

The Annual Meeting of St. Michael's Episcopal Church
Sunday, 11 February 2024

The Word of God

Blessed be God: Creator, Redeemer and Sustainer.
And blessed be God's Kingdom, now and for ever. Amen.

Alleluia. The Spirit of the Lord is upon me;
To proclaim the year of the Lord's favor. Alleluia.

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your holy Name; through Christ our Lord. **Amen.**

Hymn 390, Praise To The Lord, The Almighty, The King Of Creation

**Praise to the Lord, the Almighty, the King of creation!
O my soul, praise him, for he is your health and salvation!
Come, all who hear; now to his temple draw near, join me in glad adoration.**

**Praise to the Lord, above all things so wondrously reigning;
Borne as on eagle wings, safely his people sustaining!
Have you not seen all that is needful has been sent by his gracious ordaining?**

**Praise to the Lord! O let all that is in me adore him!
All that has life and breath, come now with praises before him.
Let the Amen sound from his people again; gladly forever adore him.**

Worship and Rejoice, 2003

The Lord be with you. **And also with you.** Let us pray.

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in St. Michael's Church for the renewal and mission of this parish. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. **Amen.**

Psalm 50:1-6:

The Lord, the God of gods, has spoken; he has called the earth from the rising of the sun to its setting. Out of Zion, perfect in its beauty, God reveals himself in glory. Our God will come and will not keep silence; before him there is a consuming flame, and round about him a raging storm. **R.** He calls the heavens and the earth from above to witness the judgment of his people. "Gather before me my loyal followers, those who have made a covenant with me and sealed it with sacrifice." Let the heavens declare the rightness of his cause; for God himself is judge. **R.**

A Reading from the Second Letter to the Corinthians -- 4: 3-6

Even if our gospel is veiled, it is veiled to those who are perishing. In their case the god of this world has blinded the minds of the unbelievers, to keep them from seeing the light of the gospel of the glory of Christ, who is the image of God. For we do not proclaim ourselves; we proclaim Jesus Christ as Lord and ourselves as your slaves for Jesus' sake. For it is the God who said, "Let light shine out of darkness," who has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ.

The Word of the Lord. **Thanks be to God.**

Alleluia, alleluia, give thanks to the risen Lord; Alleluia, alleluia, give praise to his Name. Jesus is Lord of all the earth; he is the King of creation. Alleluia, alleluia, give thanks to the risen Lord; Alleluia, alleluia, give praise to his Name.

The Holy Gospel of our Lord, Jesus Christ, according to Mark – 9:2-9
Glory to you, Lord Christ.

After Jesus first told the disciples that he would suffer, die and be raised, he took with him Peter and James and John, and led them up a high mountain apart, and by themselves. And he was transfigured before them, and his clothes became dazzling white, such as no one on earth could bleach them. And there appeared to them Elijah with Moses, who were talking with Jesus. Then Peter said to Jesus, "Rabbi, it is good for us to be here; let us make three dwellings, one for you, one for Moses, and one for Elijah." He did not know what to say, for they were terrified. Then a cloud overshadowed them, and from the cloud there came a voice, "This is my Son, the Beloved; listen to him!" Suddenly when they looked around, they saw no one with them any more, but only Jesus.

As they were coming down the mountain, he ordered them to tell no one about what they had seen, until after the Son of Man had risen from the dead.

The Gospel of the Lord. **Praise to you, Lord Christ.**

Rector's Message

Call to order and declaration of quorum

Appointment of a Secretary for the Meeting

Review and acceptance of the
Minutes of the last Annual Meeting held on 5 February 2023, pp. 6

Acceptance of Reports by Title, pp. 11

Financial Review of 2023 and Ministry Plan for 2024, pp. 16
Janet Payton, treasurer

Report of the Nominating Committee
Barbara Malley, Martha Miller, Dale Pegg, Fr. Michael

The role of the nominating committee is to raise up, identify and discern, sensitively and pastorally, qualified persons who can lead St. Michael's. We feel that our slate presents candidates who will bring experience, wisdom and courage to vestry service.

The current vestry is comprised of 9 seats, 4 of which are officers, and each member serves a 3-year term.

