i>
5110.00	PARISH PROGRAMS			
5110.10	Christian Formation	3,242	1,000	750
5110.15	Sunday School		1,000	750
5110.16	Sunday Morning Nursery attendant		2,100	
5110.20	Hospitality	2,622	3,000	1,500
5110.30	Vestry	1,268	500	1,000
5110.35	Stewardship	211		
<i>Total 5110.00</i>	<i>TOTAL PARISH PROGRAMS</i>	<i>7,343</i>	<i>7,600</i>	<i>4,000</i>
5120.00	PROFESSIONAL FEES			
5120.10	Payroll Service	804	765	1,000
5120.15	Transaction Fees	114		100
5120.25	Legal Expenses	408	0	0
5120.30	Architect	2,721		
5120.35	Technology	420		
5120.40	Apartment Commission	2,300		
<i>Total 5120.00</i>	<i>TOTAL PROFESSIONAL FEES</i>	<i>6,767</i>	<i>765</i>	<i>1,100</i>
5130.00	CHURCHYARD EXPENSE			
5130.10	Churchyard Maintenance (tree service)	7,551	7,500	6,000
5130.20	Grave Opening		1,500	0
<i>Total 5130.00</i>	<i>TOTAL CHURCHYARD EXPENSE</i>	<i>7,551</i>	<i>9,000</i>	<i>6,000</i>
5140.20	Copier Expense	115		
5140.21	Copier Lease	3,359	3,300	3,000
5140.22	Copier Overage	1,200	1,000	1,000
<i>5140.20</i>	<i>TOTAL COPIER EXPENSES</i>	<i>4,674</i>	<i>4,300</i>	<i>4,000</i>
5140.00	OFFICE EXPENSES			

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
5140.10	Office Supplies	9,973	7,068	4,000
5140.15	Postage	716	750	1,000
5140.16	Software Subscriptions	577	2,750	4,000
5140.17	Office Equipment	3,478	500	0
5140.18	Office Cell Phone			300
5145.00	TOTAL OFFICE SUPPLIES	14,744	11,068	9,300
<i>Total 5140.00</i>	<i>TOTAL OFFICE EXPENSE</i>	<i>19,418</i>	<i>15,368</i>	<i>13,300</i>
5150.00	PERSONNEL EXPENSES			
5150.10	Secretary Salary	18,241	20,800	21,466
5150.15	Sexton Salary	16,099	16,120	17,500
5150.20	Minister of Music	7,175		
5150.25	Bookkeeper	7,345	8,450	9,000
<i>5150.00</i>	<i>TOTAL EMPLOYEE WAGES</i>	<i>48,860</i>	<i>45,370</i>	<i>47,966</i>
5150.26	Program Administration	52		
5150.30	Payroll Taxes	3,141	5,000	2,500
5130.31	Workers Comp Insurance	1,210	1,500	1,500
5130.32	Disability Insurance	412	600	600
5130.33	Unemployment Insurance	563	600	250
5150.36	Secretary Pension	797	875	1,200
5150.41	Secretary Life Insurance	177	177	175
5156.00	TOTAL EMPLOYEE BENEFITS	6,352	8,752	6,225
<i>Total 5150.00</i>	<i>TOTAL PERSONNEL EXPENSE</i>	<i>55,212</i>	<i>54,122</i>	<i>54,191</i>
5160.00	DIOCESAN ASSESSMENT			
5160.00	Diocesan Assessment	30,738	46,107	18,039
<i>Total 5160.00</i>	<i>TOTAL DIOCESAN ASSESSMENT</i>	<i>30,738</i>	<i>46,107</i>	<i>18,039</i>
5200.00	NON OPERATING EXPENSES			
5200.10	Outreach Fundraising Expense	686	250	250
5200.11	Outreach Giving/Support	8,528	10,401	6,000
5200.12	Outreach Adopt A Meal	450		
5200.15	Community Garden Improvements	4,339	2,000	

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
5200.20	Community Garden Fundraising Expense	1,482	500	
5200.30	Rector's Discretionary Fund	2,693	2,000	500
5200.35	Graveyard Tours Expense	4,245	6,000	3,500
5200.45	Lasagna Dinner Fundraiser Expense			
5200.46	Chamber Ensemble Fundraiser Expense			
5200.72	St Margarets Printing	163	3,000	0
<i>Total 5200.00</i>	<i>TOTAL NON-OPERATING EXPENSE</i>	<i>22,586</i>	<i>24,151</i>	<i>10,250</i>
5300.00	NURSERY SCHOOL EXPENSES			
5300.05	Nursery School Teacher (1 teacher, spring only)	14,304	14,662	9,774
5300.06	NS Teacher Tribute	500		
5300.15	Assistant Teacher	12,384	12,695	3,224
5300.20	Substitute Teachers	1,157	900	900
5310.00	TOTAL NS EMPLOYEE WAGES	28,345	28,257	13,898
5300.21	Playground Equipment	9,908	500	
5320.00	TOTAL NS EQUIPMENT	9,908	500	0
5300.25	Payroll Taxes	2,055	3,000	1,000
5300.30	Payroll Service	192	250	
5315.00	TOTAL EMPLOYEE BENEFITS	2,247	3,250	1,000
5300.35	Program Expense	1,476	2,500	
5300.45	Fundraising Expense	372	200	
5340.00	TOTAL NS EXPENSE	1,848	2,700	0
<i>Total 5300.00</i>	<i>TOTAL NURSERY SCHOOL</i>	<i>42,348</i>	<i>34,707</i>	<i>14,898</i>
5311.00	BEFORE CARE			
5311.10	Before Care Head Teacher	0	3,666	0
5311.11	Before Care Asst. Teacher	0	3,100	0
<i>5311.00</i>	<i>TOTAL BEFORE CARE</i>	<i>0</i>	<i>6,766</i>	<i>0</i>
5400.00	OTHER EXPENSE			
5400.00	Special Collection Expense	1,334	1,500	4,000
5400.15	Return of Grant Funds	0	8,000	0
5400.90	Transfer to Capital Project Fund			

Budget Line	Description	2024 Actual	2025 Amended	2026 ADOPTED
<i>Total 5400.00</i>	<i>TOTAL OTHER EXPENSE</i>	<i>1,334</i>	<i>9,500</i>	<i>4,000</i>
66900.00	Reconciliation Discrepancies	71	0	0
	TOTAL EXPENSE	518,712	523,441	456,530
	NET INCOME	-54,328	0	0

Deacon's Report

As we move into this new year, the challenges created by the policies of our administration over the past year have increased on many levels especially for our immigrant brothers and sisters who now live in constant fear of arrest, detention and deportation by ICE throughout our country. We've witnessed acts of violence by ICE agents against our neighbors on the news; heard foul language used by our leaders and have seen acts of systemic racism, hatred and the use or threats of military force permeate further and further into the depths of our society.

