

St. Chrysostom's Episcopal Church & Day School
2024 ANNUAL REPORT



St. Chrysostom's
EPISCOPAL CHURCH & DAY SCHOOL



The 2024 Annual Report of St. Chrysostom's Episcopal Church & Day School

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THE RECTOR'S REPORT

Friends in Christ,

Some of you may be aware of a useful concept invented by noted psychologist Abraham Maslow. He suggested that humans have their needs attended to in a certain order, or a hierarchy. For instance, the need for shelter and food are primary. Then we need love and community. And lastly, we need entertainment, philosophy, and spirituality. Or put another way, we have to address the basic needs before we can move on to the transcendent.



While Maslow was talking about people, I think his hierarchy applies to organizations just as well. I have been your rector for 9 months, and in that time, I have been working along with the staff and lay leaders to address the first level of needs in our church: staffing, policies and procedures, scope of work, proper use of authority (i.e. what is appropriate to the rector, the wardens, the vestry, the staff, the laity), and education (i.e. compliance with national and diocesan canons as well as our own bylaws). Other notable first level needs have to do with our database and our paper records, both of which were in great disarray. Additionally, we have a fairly informal committee structure that needs some attention—do committees have chairs, charters, term limits, ongoing recruitment, etc.

I appreciate that this first level work does not make terribly gripping reading. But I can say with some authority that we cannot grow the parish and spread the gospel if we do not address the basics. You can't build a tower without scaffolding, and these first months have been almost entirely about scaffolding. From what I can see, our beloved parish has had some hard years, and that doesn't change overnight with the installation of a new rector. Indeed, I can see five years of diligent and directed work ahead of us. I fully intend for us to be the most vibrant parish in the diocese, and that will take some time, but we are off to a rousing start.

One of the things expected of a rector is to cast a vision for the future. And I can do that, in consultation with the leaders of the parish. But before I do that work, I actually want to tell you about some of the strengths I see right in front of me. I see a group of deeply committed and long-time parishioners who give hours and days of volunteer work to feed the hungry, clothe the naked, and give rest to the weary. I see a sanctuary made beautiful through art and flowers and music in which the world-weary come and are refreshed. I see a crackerjack staff who each understand their work and do it well. I see an associate priest who has put together a fantastic kids and youth program almost overnight. I see a vestry who is smart and bold, steering this parish into a wise direction. I see engaged members studying the Bible and trying to, through prayer and community, live Christian lives. I see great financial generosity and

commitment to the mission of this parish. I see a new interim head of school working closely with the rector and her advisory committee to provide the highest possible education and social development for the next generation at the Day School. I see newcomers of all ages finding their ways into our pews. I see markedly improved communication from the leadership to the parish. I see community partnerships with nonprofits doing good work in the city. And I see hope for the future at all levels.

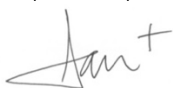
Challenges remain, of course. American Christianity is in a numeric free fall, and the number of people looking for a faith home is much smaller than it was even twenty years ago. Some churches will not survive in the coming decades. The ones that do will be nimble, gospel-centered, creative, and willing to try new things—some of which will fail—to meet the needs of God's people in this new generation. That is a heavy lift for a church as traditional as ours. And yet that is exactly the task at hand.

Before I close, a word about service times. We have already begun to innovate our service schedule by adding a Wednesday evening Eucharist, which Chana and I have been sharing the leadership of, along with our verger Mike Sammon. During my interview process, the search committee asked me my opinions about our Sunday morning services schedule: do we have the right number and right kind of services for the needs of our community? My answer then and my answer now is that I don't know. There were some services this summer that had fewer than 65 people attending in a room that seats over 400. On the other hand, offering different kinds of worship for different constituents can be a really good thing for a church looking to grow. Now that our children and youth program is beginning to grow again, it is the time to ask our families with young children how and whether the spiritual needs of their families are being met, so look for some kind of parish-wide survey to come in the next six months on the topic of service times—largely aimed at our young parents.

Our future is as bright as we would like it to be. The mission of Christians has not changed in two thousand years, though how we attend to that mission has. Look for several years of experimentation as we strive to be faithful in this new and uncertain time in history.

Thank you for your faith in me and for calling me as your Rector. To God be the Glory.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Ian+", with a stylized cross or plus sign at the end.

The Rev. Dr. Ian Burch, *Rector*



THE SENIOR WARDEN'S REPORT



Friends in Christ,

This has been a truly transformative year for our parish. With a period of transition behind us, we are now firmly in a period of growth. Our attendance is up, our youth program is blossoming, and our ministries continue to thrive. I'm pleased with the work the Vestry has accomplished this year, and with the positive indications we've seen in response to that work in recent months.

While it has often been among the responsibilities of our previous associate priests to lead the youth program, this past year the Vestry took the considered approach to initiate the hiring of an associate priest whose primary responsibility is to build and lead a Christian formation program for youth and families. Only four months after welcoming Rev. Chana Tetzlaff to that role, we are already seeing a strong youth program emerge, and we're engaging families in ways we haven't in several years.