The proposed slate for your consideration (underscored names are this year's nominees):

Class of 2025: Janet Payton, treasurer; Karen McCarthy, secretary;
Elly Garzel, junior warden

Class of 2026: Barbara Malley, Gayle Peller, Tom Williams

Class of 2027: John Flynn, senior warden; Jeanne Poleski, Derek Farr

Thanks to outgoing vestrymembers: Jeanne Flynn, Martha Miller, Ted Colborn

Nomination of Delegates to Diocesan Convention

The Rector will ask for names from the floor.

The convention will be held October 18th and 19th, Friday and Saturday, in Novi.

Rector's Committee Convenor Appointments

Finance: Janet Payton

The JaMmers: Barbara Malley

Media and Proclamation: Karen McCarthy

Memorial Gifts: Kathy Zmyslowski

Mission Engagement and Outreach: Kathie Groschner

Pastoral Care and Prayer Works: Cheryl Mac Donald

Property Maintenance: Dale Scrace

Thrift Shop: Genny Davenport

And thanks to everyone who supports St. Michael's Church!

May God's peace be always with you. **And also with you.**

Holy Communion

Hymn 135, Songs of Thankfulness and Praise

**Songs of thankfulness and praise, Jesus, Lord, to you we raise,
manifested by the star to the Magi from afar, branch of royal David's stem,
in your birth at Bethlehem. Anthems be to you addressed,
God in man made manifest.**

**Manifest at Jordan's stream, Prophet, Priest, and King supreme, and at Cana,
wedding guest, in your Godhead manifest; manifest in pow'r divine, changing
water into wine. Anthems be to you addressed, God in man made manifest.**

**Manifest on mountain height, shining in resplendent light,
where disciples filled with awe your transfigured glory saw.
There, by faith you guided them, steadfast to Jerusalem,
Cross and Easter Day attest, God in man made manifest.**

The Prayers

For the Church universal, of which these buildings are a visible symbol,
We thank you, Lord.

For your presence whenever two or three have gathered in your name, **R.**

For this place where we may be still and know that you are God, **R.**

For the fulfilling of our desires and petitions as you see best for us, **R.**

For our past and a vision of the future that lies ahead, **R.**

For the gift of the Holy Spirit and new life in baptism, **R.**

For the pardon of our sins when we have fallen short of your glory, **R.**

For the faith of those who have gone before us and for our encouragement by
their perseverance, **R.**

For all the benefactors of this place who have died in the peace of Christ and are
at rest, **R.**

For the fellowship of all your saints, and especially for Michael, our patron, **R.**

The Lord be with you. **And also with you.**

Lift up your hearts. **We lift them to the Lord.**

Let us give thanks to the Lord our God.

It is right to give God our thanks and praise.

It is right, and a good and joyful thing, always and everywhere to give thanks to you, the Almighty and Eternal One, Creator of heaven and earth; through Jesus Christ our great High Priest; in whom we are built up as living stones of a holy temple, that we might offer before you a sacrifice of praise and prayer which is holy and pleasing in your sight. Therefore, we praise you joining our voices with Angels and Archangels and with all the company of heaven, who forever sing this hymn to proclaim the glory of your Name:

**Holy, Holy, Holy Lord, God of power and might. Heaven and earth are
full of your glory. Hosanna in the highest. Blessed is he who comes in
the name of the Lord. Hosanna in the highest, Hosanna in the highest.**

The celebrant continues with the Prayer of Consecration, Memorial Acclamation, and Great Amen.

After the breaking of the bread:
Alleluia. Christ our Passover is sacrificed for us.
Therefore let us keep the feast. Alleluia.

The Gifts of God for the People of God. Take them in remembrance that Christ died for you, and feed on him in your hearts by faith and with thanksgiving.

All are invited to come forward and receive the Holy Communion. Those who desire a blessing, please keep your hands folded as a sign to the celebrant.

After all have received Communion, please stand and pray together:

God of power; **Let the boldness of your Spirit transform us, let the gentleness of your Spirit lead us, let the gifts of your Spirit inspire us. May we who have received this sacrament be strengthened to love and serve you all the days of our lives. We ask this in the Name of Jesus Christ. Amen.**

The love of the Lord Jesus draw you to himself; the power of the Lord Jesus strengthen you in his service; the joy of the Lord Jesus fill your hearts; and the blessing of God, Creator, Redeemer, and Sustainer, be with us now and forever.
Amen.