Should we be asking ourselves these questions? Is our country moving into tyranny? Are we losing the checks and balances of our three branches of government? I was recently moved to read Timothy Snyder's book: *On Tyranny: Twenty Lessons from the Twentieth Century* which he wrote in 2017.

The book had been sitting on my book shelf for several years. The reading gives one much pause as we reflect on what is happening on the streets here in America. I strongly recommend it.

As followers of Jesus Christ we have our work cut out for us. What Christ requires of us as his followers is not easy; it requires a deep commitment from us. It requires us to keep ourselves from falling into the well of indifference and complacency. It requires us to pay attention to what is happening around us. It requires us to bring love and hope to our neighbors and to respect the dignity of each person we meet. Most importantly, it requires us to stand up and to speak out against the injustices and inhuman actions we see happening in our country.

I think of what Archbishop Desmond Tutu once said: "If you are neutral in situations of injustice, you have chosen the side of the oppressor." Or what Dr. Martin Luther King, Jr. said: "Injustice anywhere is a threat to justice everywhere."

Here is a small sampling of my journey in 2025:

- Participated in weekly meetings: Episcopal Migration Ministries and Office of Government Relations (Episcopal Public Policy Network - EPPN) via ZOOM.
- Contacted Senators Schumer and Gillibrand and Representative Pat Ryan on various issues.
- Attended the New York Haiti Project Board of Directors' meetings of which I am Secretary.

- Attended in person the HANDS OFF nonviolent rally in Kingston.
- Joined Interfaith Prayer vigil held in Washington, D.C. in the Episcopal Church's joint lawsuit with partner denominations to protect houses of worship from immigration enforcement actions via ZOOM.
- Joined the Very Rev. Canon Richard Sewell - Dean of St. George's Collect in Jerusalem for a pilgrimage through the streets of Jerusalem walking the way of the cross via ZOOM.
- In addition to being a volunteer for Rural and Migrant Ministry . . .
 - Attended RMM's Farmworker Albany Day where we stood with our farmworkers to let our legislators know that we fully support the Farmworker Fair Practices Labor Act of 2019 that was being challenged in court and the New York for All Act of 2025. Several students from Dover High School were part of our particular group which gave the legislators or their assistants an opportunity to hear what the students and their families were experiencing.
 - Attended RMM's Tuesday night weekly gatherings in June and July.
 - Participated in RMM's Caravan of Empathy - honoring our immigrant workers. Joined the caravan in Orange County on Sunday following church services and again on Monday as we traveled through Ulster County and into Dutchess County.
 - Joined RMM's Spark Center's Caravan of Empathy and Vigil beginning in South Fallsburg and traveling to the Sullivan County Courthouse in Monticello. where we held a Vigil. One of the speakers read the poem: "Let America Be America Again" by Langston Hughes (1901-1967)
- Attended the Triennial Conference of the Association for Episcopal Deacons in San Antonio, Texas (Episcopal Diocese of West Texas).
- In addition to being on the planning committee, I attended as a member of our group from our Diocese the Jonathan Daniels and the Martyrs of Alabama Pilgrimage to Alabama. This was the 60th anniversary of Jonathan Daniel's death. He was an Episcopal seminarian, who grew up in Keene, New Hampshire, who responded to the call to help with the Civil Rights Movement He was killed protecting a young black girl in Hayneville. Our pilgrimage included travel to Montgomery, Birmingham, walking across the Edmund Pettit Bridge in Selma and our final stop in Haynesville for a march and prayer

service to honor Jonathan Daniels and the Alabama martyrs. It was a moving and enlightening pilgrimage.

- Attended the annual Diocesan Global Mission Fair - Voices of Hope: Ambassadors of Reconciliation. The keynote address amplified the organization FLAME - Faith Leader Advocacy for Malaria Elimination. During our conversation, learned how the USAID cuts not only impacted malaria work but, most importantly, how the cuts impacted our relationship between our country and the countries in Africa.
- Joined clergy, teachers and students at Bard College for a Vigil to insist on the release of Ali Sajad Faqirzada who was detained as he left the court building following his asylum hearing. Ali is a student at Bard College, an Afghan refugee who lives with his family in New Paltz and is connected to Christ the King Episcopal Church in Stone Ridge. In addition, I joined the Interfaith Community Vigil in New Paltz to support Ali and to call for his immediate release. Unfortunately, he remains in a Detention Center in New Jersey.

As we reflect on these Sundays after the Epiphany, we are called to rededicate ourselves as Christ's followers by spreading Christ's light into the world, by bringing hope to our neighbors, by seeing the face of Christ in each person we encounter and by using our talents and gifts to make a difference in the lives around us - both locally and globally. And most importantly we must **SPEAK OUT** and **STAND UP IN SOLIDARITY TO THE INJUSTICES AND CRUELTY** we are witnessing each day.

As we carry the light of Christ into the world, go forth in peace.

Respectfully submitted,

Gail S. Ganter-Toback

Deacon

Parish House Capital Project Update

Here is our next project status report for the Parish House Capital Project and other items, summarized by Russell Urban-Mead. Russell, Maggie MacNamara, and Mike Glancey have led project team management.

We are excited that prioritized Parish House improvements are currently advancing, on budget and on schedule. During 2025 the Vestry hired the architectural services of Tinkelman Architecture to design improvements suitable for building permit approval. The Vestry directed attention to new family/ADA bathroom, upgrades to existing bathrooms, replaced front steps and ramp and entry doors to meet ADA standards, select kitchen improvements, and the addition of heat-pump/air conditioning for the Parish Hall.

By mid-year, building permits were successfully secured and the Vestry then sought competitive bids and selected Commercial Industrial Construction Corp (CICC) to implement the improvements. The work is now approximately halfway constructed. The family bathroom is installed and only awaits a new door. The new front steps and entry ramp are under construction. All components to upgrade the existing bathrooms have been ordered and will be installed in the next few weeks. Kitchen upgrades are largely complete. New entry doors and three doors in the Parish Hall are on order. And orders for the Parish Hall HVAC equipment are being advanced. Work should be completed by spring!

When CICC is done, we'll have some landscaping to do around the former and new ramp, and entry way. For those with gardening interests please be thinking about native plantings for the Parish House appearance!

Budget:

The initial budget envisioned for this project was \$330,000 based on very rough pre-design estimates. As plans fell in place and contractor proposals were received, the Vestry recognized the need to increase the budget to \$430,000, consisting of ~\$70,000 for engineering/architect design and building permit, around \$330,000 for construction and up to \$30,000 for construction phase architectural support and required concrete performance inspections. Good news is that so far there are no signs that additional changes to the budget will be necessary.