The realities of a century-old building never cease to challenge our resolve in maintaining a functional and attractive home for the church and school. For this reason, the Vestry engaged a firm to perform a reserve study on our property to better understand what maintenance and repair work should be budgeted in the coming years. We continue to update the spaces within our campus to foster worship, learning, and fellowship as our resources allow. Our music ministry will soon move into a completely revitalized space, the Guild Room will be enhanced with air conditioning, and our Columbarium will receive new niches and a renewed appearance.

With the parish's long-term financial stability as a key priority, the Vestry took steps this year to establish and empanel a committee made up of Church and Day School members with the aim of managing the permanent endowment recently established through the Episcopal Church Foundation. The Good Shepherd Society was also redeployed this year to renew efforts focused on planned giving opportunities. Both of these groups will be instrumental in ensuring a long-term fundraising strategy for the parish and its ministry.

I'm grateful for the opportunity to serve a parish and people who have been so formative in my life and given me grace and love when I needed it most. I'm proud of how far we've come in the past year, and look with anticipation to where we're going in the year ahead. It's a privilege to do God's work in Chicago as your Senior Warden.

I remain, very truly yours,

Robert P. Valente, *Senior Warden*

ST. CHRYSOSTOM'S DAY SCHOOL REPORT

Megan Gagliardo – Interim Head of School

Pam Larsen – Accounting / Operations / Communications / Admissions

Meg Leydon – Development/Special Events/Communications/Admissions



St. Chrysostom's Day School is in its 50th year and is a significant outreach ministry of the Church and to the larger Chicago community. Currently we serve children in more than 15 zip codes. The Day School offers nine developmentally appropriate programs for children ranging from eight months to five years, including Tiny Tot's through Junior Kindergarten. We currently have 133 children enrolled and continue to refine and diversify our program offerings. This year our programming includes Full Day JK, Full Day Fours, Half Day Fours, and Half Day Preschool with the option to stay for an extended day. In addition, we offer 4 Tot's Programs. Our full day programs offer two snacks, a hot lunch, rest time and enriched offerings in the afternoon.

The school is proud of its Episcopal Identity and is an active member of the National Association of Episcopal Schools. We are working with NAES to expand our DEI efforts for early childhood programs. We offer a weekly chapel program for our Preschool, Fours and Jr Kindergarten classes. We are pleased to welcome The Rev. Chana Tetzlaff as our Day School Chaplain.

We continue to look for new ways to offer exciting and creative programming that will keep St. Chrysostom's Day School at the forefront of outstanding preschools in the city of Chicago. We are offering after school activities on Tuesday and Wednesday and an Open Gym Class for Tot's on Monday & Fridays.

Preferential placement is given to members of Saint Chrysostom's Church and to siblings of current families. The Day School is governed by an Advisory Committee composed of Vestry, Alumni, Faculty and Parents. The Day School operates under a Day School Charter and reports directly to the Vestry. The Day School and the Church have agreed upon shared services allocation which contributes to the cost of operating expenses and maintenance of space used by the Day School.





The annual operating budget for the 2024/2025 school year is approximately \$2.05 million. We celebrated our 50th anniversary as a Day School and welcomed 350 current & alumni parents to the party. As part of our celebration an Endowment was created. An Endowment Committee has been established to oversee the fund. The school operates as a “not for profit” entity aiming to break even on a cash basis. This year we hosted our annual Holiday Faire in addition to a Preview night. We also hosted a Gingerbread House event in December. We are planning an Auction Gala on February 1, 2025.

Once again, the Day School partnered with St. Chry’s Kitchen to provide decorated gift bags for the Thanksgiving dinner guests. This has become an annual project for the children and their families and brings great joy to the Day School community. The Day School sponsored families this year through the wonderful program that St. Chrysostom's Church participates in: The [Revive Center for Housing and Healing](#) Holiday Gift Basket program, which provides gifts, food gift cards, and other necessities to 100 local families and seniors in need during the holiday season.



We remain grateful for the prayers and support of the entire St. Chrysostom’s Community.

Applications are available on the Day School website: saintc.org/day-school/. Questions regarding enrollment and observations are scheduled with the Head of School by calling the Day School Office at 312-642-3422.

Respectfully submitted,

Megan Gagliardo



DIRECTOR OF OPERATIONS REPORT



2024 was a notable year in the history of St. Chrysostom's. We opened a new chapter in our storied history by calling our 12th Rector, the Rev. Dr. Ian Burch. Not long after he began, we also hired the Rev. Chana Tetzloff to minister specifically to the children and families in the parish. Witnessing both their ministries in action has been a blessing and is an ongoing reminder that we are all here in service to Someone beyond ourselves.

Seasons come and go, and the elements continue their march of time across our campus. Beyond all the unseen and unglamorous repairs and maintenance undertaken in the last year – including eight significant water repair, waterproofing, and mold-prevention projects spanning six months and covering significant swaths of both the church and school – we also have projects with significant work performed in 2024 that are wrapping up this calendar year. One such project is the Fornengo Music Room. This is the terminal project of the Capital Campaign. It began early last year and we hope to bring it to completion this spring with a celebration to mark its opening.