Motion to Adjourn the Annual Meeting.

Let us go forth rejoicing in the power of the Spirit. **Thanks be to God.**

Hymn 123, Alleluia, Song of Gladness

**Alleluia, song of gladness, voice of joy that cannot die;
alleluia is the anthem ever raised by choirs on high;
in the house of God abiding thus they sing eternally.**

**Alleluia thou resoundest, true Jerusalem and free;
alleluia, joyful mother, all thy children sing with thee;
but by Babylon's sad waters mourning exiles now are we.**

**Alleluia though we cherish and would chant for evermore
alleluia in our singing, let us for a while give o'er,
as our Savior in his fasting pleasures of the world forbore.**

**Therefore in our hymns we pray thee, grant us, blessed Trinity,
at the last to keep thine Easter with thy faithful saints on high;
there to thee for ever singing alleluia joyfully.**

THANKS FOR ATTENDING OUR ANNUAL MEETING!

Minutes of the Annual Meeting, February 5, 2023

1. **Call to order and declaration of quorum.**
 - The meeting was called to order at 9:48 AM for worship and business.
 - Quorum was declared based on over 50 in-person attendees and 7 virtual participants attending meeting (25 required).
2. **Appointment of secretary for the meeting**
 - Fr. Michael Bradley appointed Jeanne Flynn.
3. **Review and acceptance of the minutes of the last Annual Meeting, February 6, 2022.**
 - **Motion** to accept the minutes made by Dale Scrace; 2nd by Martha Miller; *approved*.
4. Acceptance by Title of **Ministry Reports (or Ministry Reports by Title?)**
 - Adult Formation and The Book Group – Elaine Backhurst and Richard Simonds
 - Altar Guild – Karen McLeod and Elaine Backhurst
 - Community Engagement and Outreach – Bill Davenport
 - Episcopal Church Women – Elly Garzel
 - The Little Thrift Shop – Genny Davenport and Rosemary Berger
 - Memorials and Special Gifts – Kathy Zmyslowski
 - Music – Fr. Michael Bradley
 - Pastoral Care – Cheryl Mac Donald
 - Property and Maintenance – Dale Scrace
 - Technology and Media – Karen McCarthy and Brian Payton
 - **Motion** to accept reports by title: Karen McCarthy; 2nd: Laura Gaskin; *approved*.
5. **Rector's Report – St. Michael's Next 75 Years – Fr. Michael Bradley**
 - Fourth annual meeting with Fr. Michael Bradley. Reflection on the last four meetings – challenges, adaptations, strength in crisis, and learning about ourselves and each other, and what it means to be a church.
 - More optimistic about St. Michael's than at any prior time in his tenure, notably due to the congregation seeking ways of engaging and serving our neighbors, and realizing that radical change is needed to survive and become a new creation in Jesus Christ.
 - 75th anniversary year was filled with worship, concerts, events, and recognition; the highlight was celebrating evensong on October 26, 2022 with Bishop Perry.
 - New ways of engaging neighbors and community
 - Outreach to the city of Detroit
 - Opened doors to our neighbor, Parcels Middle School.
 - Attendance at worship has increased.
 - Financial support is increasing.
 - Small, competent staff; will seek a new organist/choir director.

- Some challenges, particularly budget issues, particularly expenses of maintaining the building and grounds.
- Inspiration from the Gospel from Matthew. Salvation is also dependent on action. St. Michael's does some of these very well. How can St. Michael's use its temple, its building, to do of what Jesus would have us do? What are we called for now for the next 75 years, in the year 2097?
- Overwhelming response last year was to find a way to stay here and remain in business; a subgroup of the Vision75 team has been pursuing options.
- Presented a preliminary proposal – nothing is in stone, nothing is being put to a vote.
- Stewardship of money is an important factor. Other considerations besides the physical facilities
- Current building challenges have been noted for several decades, but were not fully addressed; ideas were presented but not adopted.
- We are not the church of the 1950s, but do we want to be the church of the 2020s, and ready to make necessary changes?
- Will St. Michael's be the change we wish to see in the world?