The funding for this work comes from three sources:

- \$85,000. Individual congregation members donated nearly \$85,000! THANK YOU to all who responded to this appeal, which have gone a long way to reducing reliance on other sources.
- \$10,000. The Vestry identified limited unassigned St. James' cash available for this project.
- \$335,000. We received a very generous unrestricted gift from John Golden's estate. Some has been held in a Capital Project savings account and the balance has been held with the investment funds recently established by Third Eye Associates. The Vestry intends to first fully expend the savings account and then draw temporarily-invested funds as needed.

What else:

The Parish House does have other needs! Many we hope to tackle over time using mostly annual operating funds. Please forward any concerns, but some known matters to address include:

- Refinish the patio off the Parish Hall (funding and strategy TBD)
- Repair gutters and add a snow rail to the slate roof over the relocated entry ramp (contracts awarded)
- Landscaping around the front of the Parish House (St. James' volunteers?)
- Complete and clarify tasks required by last year's fire inspection (Wardens and Vestry)
- Review pantry and kitchen storage practices to prioritize frequent activities (various volunteers)
- Possible updates to Nursery School classroom as new ministries/uses are discerned
- Garage storage management (various volunteers)
- Insulation and window improvements where feasible (volunteers and Wardens)

Respectfully submitted,

Russell Urban-Mead

Proposed Revisions to Parish Bylaws

Article XIV of our Parish Bylaws states the process for amending the Bylaws:

These bylaws may be amended by presenting proposed amendments at a regular or special meeting of the parish and voting on the proposed amendments at a subsequent regular or special meeting. The notice for that meeting shall contain the exact wording of the proposed amendment(s). A two-thirds vote of the qualified voters present and voting shall be required for adoption of the amendment(s).

Proposed Amendment #1—regarding unexcused absences from Vestry meetings

Article II – Vestry Meetings and Responsibilities

(c) **Attendance.** All members of the vestry are expected to attend all vestry meetings unless for good cause prevented. Any member of the vestry (other than a churchwarden or the rector) that has at least three unexcused absences from vestry meetings within the calendar year ~~will be~~ may be asked by the vestry to tender such member's resignation. Any reference in these by-laws to a "calendar year" shall be deemed to refer to a period of time commencing on and including the date of any Annual Meeting of the parish and ending on but excluding the date of the next succeeding Annual Meeting of the parish.

Proposed Amendment #2 – regarding election of Delegates to the Diocesan Convention

Updating our bylaws to provide for the election of delegates at the Annual Meeting brings the congregation into the process for selecting Delegates. In addition, it offers two key advantages. First, delegates would serve a one-year term, ensuring that the parish has duly elected representatives available to serve at any special Convention that may be called during that calendar year. Second, this change streamlines the process by aligning the selection of convention delegates with the parish's regular leadership cycle, allowing the Nominating Committee to identify and prepare appropriate candidates alongside its other leadership development work.

Article X – ~~Appointment~~ Election of Delegates to the Diocesan Convention

~~At a regular meeting of the vestry subsequent to the Call to Convention~~the Annual Parish Meeting, the appropriate number of Lay Delegates and Provisional Lay Delegates to the Diocesan Convention shall be ~~appointed by the vestry elected, each for a term of one year.~~

Article XI – Annual and Special Parish Meetings

(a) **Date.** The Annual Parish Meeting and the election of churchwardens and vestry persons of the corporation and Delegates to the Diocesan Convention shall be held on the last Sunday in January, at an hour to be fixed by the vestry. Special meetings of the corporation may be held on any day and hour fixed by the vestry. If for good cause, a voter is unable to attend the Annual Meeting, he/she may, within ten days of the election, secure an absentee ballot from the rector. To be counted, the ballot must be returned to the rector prior to the closing of the polls.

Article XIII – Nominating Committee

A Nominating Committee shall be elected at the parish's Annual Meeting. The purpose of this Nominating Committee is to select men or women as nominees for the offices of churchwarden and vestry person, and for Delegates to the Diocesan Convention, for election at the next Annual Meeting. Said committee shall have six persons, three vestry persons and three members of the parish who are not members of the vestry.

The chairman of the committee shall be elected by the committee. The committee shall make their report of the selected nominees known directly to the parish at least four weeks prior to the Annual Meeting.

Churchwardens, ~~and~~ vestry persons, and Delegates to the Diocesan Convention may also be nominated by a letter to the presiding officer of the Annual Meeting, signed by nine persons in good standing, to be submitted to the rector at least two weeks prior to the Annual Meeting. The presiding officer of the vestry shall make known to the parish names of all nominees and cause their names to appear on the official ballot. Names of all nominees shall appear in alphabetical order. No differentiation as to source of nomination or incumbency shall appear.

Commissioning of the 2026 Vestry

Antiphon

God grants wisdom, knowledge, and understanding to the upright. God is a shield to those who walk in integrity. *Proverbs 2:7*

Officiant O God, I am your servant; grant me understanding:

People **That I may walk in your ways.**

The Officiant continues

Friends in Christ, we are all baptized by the one Spirit into one Body, and given gifts for a variety of ministries for the common good. Our purpose now is to commission these persons, in the Name of God, to serve as leaders on the 2026 Vestry of St. James'—as Wardens and Vestry Members.

People **Praise be to God, who has called you to this service.**

Officiant Let us pray.

O Eternal God, the fountain of all wisdom and the source of all courage: Pour out your Holy Spirit upon these your faithful servants and so guide their counsels and inspire their decisions, that in their leadership ministry they may seek your glory and promote the mission of this parish; through Jesus Christ our Lord. **Amen.**

In the Name of God, we recognize you as the 2026 Wardens and Vestry of St. James'. May Christ be manifest in you, that in your ministries and in your lives, you may be a light to the world. **Amen.**

Parish Transitions

One of the Christian Church's greatest privileges is to accompany every member of Christ's body across the arc of their earthly pilgrimage and to bless and sanctify them at key moments in their spiritual development.