Also to be published are the results of the St. Chrysostom's 2025 Reserve Study. A reserve study is a strategic financial and planning tool which will indicate to us how healthy we are in terms of both real and liquid assets. "When will the sanctuary require a new roof? How much should it cost?" "How much should we keep in a rainy-day fund?" These are all the types of questions a reserve study will answer. After research and groundwork the first half of 2024, the Vestry directed in the fourth quarter that we engage Building Reserves to conduct our study. It is now well under way and the office is currently responding to their follow-up requests for financial and physical plant data. The information from the study will be helpful as we assess and plan our operational costs into the future.

The loss in late December of Mary Ellen Christy still weighs heavy on the hearts of many in the parish. She founded our cherished Day School more than fifty years ago. She was serving both as the President of WOSC and a member of the Fornengo Music Room Committee at the time of her death. Upon receiving the dreadful news the day before Christmas Eve, the St. Chrysostom's clergy and staff sprang into action, organizing and participating in a well-deserved and heartfelt farewell with hundreds of Mary Ellen's family and friends in attendance. It is only right that in this new year a coalition of parishioners is spearheading the effort with our city Alderman Brian Hopkins to have our block of Dearborn Parkway named The Honorary Mary Ellen Christy Way.

It has been an honor to serve the people of this parish for another year, and I look forward to all that God has in store for us in the coming year. May God continue to bless the St. Chrysostom's family! - Tim Crum, *Director of Operations*

THE DIRECTOR OF MUSIC'S REPORT

Our choirs continue to uphold the high standards of musical excellence that this parish has nurtured since 1893. Our professional choir sings a wide variety of splendid choral music at all Sunday morning services and for other special occasions. St. Chrysostom's Singers, our parish volunteer choir, joins the Choir each month to sing at the 10:15 A.M. service and for special services. Our Children's Choir is guiding choristers under the leadership of Tom Colao.



Our choral music continued through the summer season thanks to the generosity of several parishioners. I thank each of these wonderful donors whose love of our choral music made summer choral and instrumental music possible.

We continue to share our worship and concerts nationally and internationally through the livestream broadcasts on our YouTube channel. Our services and concerts are watched and enjoyed around the world.

CONCERTS AT ST. CHRYSOSTOM'S

Our 2024 concert season offered varied programs. These included: Café Zimmermann with Ars Musica Chicago; Couperin's *Trois Leçons de Tenèbre*; Vincent Dubois, Organiste Titulaire de Notre Dame, Paris; The Baker Festival Singers, Kansas City; concerts by professional choirs Bella Voce, Vox Venti, and Stare at the Sun; our yearly Summer Carillon Festival; and Daniel Roth, Organiste Titulaire Émerité, St-Sulpice, Paris.

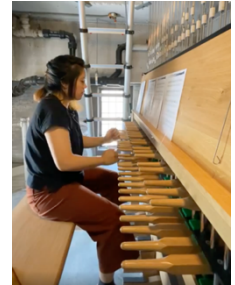
Concerts at St. Chrysostom's are supported by the generosity of parishioners and friends. I thank each of the generous donors who made our concerts possible.



Our beloved annual tradition of Candlelight Carols brought an enthusiastic group of carolers to the Harding Room, raising over \$3,000 for Music at St. Chrysostom's. I thank each of you who contributed.

THE CRANE MEMORIAL CARILLON

Our beautiful Gillett & Johnston-Royal Eijsbouts carillon was heard each Sunday before and after the 10:15 A.M. service, for weddings and funerals, and hosted three splendid concerts in our Summer Festival by guest carillonnists. On December 19th we hosted a large group of cheerful singers here in the courtyard for Caroling with the Carillon. I express my great thanks to Jim Fackenthal, our resident carillonneur, for his wonderful artistry.



MY THANKS TO:

I express my deep gratitude to Tom Colao, our Associate Director of Music & Organist for his beautiful playing, conducting, enthusiasm, energy, and for being a marvelous colleague and friend. We are also grateful for his audio-video-technical skills as he ably manages our livestream broadcasts.



I send my great thanks and admiration to our marvelous and dedicated singers who, each week, bring their joyous commitment to making our worship so meaningful and beautiful. I thank our parish leadership who support our music as an essential ministry here. I thank each of you who have so graciously and generously supported our Music Ministries this year through our annual music budget as well as funding our summer choral music and our concert series. Thank you - you make our music possible.

As I write this report on the Feast of the Epiphany and reflect on 41 wonderful years as your Director of Music & Organist, I am filled with gratitude for the rich musical legacy this parish supports and for the opportunity to create music here. We will continue to make music for the Glory of God and will rejoice as we sing the Lord's song together.

Richard Barrick Hoskins, *Director of Music, Organist, and Carillonneur*



CHILDREN, YOUTH, AND FAMILIES



I am thrilled to join St. Chrysostom's as your new associate serving children, youth and families. The Holy Spirit is alive and well in this community, and I am highly encouraged by all the good growth happening this fall as we revitalize our programming for these ages. I am seeing and hearing some real wins for our present and participating families. Children are connecting with the "why" of what we do in ways they have not previously, have engaged a new ministry, or are more regular in attendance than previously. Small, steady actions that bubble and form up over time (like yeast) eventually leaven the whole.