6. **Financial Review of 2022 and Ministry Plan for 2023 – Janet Payton**

- The total 2023 Budget and Ministry Plan is \$346,072. Based on 2023 calendar year, and assuming receipt of projected dividends of \$27,444 from the Growth & Income Account, it is projected that we will need to withdraw \$42,628 from the Growth & Income Account. The total projected deficit, (expenses less income without factoring in receipt of projected dividends from the Growth & Income Account) amounts to \$70,072 to balance the budget. Professional Support (\$153,344) plus Building and Property (\$124,400) represent 84% of our expenses.
- Ed Brown: What are heating and air conditioning expenses? Concern about energy loss from the windows in Yeoman Hall. As a certified building envelope specialist, he would like to study and make recommendations.
- Kathie Groschner: I thought Lunch, Laugh, and Learn was self-funded from the grant. Fr. Michael Bradley: Yes, generally.
- Genny Davenport – Amend ECW report to include \$14,000 in outreach donations.
- Jim Zink – If another large donation came our way, would that reduce the need to draw from the Endowment? Fr. Michael Bradley and Janet Payton expect that would be likely help, barring other budgetary changes.
- Ray Rhein – Noted the use of plastic on windows in past.
- Ray Rhein – Does time of day electric from DTE apply to churches? Bill Ball to check.
- Chuck Hakim – First sounds like we are investing money then it sounds like we are not – please clarify. Janet: We have investment in Growth & Income Account. The intent is to pay short-term expenses out of the bank account. Long term and specific

expenses are paid from the Growth & Income Account. Investments are a combination of specific uses and rainy day fund.

- Jim Zink – The goal should be to not take from the Growth & Income Account for operations.
- Ted Colborn – It should be obvious that the deficit is being covered by the dividends and endowment. Can we each pay a little more this month on top of our pledge to help reduce the draw?
- Ed Brown – Have we considered getting donations of sailboats, cars, and houses? A few of these could take care of the deficit.

7. **Reimagining Our Building and Property – First Conceptual Plans**

- The first conceptual plan calls for a 3-story addition to be used for senior housing, reconstructing the kitchen, and modifying parking.
- Note: We do not own the building, parking lot, etc. The Diocese owns the property; we are the custodians of the property.
- St. Michael's, Diocese, and the developer are the three legs of the stool.
- This is just the first snapshot of a year's planning work.
- Where will we go: The Building Reimagining Team welcomes three new members: senior warden Martha Miller, junior warden Ted Colborn, and Fran Twiddy.
- Additional questions please email Fr. Michael Bradley and answers will be provided via e-news.
- Fr. Michael Bradley will schedule a meeting with neighbors, about 6 house on Sunningdale Park, and some on Sunningdale to make them aware of the potential (planned?) changes.
- Meeting with the Diocese has been scheduled.
- The team will reach out to about 4-5 developers for this type of project; several live in the community.
- Schedule formal review with the City of Grosse
- Draft plan allows for 30 units, 22 1-bedroom units 8 2-bedroom units; it is still being tweaked.
- Nothing has been finalized.
Q & A was held with questions asked by various members and answered by Dale Scrace. Additional questions can be submitted to Fr. Michael Bradley and will be answered via e-news.
Gayle Peller: Is the walkway in front still present? It may move but there will be a walkway.
- John Flynn: Is there an idea of range of time frame of completion; Dale – I'd be shocked if it were less than 2 years; 2023 to plan, structure deal, 2024 to build.
- Peter Groschner: Are there projected costs and how will it be funded? Dale: It is too early to tell costs; funding sources need to be identified, value of the property needs to be identified by appraisal, developer will be bringing equity and financing, including funding through HUD, MSHDA State Programs, religious foundations.

This will be a multi-million project and needs to make financial sense for the project to fly.