Baptism

Holy Baptism is full initiation by water and the Holy Spirit into Christ's Body, the Church. God establishes an indissoluble bond with each person in baptism. In 2025, St. James' welcomed these children of God through Baptism:

Jeffrey Louis Crutcher

Elise Adele Ferreira-Newton

Asher Lewis Potter

Allionna May Christie

Katherine Miles Briber

Evan Rhys Hannon

Ryan Leo Hannon

Confirmation and Reception

Confirmation is an individual's mature commitment to Christ. Individuals who have made such a commitment in another denomination may be formally Received into The Episcopal Church. In 2025, the following individuals were confirmed or received into The Episcopal Church at St. James':

Katherine Miles Briber (Confirmed)

Alliona May Christie (Confirmed)

Jeffrey Louis Crutcher (Confirmed)

Wendy Claire Walrath (Confirmed)

Joanne Bongiovanni (Received)

Regina Dahlgren (Received)

Bryn Barbara Dahlheimer (Received)

Austin D. Horne (Received)

Daniel Thomas Tappen (Received)

Kathleen Rose Tappen (Received)

Pasquale Stelianos Toscano (Received)

Ilda Margarita Maria Zukowski (Received)

Burial

Christian burial is the commendation of one whose earthly pilgrimage has ended to God's surpassing peace and mercy, with sure and certain hope of their resurrection to eternal life. In 2025, St. James' Church commended these individuals to Almighty God:

Thomas Burke

Philip S. LaMonica

Roderic A. Davis II

Irene DeVries

Richard K. Wager

Let us pray.

O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever. **Amen.**

Altar Guild

“Be still and know that I am God.” Psalm 46:10

Altar Guild is a vital behind-the-scenes ministry made up of dedicated volunteers, as well as their families and helpers. Altar Guild prepares and maintains the Church’s altar, vestments, linens, supplies, and sanctuary.

Expenses for the Altar Guild were over \$4000 this year to include items that were purchased as needed. The co-chairs aim to save money by keeping expenses down. The Finance Committee has increased the budget to \$3500 for 2026.

Altar Guild was able to put into use the new handmade bursas, palls, chalice, and pulpit veils in February (Gloria Golden). Acolyte candles were replaced thanks to the generosity of a parishioner. The congregation gifted Mother Meredith with a pink chasable in celebration of becoming our Rector. A new chalice and white chasable was given in memory of Richard Wager.

A retreat for the Altar Guild was held last May for its members to grow in fellowship and learning. We have been blessed with new members. Considering our growing congregation, our challenge is finding more members willing to assist at the 8 a.m. service and added assistance with special liturgical events.

In conclusion, Altar Guild is grateful to Mother Meredith, the Vestry and the Finance Committee for supporting our ministry. We are grateful to the Saint James’ Family for the many donations, whether it be in the form of time or monetary contributions.

We welcome new members. If you feel called to serve on the Altar Guild, please contact one of the co-chairs listed below. Thank you!

Respectfully submitted,

Karen Gasparini; 845-475-4717

Janet Bright; 845-546-1891

Audit Committee

Congregations with net operating incomes of less than \$750K are allowed to complete and submit to the Diocese a three-page “Interim Alternative Audit Procedure” questionnaire in lieu of conducting a certified audit. The questionnaire must be prepared by an Audit Committee. St. James’ Church has elected to complete this questionnaire for the past several years.

The questionnaire is quite comprehensive, comprising 55 questions on a variety of topics including insurance coverage, space use agreements, handling of restricted gifts, procedures for plate collections and other cash receipts, sending of contribution statements, documentation for disbursements, calculation of pension payments, classification of employees versus contractors, and Safe Church training.

At its June 25, 2025 meeting, the Vestry authorized creation of an Audit Committee to complete and file the 2024 Audit questionnaire. The committee members included Russell Urban-Mead (Treasurer), Joanne Lown (Assistant Treasurer), Maggie McNamara (Clerk of Vestry), Mike Glancey (Senior Warden), Ron Lane (Vestry member), Lillian Peralta (Vestry member), and Mother Meredith Kadet-Sanderson (ex officio). Maggie served as chair of the committee.

The committee began communicating by email and assembling relevant documents in early July, and we had our kick-off meeting on July 30. Over the course of the next month or so, we spent many hours gathering information and drafting questionnaire responses. We prepared a detailed internal-only working document containing our findings and analysis, a practice we started in 2024. From that detailed working document, we prepared the three-page questionnaire for submission. The completed Audit questionnaire and all required supporting documents (balance sheet, profit and loss statement, and bank reconciliations for all bank accounts belonging to the church) were submitted to the Diocese on Sept 14, 2025.

Key Findings and Recommendations

Our submitted Audit questionnaire for 2024 included fifty-one “Yes” answers, indicating a broad sweep of strong performance and record-keeping at St. James’ Church. There were just four “No” answers warranting Comment.

Space Use Agreements and Insurance. This Audit question asks if all outside entities using church facilities have a space use agreement and provide insurance certificates.

For the 2023 Audit completed in 2024, we found that only one outside organization using church facilities had a space use agreement, and it had not provided a current certificate of insurance. It was recommended to the Vestry in September 2024 that all other entities using church facilities should have a space use agreement and should be required to provide insurance certificates. An updated template space use agreement was approved by the Vestry at our April 30, 2025 meeting.

For the 2024 Audit completed in 2025, we found that great progress had been made towards this goal. Specifically, we found that all outside entities using space do now have an agreement, and work was continuing to update the terms for all space users. However, two regular users of space in the St. James' Parish House still had not provided proof of insurance. Mtr. Meredith was asked to follow up with these organizations.

Unbudgeted expenditures. This Audit question asks whether any large or unbudgeted expenditures occurred without Vestry discussion and approval in 2024.

After the 2023 Audit was completed in September 2024, it was recommended that any unbudgeted expenditures exceeding \$1,500 must be approved by the Vestry in advance, and budget line items must be adhered to with a Vestry person appointed to oversee each budget line item. The Vestry has been following this practice of approving large or unbudgeted expenditures since September 2024.

Safe Church Training. The Diocese recently began requiring that all staff, volunteers, Vestry members, and officers take Safe Church training. The Audit Committee found that one staff member and several Vestry members had not completed the required training. Mtr Meredith followed up with these individuals.

Salaries. Salaries authorized in the budget should match the amounts that were paid. We found that salaries authorized in the 2024 budget generally matched the amounts that were paid in 2024, except for line 5010.10 Clergy Wages. For that line item, the budgeted amount was \$55K but we paid \$63,224.68. This overage resulted from Clergy Employment Tax being mistakenly budgeted as zero for 2024. This error was corrected in the 2025 budget.

Respectfully submitted by the Audit Committee:

Russell Urban-Mead, *Treasurer*

Joanne Lown, *Assistant Treasurer*

Maggie McNamara, *Clerk of Vestry, chair*

Mike Glancey, *Senior Warden*

Ron Lane, *Vestry member*

Lillian Peralta, *Vestry member*

The Rev. Meredith Kadet Sanderson, *ex officio*

Community Garden

Season 14 proved to be a very successful one for the garden. Despite the early start of the season with lots of rain and cold temperatures, our 45 intrepid gardeners did grow and donate thousands of pounds of assorted vegetables, herbs and flowers that were donated to the Hyde Park Food Pantry from mid-April through Mid- November.