During the first part of the year, seminarian Sophie Gosserode led an abbreviated Godly Play class for children ages 3-8. Attendance averaged about 7 children in this class. Although programming offered for other ages was unsuccessful or nonexistent, Sophie nonetheless left the ministry in a great place to grow for the fall.

I owe a note of thanks, also, to our fall ministry intern, Shannon Page. Her consistent, reliable presence as a second adult allowed us to provide program and activities as we hit the ground running. She has left us to take another position, but we are very grateful for the gifts she gave us in time and talent!

Although we won't go from 0-60mph after several years of stalled momentum, building trust through steady good experiences in relationships is key to building sustainable program. Connecting children with our wider parish life is a crucial necessity to develop faith that sticks over a lifetime, and consistency matters. Participation in these programs has slightly increased this fall with consistent offerings for nursery and Sunday School. Here are all the activities completed in the last quarter of 2024, with "something" for each age group, even if not happening every Sunday:



- Updated toys in soft space
- Realm updates and additions for accurate communication, age cohort tracking, and youth "orbit"
- Children's worship bags – kinetic and content activities for 1st-4th grade children in service
- Day School Sunday (about 30 children participated and several Day School families and children were present)

- Weekly Sunday School and Nursery structure implemented: 10 individual children in 8 different families were cared for by our two caretakers, Kayelona and Julia. 22 children in 15 families came through Sunday School.
- Sunday School teacher training for a team of 8 adults who stepped up to help lead this ministry
- Parent Education Event – 3 participants
- 3 acolytes trained
- Confirmation program held for 10 youth
- Halloween Event with s'mores and firepit
- Baptism Preparation for 4 families
- Advent Chrismon Ornament Making had 16 intergenerational participants
- Advent Family Evensong had 12 intergenerational participants
- 15 youth participated in our Advent Cookie Making (made over 50 cookies for Neighbors in Need meal) and Gospel according to Pixar movie night.
- 5 families across age groups offered Advent Wreath blessings in Sunday worship
- Advent St. Egidio Luncheon had 5 families participate
- Christmas Eve Pageant had 20 children participate



THE THEOLOGIAN-IN-RESIDENCE'S REPORT



Much ministry is unseen, as it should be. The finest meals are prepared in kitchens away from view, and the best servers at table are the least intrusive. My activities this year have included consultation on various projects: acoustic improvements to the Harding Room; restoration of the Beckwith Memorial Altar Bookstand and Quincy Memorial Baptismal ewer; addition of identifying plaques to the oil portraits and completion of a modest

memorial to Margo and Chuck Sanida in the Guild Room; comprehensive updating of the images of former rectors in the Campeau Room; and guidance of a committee whose wisdom assisted Mike Sammon's vocational discernment, culminating in his appointment as parish Verger.



In January the interim transition at St. Chrysostom entered the final lap. Through April the Sunday morning liturgies were staffed by Interim Rector Wayne Hoagland, Interim Associate Conrad Selnick, and myself. Balancing liturgical leadership in a rotation of roles as celebrant, preacher, and "diaconal" assistant resulted in my visible presence in the chancel nearly every Sunday. To paraphrase Alan Jay Lerner's familiar lyric, many of this parish grew accustomed to my face, and a few have commented upon my return to my role and responsibility as communicant. The baptismal status and ministry we all share is that of communicant, the word that liturgical Christians have limited to Eucharistic participation, receiving consecrated bread and wine in communion. But the primary Christian meaning of communicant is "member of a fellowship," our common status signified in Baptism. The roles we occupy and fulfill are temporary, while our status as equals in the household of God is permanent, and eternal.



In nearly fifty years of priestly experience, negotiating the rigors of transition, I've grown ever more appreciative of the arts and graces of collegiality. The best teams learn and practice the disciplines of ensemble and appreciate the priority of the whole over the wills and whims of the individual. Throughout this year I've carried in heart and mind the words of John the Baptist upon receiving news of Jesus' growing ministry: "He must increase, but I must decrease." (John 3:30) With Ian's arrival and his calling Chana, Emily, and others to join us, I appreciate all the more John the Baptist's analogy of the person who rejoices in the arrival and presence of a long-awaited friend and colleague, saying "my joy has been fulfilled." (John 30:29)

Sam Portaro, *Theologian-in-Residence*

PROPERTY COMMITTEE REPORT

The Property Committee (PC) experienced another active year. Be it from internal or external sources, water/leaks/moisture find a way onto almost every monthly PC agenda. Although millions of dollars have been invested in our campus with the most recent Capital Campaign, 'sealing the envelope' will always remain a challenge.

Our mechanicals and structures are an amalgamation of old/new/everything between. We devoted a good amount of attention to issues we were experiencing campus-wide regarding drainage. Pumps, laterals, grates, downspouts, gutters, infrastructure were all either cleared/replaced/repared/increased/reinforced. It took months of work using multiple resources to successfully repair our drainage challenges. Our campus and school are now in excellent position to manage the challenges that climate change has brought.