- Ted Colborn: What is the age minimum for senior housing? Will there be free and easy access to church? There will be a corridor available at appropriate time for access, but secured. Senior housing is classified as 55+ by government authorities.
- Sarah Ludlow: Do neighbors have to approve? Dale: There will be a public hearing for zoning, you would hope they would support, then it goes to the planning commission, and finally the city council. We have a meeting scheduled with the neighbors to present our thoughts and review draft plans.
- Bill Ball: Are the parish hall, kitchen, and thrift shop being rebuilt and rearranged? Fr. Michael Bradley: The initial plans were to rehab the existing footprint, but that would be much more expensive. There is not enough room to build it freestanding. It is cheaper to demolish and reconstruct the kitchen than trying to retrofit what we have now. Do we know the total square footage of residences? No, not yet.
- Chuck Hakim: The Jane's Walk Labyrinth is made of grass. If we rebuild will that change? There may be some relocation the Jane's Walk depending on the final building plans
- Judy Sheehan: Is housing for rent or to buy? Dale: rental. Do members of St. Michael's get first dibs? That could be considered but has not been determined.
- Genny Davenport: What if three stories are not approved, can we go with two stories? Dale: Let's go for three, see if that is approved, but we may need to adjust.
- Pat Dyble: Any idea what the rent will be? Dale: No, not yet
- Marla Maiuri: Would there be any other considerations or conditions for being in units? Fr. Michael Bradley: The Bishop would like us to consider income qualifications. We need to remember that the developer will need to have a return on their investment and from operations to make this work.
- Ed Brown: Concern is energy efficiency. Dale: New construction will be to full level of existing codes. Fr. Michael Bradley: Under the inflation reduction act non profits get 30% of cost of energy efficiencies as cash-back (previously, it was only available as a tax rebate, but as a non-profit we don't pay taxes); Martha: entire building is cinder block. Ed: We'd like to be sustainable.
- Margaret Hakim: What about thrift shop space? Dale: Don't dwell on details, it will be worked out.
- Kathie G: What will the relationship between St. Michael's parish and senior housing be? Would we be landlords? Example of Canterbury on the Lake. How would we frame the relationship between housing and the church? Fr. Michael Bradley: We need to meet with attorneys RE: legal relationship. Possibly a separate 501c3 may be formed with board representation from the vestry. Obviously, church will be here for services and their activities. We will research with other churches that have done this. Is it an extension of the church or a business investment? Fr. Michael Bradley: Housing people per gospel? Kathie: Would the church subsidize? Are there

government programs? Dale: We will need to interview qualified developers to become a part of our team.

- Bill Ball: Where is diocese in this? Fr. Michael Bradley: it was Bp. Perry's idea a year ago January; they have been informed that we are exploring; this will be addressed.

8. **Report of the Nominating Committee – Elly Garzel, Martha Miller, Dale Pegg, Fr. Michael Bradley (Dale Pegg, presenter)**

- The role of the Nominating Committee is to raise up, identify and discern, sensitively and pastorally, qualified persons who can lead St. Michael's. We feel that our slate presents candidates who will bring experience, wisdom, and courage to vestry service.
- Too complicated to switch to 1-year terms while also transitioning to 9-member vestry.
- Proposed slate (nominees are underscored):
- Class of 2024: Jeanne Flynn, secretary, Martha Miller, senior warden; Ted Colborn, junior warden
- Class of 2025: Janet Payton, treasurer; Karen McCarthy, Elly Garzel
- Class of 2026: Barbara Malley, Gayle Peller, Tom Williams
- Nominations from the floor: **Motion** to close nominations: Sally Graham; **2nd**: Laura Gaskin; *approved*.
- Vestry Election: There were no nominations from the floor. **Motion**: Direct the Vestry Secretary to cast one ballot for the nominees, Jeanne Flynn, Barbara Malley, Gayle Peller, and Tom Williams: *approved*. Ballot cast by Vestry Secretary Jeanne Flynn.

9. **Nomination of Delegates to Diocesan Convention**

- Convention will be held Friday, October 20 and Saturday, October 22
- The Rector asked for nominations from the floor.
- Dale Scrace, Ed Brown, Kathie Groschner, Tom Williams were nominated.
- If needed, the vestry can appoint additional members.