As an Eagle Scout project, the garden was gifted a back gate for easy accessibility for our orchard and beehive gardeners to tend.

Our fundraisers were quite successful, and the garden is in solid financial shape with over \$11,000 in its budget. The end of the season blessing of the garden was a lovely way for our new parishioners to come and explore that beautiful space.

This will be my final report for the garden as many of you know, Doug and I will be moving to Maine later this year. I am extremely confident that with our "mayors" of the garden taking on the duties of the day-to-day operations, and Maggie McNamara who will be overseeing the finances for the garden, it will flourish for years to come. Starting the garden with my husband, Dr. Joe Calabro and the late, great Jerry Kelly has been one of the biggest joys of my life.

I will miss it very much.

Respectfully submitted,

Deb Belding

Garden Committee

Celebrating growth, fellowship and community.

Introduction

The St. James' Garden Committee is pleased to present our 2025 Annual Report. This document highlights our ongoing efforts to beautify the church grounds, foster community engagement, and promote environmental stewardship. Through teamwork and dedication, we have made significant progress in enhancing the gardens and supporting the mission of St. James' Church.

Committee Members

Ron and Cathy Lane, *co-chairs*

Caitlin Miller

Regina Dahlgren

Ilda Zekowski

Kathy and Dan Tappen

Audrey Horne

Mike Fenwick

Betsy Porter

Susan Fenwick

Mary Gabel

Janet Bright

Marty Gillow

Major Activities

Throughout 2025, the committee organized regular weed clearing sessions to maintain the health and appearance of all garden beds. Volunteers removed invasive plants, allowing our flowers and shrubs to thrive. In spring, we added a colorful selection of annuals, bringing new vibrancy to the grounds and attracting pollinators.

Gene's Tree Service was hired to clear the back of the chapel from invasive plant material and level the back paid for by donors.

We installed new compost bins, at the Chapel and Parish Hall donated by the Hyde Park Visual Environment Committee thanks to a grant from the Community

Foundation of the Hudson Valley. This initiative supports sustainable gardening practices and reduces waste, providing rich compost for future plantings.

Recognition

Our collective efforts were honored with the Beautification Award by the Hyde Park Visual Environment Committee, celebrating our commitment to maintaining an inviting and well-kept outdoor space. This recognition reflects the improvements to the landscape and the refreshed appearance to the exterior of the chapel thanks to Russel Urban Mead.

Future Plans for 2026

Looking ahead, we plan to expand our weeding schedule and introduce more native plants to increase biodiversity.

Certification as a Wildlife Habitat

In 2025, the Chapel gardens achieved certification as a Wildlife Habitat, confirming that the grounds provide essential resources for birds, butterflies, and other wildlife. This accomplishment aligns with our mission to nurture both plants and animals in a harmonious environment.

Acknowledgments

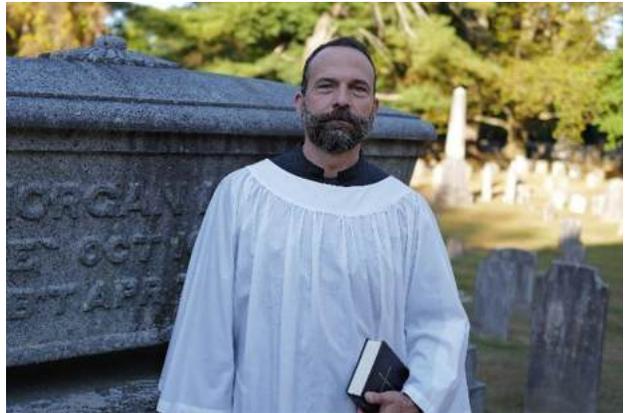
The St. James' Garden Committee extends heartfelt thanks to our generous donors, dedicated volunteers, and local partners. Your support makes our work possible and enriches the lives of everyone who visits the gardens. We look forward to another fruitful year together.

Respectfully submitted,

Cathy and Ron Lane

Historic Graveyard Tours

The 15th season of the Tours occurred on Friday and Saturday nights of the first three full weeks of October, 2025. There were four shows each night.





With gross ticket sales of approximately \$23,000, net income was approximately \$18,000. The cost of an adult ticket was \$25. A child's ticket was \$15. Advance purchases were the principal driver in overall attendance.

For most Tour evenings, at least 40% of the total attendance was driven by ticket sales during the calendar week preceding the Tour. I estimate that approximately 50% of all ticket purchasers in 2025 had purchased tickets for Tours in one or more past seasons. It is clear that sign placement is the principal driver of purchasers by those who are new to the GYT.

A net income statement for 2025 (which summarizes revenue and expenses) is below:

2025 Graveyard Tours

Revenues		Expenses	
Orders Online	\$22,445.00	10/11 Salaries	\$ 555.00
Tickets Sold at Door	\$ 225.00	10/18 Salaries	\$ 505.00
Donations at Door	\$ 120.00	10/25 Salaries	\$ 725.00
Tickets Sold in Parish Office	\$ 575.00	SimpleTix Fees	\$ 458.32
	<hr/>	Square Fees	\$ 1,943.90
	\$23,365.00	Publicity Signs	\$ 750.00
	<hr/>	Costume for Veith	\$ 322.80
	\$		<hr/>
	18,104.98		\$ 5,260.02
Net Income	<hr/>		

The characters portrayed during the Tours were: Emma Victoria Pitkin Marshall (1866-1946); Catherine Kennedy Harper (1830-1901); Gertrude Lewis Livingston Lowndes (1805-1883); Rev. John McVickar, D.D. (1787-1868); and Augustus T. Cowman (1814-1854). Reviews by those who attended were uniformly positive.

Actors who portrayed these characters are (in order): Wendy Urban-Mead; Faith Theofanus Ray; Deirdre Mae Micker; Robert Cogliati; and Zachary Veith.