The PC worked on relighting the gym, relighting the sanctuary, repairing the in-ground irrigation system, internal and external signage, courtyard lighting & fencing, badly-needed Harding Room acoustical paneling, the installation of new choir mics, and floor repair. With the Kitchen Committee/WOSC we addressed cleaning/repairing/recalibrating the kitchen stove, cleaning the range hood, and cleaning/repairing the ice maker. With the Transition Committee, we devoted several months to restoring/refreshing the Rector's apartment. We developed/reviewed maintenance schedules and discussed mechanical/maintenance synergies the church and Day School could have in the future.

Members of your Property Committee are: Ian Burch, Tim Crum, John Craib-Cox, Jonathan Boyer, Patrick Schenk, Pat White, Paul Cavalli, Mary Ellen Christy, Judy Caraher, Tom Kohlbeck. God bless the PC!

WEDNESDAY LUNCH MINISTRY

Over 14,000 lunches were collected and delivered to our sisters and brothers in need in 2024. Every Wednesday morning our parishioners and other partners in Ministry drop off sack lunches at the Church, each containing two sandwiches, a piece of fruit and a treat (chips, energy bars, etc.). Ministry volunteers add a bottle of water and deliver them to the Mother Betty Price Foundation in Englewood, and to Breaking Bread Ministries, LaSalle Street Church's outreach program. Heartfelt thanks go out to all who provide the lunches, and the volunteers who pack and deliver these lunches; for many it will be the only meal of the day. Our Ministry also collects the ubiquitous plastic grocery and newspaper bags recyclers will not take, and parishioner Anne Van Amerongen and her team weave these into sleeping mats for our homeless brothers and sisters; a win-win for everyone! The love and caring of all involved in these Ministries is truly remarkable and warms the heart. God bless you all! - Mike Sammon, *Coordinator*

GOOD SAMARITAN COMMITTEE REPORT

The Good Samaritan Committee which funds projects embraced by parishioners and the parish donated \$14,000 in allocated funds which included a gift from a parishioner of \$2000, during the past year and joined with the Day School in shepherding both much needed items and cash gifts to three partner organizations through our Fifty Days of Easter Campaign which receives significant gifts from individuals in the spirit and hope that this time symbolizes.

Founded in 1987 due to the very successful brunch auctions which benefitted outreach, the Good Samaritan Committee has evolved into a Committee which works closely with the organizations which have captured the hands and hearts of parishioners. For example, our largest awards have gone to the St. Chrysostom's Closet, most recently almost \$5000 for a drive to buy warm winter coats for the children, women and men who visit the Closet weekly. In addition, the Committee funded gifts to St. Leonard's Ministries, the Career Transitions Center, and the Chiapas Project pantry.

Through the Fifty Days of Easter campaign, the Good Samaritan Committee encourages the generosity of our community through bulletin announcements and other communications and each year is proud to recognize the great generosity in our midst.

In addition to the critical supplies such as diapers, wipes and essential toiletries sent directly online from parishioners to the Closet which serves almost 200 people weekly, and to the House of the Good Shepherd, the family domestic violence center first opened in 1859, \$6400 in cash donations was divided between both organizations to which church volunteers give their time as well.

Also during our Fifty Days of Easter Campaign, St. Chrysostom's Day School families, rallied by their Service Committee under the leadership of Good Samaritan Committee Members Isabel Carpenter and Gigi Schwertfeger, filled 64 backpacks with essentials for residents of St. Leonard's Ministries, with the young students helping to fill the backpacks which each had a value of almost \$60.



With thanks to the members of the Good Samaritan Committee: Judy Caraher, Isabel Carpenter, John Craib-Cox, McLaurin Files, Liz Kohlbeck, Jim Neaylon, John Pickford, Mike Sammon, and Gigi Schwertfeger. In the Fall, in her role as the new President of the Women of St. Chrysostom's, Mary Ellen Christy replaced the outgoing President McLaurin Files. —Judy Bross, Committee Chair.

YOUNG PROFESSIONALS GROUP

In 2024 we continued to focus on social events and serving together. We came together to get acquainted with our new Rector for a happy hour at his home and served at St. C's Closet to help organize donations. We reached out to and welcomed new young professionals into the church and invited newcomers to church with us. In 2025 we are looking forward to more opportunities to serve, study and socialize!



FLOWER GUILD REPORT

The Flower Guild continues its purpose of enhancing our worship space with flowers, plants, & dried materials as appropriate for the given season. Our ministry of providing flowers for funerals, memorial services & weddings is another way we can assist parishioners. We are blessed to have a team of 9 great designers:

Judith Stockdale Adrienne Arlan Sydney Armstrong Angie Yorath Ina Zhang *
Kevin Baldwin Mark Fisher Roger Stanley Jeff Dykstra * (* new members)

All members of the Guild continue to grow in knowledge & expertise through shared experiences as well as occasional workshops taught by Roger & Angie.

We have received some generous contributions throughout the year thanks to the availability of the QR code in the bulletin & on the website. We therefore hope to be able to keep the minimum donation for Altar flowers to \$100. As we are regularly using the Crane Chapel for Sunday & Wednesday Eucharists we are adding a \$25 donation for a small weekly floral presence there. Whenever possible we repurpose the Sunday flowers for use in the Harding Room.