Members of the Parish who assisted in bringing the Tours together are:

Rector	The Rev. Meredith Kadet Sanderson
Tour Coordinator:	Brian Rance
Director:	Joseph Gasparini
Tourguides:	Abel Ferreira, Anne McGrath, Danielle Raugalis, Dennis Pavelock, Jeff Crutcher, Joanne Lown, Lori Mullooly, Mary Gabel, Paul OHalloran, Regina Dahlgren, Steve Gausepohl and Valerie Gaulin
Tourguide Assistants:	Abel Ferreira, Betsy Porter, Bev OHalloran, Ilda Zukowski, Janet Bright, Jillian Foster, Katy Briber, Lillian Peralta, Maggie McNamara, Patty Glancey, Susan Gausepohl, Tanya Hall and Wilma Tully
Parking Supervisors:	Marty Gillow, Mike Fenwick and Tanya Hall
Parking Attendants:	Austin Hare, Maddie Glancey, Marty Gillow, Mike Fenwick and Sean Foster
Actor Hospitality:	Ava Hare, Betsy Porter, Cathy Lane, Devin Hare, Karen Gasparini, Kathleen Ferreira and Ron Lane
Stage Crew and Technical:	Andy Hall and Mike Glancey

Best regards to all who assisted in making the 2025 Tours a very successful undertaking (both financially and artistically).

Respectfully submitted,

Brian D. Rance, Tour Coordinator

Music

St. James' music program continued to grow this year during a season of transition and possibility.

Our main organist and pianist, Kyeongji Koh, offered beautiful and prayerful music for worship on both organ and piano. As a student at the Bard Conservatory, she served with us while school was in session. Thanks to Daniel Conroy, Terry Earles, Dr. Leonard J. Lehrmann, and parishioner Wendy Urban-Mead for providing musical leadership and continuity outside semesters.

Our pick-up choir welcomed several new members this year and, in addition to leading Communion hymns around the piano, offered Communion anthems during the season of Advent. Special thanks to Russell Urban-Mead for organizing and supporting the choir anthems.

As we look ahead, we note that Kyeongji Koh is unexpectedly unable to return to us in 2026. While this change came sooner than anticipated, we will begin a search for new musical leadership in the coming year with hope and confidence in where the Spirit is leading us.

We remain thankful to the Rev. Dr. Steven Yagerman for the long-term loan of his beautiful Baldwin baby grand piano, which has been a blessing to our worship since March 2024.

Thanks also to our choir members and to everyone who joins in congregational singing or plays instruments to bless our worship and fellowship throughout the year.

Respectfully submitted,

The Rev. Meredith Kadet Sanderson

Nursery School & Committee

“...a tyme to spare and a tyme to spende...”

Ecclesiastes 3:6, Bishops’ Bible of 1568

The St. James’ Nursery School opened its doors in September of 2025 for its 62nd year to eight bright-eyed and eager students. Under the professional and caring tutelage of the teachers, Rebecca Dobbins and Melissa Montgomery, the students were welcomed to a program that fosters curiosity, imagination, and confidence in a safe and nurturing environment through the design and implementation of a developmentally, academically, and socially appropriate curriculum

Despite Becky Dobbins’ health issues, she and Melissa Montgomery managed to provide the children with the same excellent quality of pre-school education that has been the hallmark of Saint James’ Nursery School since its start in 1963. When it became necessary for Becky to step away from her role as head teacher, Melissa and a team of resolute volunteers stepped up to continue the program through the present day.

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Within the past decade or so, the school has seen a steady decline in enrollment.

Times have changed along with the needs of young families. Many parents are opting to send their children to the Universal Pre-K programs that have come to the area. These programs provide full-day care and are tuition free as they are government-subsidized.

The decline in enrollment and other factors have caused the nursery school to operate at a deficit. The Vestry has been generous in closing the budget gap for the school these past several years; however, continuing to do so is unrealistic and unsustainable.

The Saint James’ Nursery School Committee, the Vestry, and the teachers have worked the better part of two years to figure out ways to sustain the school. Despite the best efforts and the hard work of all concerned, a viable solution could not be found. It was with profound sadness that the decision was made to cease the operation of the school at the close of the current academic year in June of 2026.

## **Reflection**

One can depend upon Scripture as a source of wisdom and comfort. Solace might be found in Ecclesiastes, Chapter 3. As quoted in the opening of this report, Verse 6 was

taken from the Bishops' Bible of 1568 version. More modern translations are familiarly known to say, "... a time to keep and a time to cast away..."

Notice the Bishops' Bible of 1568 uses the Middle English words *spare* and *spende*—much gentler and more pragmatic—rather than the words keep and cast away. In Middle English, the word *spare* suggested to conserve and keep something in reserve because it provided a purpose and it was prudent to use resources to do so. The word *spende* suggested to consume or use up a thing for which it is no longer prudent to exhaust resources. One of many reflections on Ecclesiastes proffers:

*Life involves cycles of acquiring and releasing, gaining and losing, highlighting God's sovereign timing for all human activities, from material possessions to emotional attachments, urging acceptance of life's inherent changes rather than trying to control them, as everything serves a divine purpose.*

During its “tyme to spare,” St. James’ Nursery School has provided a service to numerous families in the greater Hyde Park community over the years. It has modeled Christian values for living life in the world. It provided joy and the foundations for being and learning to countless children. One can say that the school has truly served a “divine purpose” as it cycles to its “release.” Now, in this “tyme to spende,” we pray for guidance to discern how to reallocate resources to continue the ministry of service to the community and how to gain knowledge of the community’s specific needs.

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The Nursery School Committee will continue its work in supporting the school through the end of the current academic year. It is working on plans for the school’s End- of-Ministry Celebration to be held in June. If anyone is interested in collaborating with the committee on this celebration, please contact me or any committee member listed below in the conclusion to this report.

In closing, expressions of gratitude are extended to the Vestry, the Nursery School Teachers and Volunteers, the Nursery School Committee – Charles Desimone, Mary Gabel, Patty Glancey, Tanya Hall, Felicia Rutigan, and Georgia Verven - Mother Meredith, and to Mike Glancey, Senior Warden. Your dedication, hard work, and commitment are awe-inspiring and beyond measure. Thank you!

Respectfully submitted,

Joseph R. Gasparini
Committee Chair & Vestry Liaison

Outreach

Outreach Ministry Mission: The desire to help, care for, serve, impact and provide change while empowering and inspiring our community.

Committee Members: Deacon Gail Ganter-Toback, Lillian Peralta, Susan Gausepohl, Joanne Lown, Wilma Tully, Mary Gabel, Sue Delorenzo, Deirdre Mae Micker, Janet Bright, Jillian Foster, Karen Gasparini, Cathy Lane, Patty Glancey, Owen Clarke, Kathleen Tappen, Dan Tappen, Betsy Porter, Alison Quin, Katy Briber, and Wendy Walrath.

As we began the **New Year**, the committee discussed how food insecurity is on the rise now more than ever. Many of our members volunteer at food pantries, work in schools with pantries, and/or serve with Meals on Wheels and other organizations that distribute food throughout our community. Because of this hands-on involvement, our members see firsthand the urgent call to support the many organizations working to combat the food insecurity epidemic our neighbors are facing.