We hope to hold more workshops in 2025 & encourage all to participate even if you have never designed with flowers before!

Respectfully submitted,

Angie Yorath and Roger Stanley - *Co-chairs*



THE GOOD SHEPHERD SOCIETY

During 2024, the Vestry implemented steps to strengthen the parish's existing program to encourage bequests and planned giving to St. Chrysostom's Church and Day School and to recognize donors who support our parish in addition to annual stewardship pledges to:

- † Build an endowment with continuing income,
- † Continue and/or initiate programs and ministries, and
- † Ensure the continuing financial security of St. Chrysostom's Church in perpetuity.

The Vestry wanted to make it easier for donors to make planned gifts, given the current legal and financial environment that provide many opportunities for tax-advantaged giving to the Church. It reconstituted the Good Shepherd Society, which was founded in 1993 as a community of parishioners and other donors who committed themselves to encourage, recognize and support planned giving to St. Chrysostom's Church. Our new gifts will continue the legacy of planned gifts that built our vibrant and beautiful church home.

The Good Shepherd Society is currently led by the Good Shepherd Committee of 7 volunteers who are developing planned giving resources and hosting events to solicit planned gifts and to build community among donors committed to the long-term support of the Church. The committee is planning an event in the first quarter of 2025.

The committee is also reviewing the records of those who made a testamentary or other planned gift. If you already made such a gift or are interested in learning more about the opportunities and means to do so, please contact a member of the committee:

Mark Fisher, Chair, jmarkfisher53@gmail.com	312.316.6237
John Covell, jccovell@msn.com	312.404.9514
John Craib-Cox, jccdesign@me.com	312.593.6183
Bill Fairbanks, fairbanks1228@comcast.net	312.282.4244
Bill Herzog, herzogwe@yahoo.com	815.549.1412
Meg Leydon, megleydon27@gmail.com	919.306.3862
Mike Lisle, mjl@mjlisle.com	847.839.6632

ADDITIONAL MINISTRIES & PROGRAMS

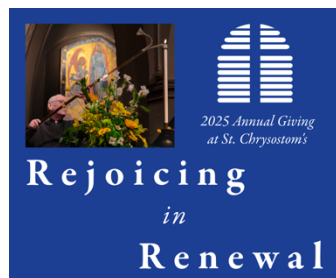
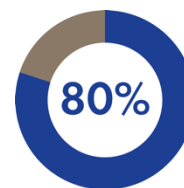
In addition to the ministries and programs outlined elsewhere in this Report, we're proud to list these groups and activities which were active during the 2024 program year! For more information about all of the opportunities for worship, formation, and fellowship that St. Chrysostom's has to offer, please visit www.saintc.org/ministries.

St. Chrys's Kitchen ~ Women of St. Chrysostom's (WOSC) ~ The Altar Guild
Sunday Morning Bible Study ~ The Rector's Weekly Bible Study
St. Chrysostom's Book Club ~ The Rector's Evening Book Club ~ St. Chrys's Closet



STEWARDSHIP 2025

We are pleased to report that our Stewardship campaign for 2025 is progressing well with pledges received amounting to over eighty percent of our 2025 pledge goal of \$825,000. To date, over 125 pledges have been received from longtime parishioners as well as new individuals and families.



We raise approximately 80% of the income needed to support St. Chrysostom's through pledges and individual giving. This income supports our operations, staff, maintenance, and missions—all of the things which keep our parish a vital place for our church family and the broader community. This year, we have named our campaign Rejoicing in Renewal, reflecting our delight in the energy in our pews and new leadership, and optimism for the year.

If you have not made a Pledge for 2025, please prayerfully consider doing so today, either by visiting onrealm.org/SaintC/AddPledge/25pledge, or by contacting the Parish Office. Thank you for your generous support of the mission and ministries of St. Chrysostom's!

THE TREASURER'S REPORT

2024 Finances

I am pleased to report that the parish ended 2024 in a strong financial position. The parish budget for 2024 aimed for a balanced Net Operating Income. Net Operating Income includes the income and expenses necessary to support our ministries and ongoing worship space maintenance, excluding depreciation. Adding depreciation, which reflects the long-term cost of our facilities, the Vestry budgeted a deficit of \$140,000 for the year.

Throughout the year, our staff managed expenses carefully to adhere to this budget. We started 2024 with a reduced staff following the departure of our Associate Rector, planning to fill that role mid-year. Upon the arrival of Rev. Ian, our new Rector emphasized the need to swiftly engage families. The Vestry responded by filling roles necessary to launch a robust children's program in the fall, including onboarding Rev. Chana as our Associate for Children, Youth, Families & Day School Chaplain. This enabled the relaunch of a comprehensive children's ministry, including consistent nursery services.

As we entered the Fall, the Vestry observed increased attendance and renewed energy within the parish. Simultaneously, we noted that pledged giving was below target and inconsistent with the long-term stewardship required to maintain our space and the levels of staffing that were driving growth. To close the gap between our pledging goal and actual pledges, we launched a campaign asking the parish to increase their annual pledges by 22% over a 22-day period. The parish responded wholeheartedly, pledging an additional \$132,643. As a result, we closed the year in the black with a net operating income of \$160,281 and a net income of \$113,595.

St. Chrysostom's Church
Summary Revenue and Expenses
For the Twelve Months Ending December 2024

Accounts	Annual Budget	Budget to Date	Actual to Date	Over/ Under
Revenue:				
<i>Operating Income:</i>				
Donations, Plate & Holiday Offerings	70,000	70,000	82,794	12,794
Pledge Receipts	875,000	875,000	838,483	-36,517
Investment Income	78,510	78,510	90,768	12,258
Other Income	73,560	73,560	271,723	198,163
Day School Shared Services	112,000	112,000	112,000	0
Total Operating Income	1,209,070	1,209,070	1,395,767	186,697
<i>Non-Operating Revenue:</i>				
Increase/Decrease in Gains on Investments	0	0	140,162	140,162
Restricted Endowments	0	0	-	-
Other Non-Operating Revenue-Chiapas	0	0	16,334	16,334
Total Non-Operating Revenue	0	0	156,496	156,496
Total Revenue	1,209,070	1,209,070	1,552,264	343,194
Expenses:				
<i>Operating Expenses:</i>				
Clergy Salaries	137,500	137,500	138,403	903
Lay Employee Salaries	412,969	412,969	428,734	15,765
Payroll Tax Expense	25,763	25,763	26,402	639
Benefits	170,860	170,860	161,943	-8,917
Building Operations	120,950	120,950	135,420	14,470
Parish Operations	99,500	99,500	83,606	-15,894
Insurance	53,000	53,000	60,435	7,435
Diocesan Appointment	60,000	60,000	60,000	0
Program Costs				
- Christian Formation	17,000	17,000	12,573	-4,427
- Parish Communication and Events	58,350	58,350	72,187	13,837
- Valet & Transportation	31,500	31,500	37,522	6,022
- Good Samaritan and St Chrys' Kitchen	19,600	19,600	18,261	-1,339
Total Operating Expenses	1,206,992	1,206,992	1,235,487	28,495
<i>Non-Operating Expenses:</i>				
Capital purchases	0	0	0	0
Depreciation expense	140,000	140,000	140,004	4
Other Non-Operating Expenses	5,000	5,000	63,177	58,177
Total Non-Operating Expenses	145,000	145,000	203,181	58,181
Total Expenses	1,351,992	1,351,992	1,438,668	86,676
Net Operating Income	2,078	2,078	160,281	158,203
Net Totals	-142,922	-142,922	113,595	256,517

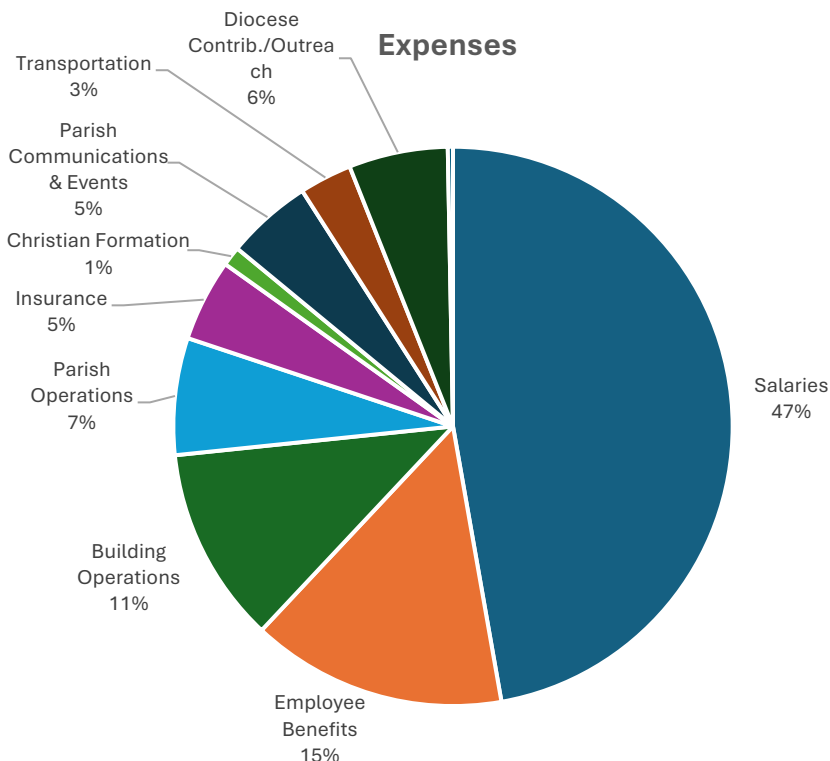
Budget for 2025

The Vestry approved a 2025 budget that includes a continuation of the investments made in the fall to support family ministries and restore the building maintenance budget to sustainable levels. This resulted in budgeted operating expenses of \$1,360,755. 62% of the budget is allocated to salaries that support our programs and buildings.