In **February** thanks to your generosity through our toiletries drive we were able to donate much needed items to Dutchess Community and Bard College Food Pantries.

Guest speaker Ben York from Grace Latino Outreach, Northeast Dutchess Immigration Services came in and spoke to us about what the Latino/Lantix communities' are experiencing after the massive deportations that began taking place. He educated us about our rights and how this is impacting many programs that are led or attended by Latinos due to their fear of deportation.

In **March** through a special collection we sent the **Episcopal Relief and Development /California Wildfires** a check in the amount of \$1,712.00 (\$1,412 special collection plus \$300 Outreach donation).

In **April** thanks to a generous donation we were able to make a \$1000 donation to Rebecca Dobbins-St. James' Nursery School Head Teacher to assist with her medical expenses.

We held a special **Good Friday offering** collection. We sent a check in the amount of \$1,040 to the Episcopal Church.

In **May**, we hosted our first fundraiser of the year with our beloved **Mother's Day Tea**, an event our community looks forward to each year. For the occasion, our Parish Hall was transformed into a beautiful tea party setting. Guests enjoyed a delightful menu of homemade scones, finger sandwiches, petit desserts, and, of course, tea. It

was a joy to see our community come together for a lovely afternoon of conversation, connection, and delicious treats.

We hosted a Pet Drive for the **Dutchess County SPCA** and we made a \$250 donation.

In **June** we had a **fundraiser at 5 Guys** and raised \$110.59 but most of all we enjoyed some laughs together while enjoying a burger and sipping on their delicious milk shakes.

Thank you to our Sunday school staff and students for hosting the Jar decorating event for our Lenten Season. Outreach sponsored and led a Lenten discipline collection which resulted in a donation of \$1,106.23 for **Habitat for Humanity**. Parishioners really enjoyed it!

St. James' Cares is a new Outreach Support Program launched this year. Beginning Saturday, June 7, 2025, and continuing every Saturday through August 16th, 2025 students experiencing homelessness at **Dutchess Community College** were treated to a home-cooked meal. Each week, members of our congregation sponsored the students by preparing and delivering a hot meal, along with dessert and drinks, to the Residence Hall. What began as an act of service quickly became a deeply heartwarming experience for our sponsors and was profoundly appreciated by the students we served. I am so thankful to each and every sponsor for the love they shared with our students.

In **July** we had a special collection to help the **Hyde Park Food Pantry**. We collected \$530 plus Outreach contributed \$250. A check was provided in the amount of \$780.

In **August** we supported the **Rural and Migrant Ministry** Backpack Collection and with the support of our congregation we donated over 50 backpacks and Outreach made a \$250 donation.

A \$250 donation was sent to **Dutchess Community College Food Pantry**

A \$250 donation was sent to **Bard College Food Pantry**

Outreach responded to a call from the Diocese of New York to support **One Day's Food for Our Neighbors Campaign** to support our hungry neighbors in Gaza. A \$500 donation was made on behalf of St. James.

In **September** we continued our commitment to **The NY Haiti Project**. The Outreach Committee donated \$1000 plus through an envelope collection the congregation added \$2,059.79. Our total donation for this 2025 year was \$3,059.70.

In **October** Guest speakers **Melissa Rosario** and **Vaishali Curcio** shared information about the Hyde Park Resource Center, located at the Old Hyde Park Elementary School. The Resource Center offers a food pantry and clothing closet, provides assistance with transportation to medical appointments, works with families of students who are chronically absent, and educates families about the resources available in Hyde Park. They also host event nights for families in the community.

A \$300 donation was made to the the **Regional Food Bank** to help the Resource Center purchase extra food to be distributed to the families for the holidays through their food pantry.

In **November** we hosted a winter clothing drive. Unfortunately it did not go so well but we are happy to report that all of the clothing that was leftover was donated to **Dutchess Outreach** and they reported that all of the items were distributed.

We made a \$500 donation to **Episcopal Relief and Development/ Hurricane Melissa**.

During Thanksgiving we supported the **Hyde Park Food Pantry** by providing 24 turkeys and 30 lbs. of butter for distribution of their holiday baskets. Thank you to ShopRite for allowing us to buy the turkeys and butter at cost.

Outreach donated \$500 to **Mtr. Meredith's Discretionary Fund**.

In **December**, we hosted our third and final fundraiser—the **Holiday Cookie & Candy Sale**. We are always amazed by how much the community looks forward to and depends on this event for their holiday cookies. This year, Jillian created beautiful gift mugs that sold out quickly—thank you, Jillian! We also offered dog treats baked by our culinary experts, Alli and Bryn—thank you both! Two silent auction baskets were won by members of our congregation. We also enjoyed an incredible variety of treats, with nearly double the number of cookies compared to past years. A huge thank you to all of our bakers—you were all simply AMAZING!

Through our **Christmas Star Program**, we supported **Hudson Valley Hospice, Hyde Park Resource Center, Episcopal Relief & Development Gifts of Life, and Mtr. Meredith's Discretionary Fund**. We extend our heartfelt thanks to our congregation for supporting these important organizations—each one is deeply grateful for your generosity.

We also supported **Dutchess Community College's DCC CARE Program**, helping to provide hot holiday meals on Thanksgiving Day, Christmas Eve, and New Year's Eve for housing-insecure students who remained on campus during the holidays.

Thank you to our members for your dedication, commitment, and the love you share through this ministry. I am deeply grateful for each and every one of you. You are all FANTASTIC!

To our congregation, thank you for supporting our ministry—whether through monetary donations, volunteering at our events, or praying for our community. We truly appreciate all the love you share with and through this ministry.