Based on recent pledging levels, the Vestry approved a pledge goal of \$825,000 for 2025 and total income of \$1,347,900.

This budget would result in a net operating income of \$22,198 and a net income of -\$122,802.

This deficit acknowledges a short-term need to invest in the parish's growth while recognizing that balanced net income is necessary over time to sustainably fund our ministries and our space, which enables us to come together to worship with beautiful music, provide a robust program for spiritual formation for all ages, and offer warm meals to our neighbors in need.



Planning for the Future

Alongside managing the financials, the Finance Committee finalized several key policies to establish an endowment fund for the parish, which will launch later this year. The endowment will provide a means to contribute to the parish's long-term financial stability through current or future gifts.

Thank You

Thank you for your generous gifts in support of the vital ministries and programs of this parish. I also want to recognize the Finance Committee staff members in 2024 who dedicated their time and expertise to steward the resources provided by you and those who preceded us, enabling this ministry.

Finance Committee Members

Ross Baker** Jon Brightman* Frances DeBlasio Jeff Dykstra James Elbaor**
Liz Pardee** Michael Sevier* Brian Quinlan Robert Valente Mark Wuchte

*Term ended in 2024 **New member

Staff: Emily Birks Tim Crum Nancy Motomochi

**St. Chrysostom's Church
Budget Summary 2025**

Account	2025 Budget
Income	
Total 4000 Contributions	\$903,500
Total 4100 Investment Income	\$119,000
Total 4200 Activity Income	\$210,900
Total 4300 Other Income	\$2,500
Total 4700 Shared Services	\$112,000
Total Income	\$1,347,900
Expenses	
Total 5000 Salaries	\$634,864
Total 5100 Employee Benefits	\$215,012
Total 5200 Building Operations	\$112,659
Total 5300 Parish Operations	\$90,600
Total 5400 Insurance	\$64,947
Total 5500 Christian Formation	\$15,070
Total 5600 Parish Communications & Events	\$73,250
Total 5700 Transportation	\$38,300
Total 5800 Diocese Contrib./Outreach	\$77,000
Total 5900 Discretionary	\$4,000
Total Expenses	\$1,325,702
Net Operating Income	\$22,198
Other Income	
7100 Restricted Income	
7121 Christmas Baskets	
7126 The Chiapas Project	
Total 7100 Restricted Income	
7200 Market Gains/Losses	
7210 Unrealized Gains	
Total 7200 Market Gains/Losses	
7400 Pass Through Income	
Total Other Income	
Other Expenses	
8000 Expense - Other	
8100 Expense for Restricted Funds	
8126 The Chiapas Project Exp	
Total 8100 Expense for Restricted Funds	
8800 Special Disbursements	\$5,000
9300 Depreciation Expense	\$140,000
Total Other Expenses	\$145,000
Net Other Income	-\$145,000
Net Income	-\$122,802



St. Chrysostom's

EPISCOPAL CHURCH & DAY SCHOOL

ST. CHRYSOSTOM'S CLERGY

The Rev. Dr. Ian Burch, *Rector* ian@saintc.org
The Rev. Chana Tetzlaff, *Associate for Children, Youth & Families* chana@saintc.org
The Rev. Dr. Sam Portaro, *Theologian-in-Residence*

ST. CHRYSOSTOM'S STAFF

Richard Barrick Hoskins, *Director of Music & Organist* richard@saintc.org
Thomas Colao, *Associate for Music & Communications* tom@saintc.org
Mike Sammon, *Verger* mike@saintc.org
Ally Henny, *Seminarian Intern*
Tim Crum, *Director of Operations* tim@saintc.org
Emily Birks, *Parish Administrator* emily@saintc.org
Nancy Motomochi, *Controller* nancy@saintc.org
Christian Muratalla, *Sexton* christian@saintc.org

ST. CHRYSOSTOM'S DAY SCHOOL

Megan Gagliardo, *Head of School (Interim)* mgagliardo@stchrysds.org
Judy Caraher, *Head of School Emerita* jcaraher@stchrysds.org
Michelle Lau, *Assistant Head of School* mlau@stchrysds.org
Pam Larsen, *Finance/Communications/Admissions* plarsen@stchrysds.org
Meg Leydon, *Development/Communications* mleydon@stchrysds.org
Richard Noble, *Sexton*

FACULTY & SUPPORT STAFF

Sarah Allen	Claire Hanrahan	Isabella Sergio
Virgie Berry	Kathleen Heaton	Kitsy Smith
Audrey Blackwell	Nancy McDonnell	Kate Snow
Gail Bolton	Joanna Navarez	Lindsay Tremmel
Madeline Guarino	Kara O'Brien	Katherine Wiemold
MacKenzie Higgins		

THE VESTRY

Robert Valente Senior Warden | Wende Fox Lawson Junior Warden

Isabel Carpenter, 2027	Jeff Dykstra, 2026 Treasurer	Pat Schenk, 2025
Jack Denison, 2027	Sarah Helfers, 2026 Clerk	Karen Meader, 2026
Alex Jacobs, 2027	Kim Vender Moffat, 2026	Lauren Rector, 2025
Jack Butler, 2026	Angie Yorath, 2026	

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