	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100.XX INCOME FROM INVESTED FUNDS				
4105.XX GENERAL FUND INCOME				
4105.35 *DRAW FOR MISSION/OUTREACH	2,757.12	2,724.00	33.12	101.22 %
Total 4105.XX GENERAL FUND INCOME	2,757.12	2,724.00	33.12	101.22 %
Total 4100.XX INCOME FROM INVESTED FUNDS	2,757.12	2,724.00	33.12	101.22 %
4300.XX CONTRIBUTIONS & OTHER OPER INCO				
4300.05 *OUTREACH CONTRIBUTIONS	1,763.00	2,000.00	-237.00	88.15 %
Total 4300.XX CONTRIBUTIONS & OTHER OPER INCO	1,763.00	2,000.00	-237.00	88.15 %
4600.XX FUNDRAISING INCOME				
4600.05 *OUTREACH FUNDRAISING ACTIVITIES	4,581.17	4,000.00	581.17	114.53 %
Total 4600.XX FUNDRAISING INCOME	4,581.17	4,000.00	581.17	114.53 %
4900.XX OTHER INCOME				
4900.25 *SPECIAL COLLECTION INCOME	7,500.74	1,500.00	6,000.74	500.05 %
Total 4900.XX OTHER INCOME	7,500.74	1,500.00	6,000.74	500.05 %
8100.XX RESTRICTED FUNDS				
8100.11 *TEMP RESTR - OUTREACH		2,051.00	-2,051.00	
Total 8100.XX RESTRICTED FUNDS		2,051.00	-2,051.00	
Total Revenue	\$16,602.03	\$12,275.00	\$4,327.03	135.25 %
GROSS PROFIT	\$16,602.03	\$12,275.00	\$4,327.03	135.25 %
Expenditures				
5200.XX NON-OPERATING EXPENSE				
5200.10 *OUTREACH FUNDRAISING ACTIVITIES EXPENSE	99.31	250.00	-150.69	39.72 %
5200.11 *OUTREACH GIVING/SUPPORT EXPENSE	7,334.87	10,401.00	-3,066.13	70.52 %
Total 5200.XX NON-OPERATING EXPENSE	7,434.18	10,651.00	-3,216.82	69.80 %
5400.00 *SPECIAL COLLECTION EXPENSE	7,500.74	1,500.00	6,000.74	500.05 %
Total Expenditures	\$14,934.92	\$12,151.00	\$2,783.92	122.91 %
NET OPERATING REVENUE	\$1,667.11	\$124.00	\$1,543.11	1,344.44 %
NET REVENUE	\$1,667.11	\$124.00	\$1,543.11	1,344.44 %

*Of this amount, \$3,718.11 should be available in 2026 for Outreach Ministry

Respectfully submitted,

Lillian Peralta & Susan Gausepohl

Rector's Discretionary Fund

Income

Contributions	\$3,378.00
Honoraria	\$575.00
Interest earned *	\$0.69
Parish Budget **	\$1,000.00
Donated Food Cards ***	\$325.00
Total Income	\$5,278.69

Expense

Assistance	
Rent/ Shelter	\$600.00
Grocery /Gas	\$1,753.00
Other	\$250.00
Donated Food Cards	
Distributed	\$275.00
Not yet distributed	\$50.00
Charitable contributions	\$900.00
Parish/Region/Diocese Contributions	\$775.00
Total Expense	\$4,603.00

Excess (deficit) revenue over expenses **\$675.69**

Bank account balance as of Jan 1, 2025 \$1,383.30

Bank account balance as of Dec 31, 2025 **** **\$1,983.99**

** Interest on bank account not reflected in Quickbooks*

*** Annual contribution \$500; includes \$500 not transferred in 2024*

**** Not reflected in Quickbooks or on bank statement*

***** Excludes \$275 in contributions and honoraria not yet transferred from Parish Checking and \$200 in uncleared checks*

Respectfully submitted,

The Rev. Meredith Kadet Sanderson

Stewardship

Members of the Stewardship Committee—Rev. Meredith Kadet-Sanderson, Joe Gasparini, Steve Gausepohl, Bobbie Wells, and Ron Lane—held our first meeting on October 7, 2025.

The purpose of the meeting was to continue our mission and vision and how to reach our goal of \$175,000.00.

Our mission this year was to continue to change the culture from traditional fundraising to spiritual fundraising. This approach emphasizes the connection between generosity and faith, encouraging members to view their contributions as a reflection of their commitment to God's work.

Our vision is once again to continue growing the membership of our St. James' community, which will allow us to continue God's work that we are called to do. Through outreach and engagement, we strive to create an inclusive environment where everyone feels welcomed and inspired to participate.

Our 2025 Stewardship kick-off campaign lunch was held on October 19, 2025. Over the course of five Sundays, we heard ten members' heartfelt testimonials on how their lives were changed because of their involvement in St. James' and learned about some of the wonderful things happening in our community.

Attorney Rebecca Blahut, specializing in trusts, estates, and elder law, spoke to our invited congregants on November 5, 2025 about planned giving. Her presentation provided valuable information on how to secure their assets through wills and estate planning. She also provided us with information on how planned giving, legacies and bequests could benefit our St. James' Community.

We completed our campaign with a thank you breakfast on December 7th. The current total as of today is \$159,730, which is 91% of the goal of \$175,000. We are still receiving some late-arrived pledges from congregation members, making us optimistic that we will meet our goal.

We are grateful for the dedication and generosity of our community, and we look forward to continuing our mission in the coming year. Your ongoing support sustains our programs and strengthens our ability to serve.

Respectfully submitted,

Ron Lane, Chair

Sunday School

Spring 2025

We had a great beginning of the year with lots of fun activities! Valerie Gaulin, Patty Glancey, and Riley Hall led the children to finish the “Year Three: Weaving God’s Beloved Community” curriculum of Weaving God’s Promises. The lessons covered the story of how we are called by God to live in loving community with one another, to fulfill God’s promises for us in the healing of all creation.

We had “guest speakers” from our St. James’ community to share the work that is being done within our church. Thanks to Susan Gausepohl for sharing with us about the work of Outreach, Joanne Lown for making an Easter craft with us, and Deb Belding for planting seeds with us and talking about the Community Garden.



We decorated pancakes together on Shrove Tuesday. In June, we celebrated Youth Sunday with Sunday School Recognition, a skit, Graduation from Sunday School, and Graduation from High School. The youth took part in all aspects of the service.

We took the summer off, but had a “fun game day” Sunday School in July since the kids missed each other!

Fall 2025



The beginning of this school year brought new teachers and helpers to join Valerie Gaulin and Patty Glancey. Thanks to Maddie Glancey, Deirdre Mae Micker, Colleen Coburn, Megan Dhanabala, and Wendy Walwrath. We are looking for new teachers and helpers as we have started the conversation about how to restructure Sunday School. Many Sundays, we came together for shared prayers, stories, or activities! We started back again with the Year One: Weaving Our Faith curriculum of Weaving God’s Promises. The lessons cover the story of God’s love for us and how God stays with us, no matter what. We even had a visit from Moses! Sunday School was able to reach out to the larger community by holding a coat drive for Dutchess Outreach in October, a blood drive for the American Red Cross in December, and donating a toy basket to Angels of light.

Thank you to Rev. Alison Quinn for writing and directing us in a beautiful Advent Lessons and Carols during church. Thank you to Bobbie Wells, for incorporating the Sunday school children into her amusing story of church mice, and then reading it during church.





The Sunday School hosted an Advent wreath making project that parishioners could make during coffee hour to take home or give away.

Thank-you Riley Hall for your years of service. We will miss you!

Respectfully submitted,
Patty Glancey and Valerie Gaulin