10. **Rector's Appointments to Committees**

- Finance: Janet Payton, convener; Elly Garzel, Bill Ball, Ron Eisenhart
- The JaMmers: Barbara Malley, convener
- Media and Proclamation: Karen McCarthy, convener
- Memorial Gifts: Kathy Zmyslowski, convener; Elaine Backhurst, Meg Krawczyk
- Mission Engagement and Outreach: Kathie Groschner, convener
- Pastoral Care and Prayer Works: Cheryl Mac Donald, convener
- Property Maintenance: Dale Scrace, convener; Ray Rhein, Brian Payton
- St. Michael's Sustainability Team: Ted Colborn, convener
- Vision 75/Reimagining the Building: Dale Scrace, Convener; Martha Miller, Ted Colborn, Ron Eisenhart, Brian Payton, Fran Twiddy

Thanks to outgoing Vestrymembers: Deborah Cooper, Tracie Peller, Dale Scrace and thanks to everyone who supports St. Michael's Church! Thanks to Bill Davenport for many years (25+) in service leading the outreach committee (he will still participate, but not lead).

There being no other business, the rector asked for a motion to adjourn; made by Laura Gaskin; 2nd: Dale Scrace; *approved*. Adjourned at 11:38 AM.

Jeanne Flynn 2/5/2023; rev 2/21/2023

2023 Ministry Reports

Adult Formation and The Book Group - Elaine Backhurst and Richard Simonds

We are in year number fourteen and the Book Group, which meets quarterly, continues to have interesting and thought-provoking discussions every time. Books include a variety of styles and topics, so as to appeal to people who like to attend each time and to those who are interested in a specific book or subject. Everyone is always welcome - parishioners and non-parishioners alike. We generally have twelve to fourteen people attend. The books covered in 2023 were *West with Giraffes* by Lynda Rutledge, *The Alice Network* by Kate Quinn, *Inspired* by Rachel Held Evans, and *The Stranger in the Lifeboat* by Mitch Albom.

Adult Formation Events - Laurie Wood

2023 was a great year for adult learning and fellowship with the return of in-person Lenten and Advent studies. The participation during both programs was wonderful, with 17 to 23 people attending each week. All participants commented on liking the interactive classes which included video clips, discussion questions, and how it could apply to your own life. The Lenten program was created by the Episcopal diocese and was titled *Life Transformed: The Way of Love in Lent*. Each week, we enjoyed fellowship while eating a delicious potluck soup meal. Following the meal, we were engaged in rich discussion, conversation, and learning relating to an aspect of the Easter Vigil and how it impacts our walk with Jesus. The feedback regarding the program structure and format was very positive and all participants enjoyed it. The Advent program was titled *Faithful: Christmas Through the Eyes of Joseph*. It was based on a book by the same title written by Adam Hamilton. Each week, we had looked at scripture and discussed the importance and impact Joseph had on Jesus' birth, childhood, and eventually his ministry. We also enjoyed tasty desserts and fellowship at the end of class. Again, the feedback on the program's format and structure was extremely positive and everyone agreed they learned a lot about this little-known important figure in Jesus' life.

Altar Flowers - Barbara Malley

In 2023 we had approximately 18 families donate to Sunday church flowers. There also were flowers on the altar for a funeral and a wedding. At Easter and Christmas, flowers were ordered and the sanctuary was nicely decorated.

Altar Guild - Karen McLeod and Elaine Backhurst

Altar Guild is honored to set the altar for all Sunday worship services, along with preparing for Eucharistic services on festival days, weddings, baptisms, memorials and funerals. We take guidance from Fr. Michael in our preparation and follow the colors of the Episcopal Church liturgical calendar. In preparing for the sacraments, Altar Guild is responsible for the candles

(under Jim Zink) and flowers (under Barbara Malley) that add to the beauty of these services. In keeping with the care of vestments, vessels and linens, this year we had CM Almy artisans beautifully refurbish the Harry E. Altman chalice, our 4" silver host box and our 6" silver patent - each of which is used every Sunday. We are grateful to Jan Graham and Laurie Wood, long time, devoted Altar Guild members, as we all share in the joy of this sacred work.

Community Engagement and Outreach – Kathie Groschner, Bill Davenport

The activities of the Community Engagement Committee fell into three categories during 2023; Crossroads Social Service Agency, The Church at Crossroads and Parcels School Community. Crossroads Social Service Agency Committee members and additional parishioners prepared and served a hearty, hot meal at the Crossroads Soup Kitchen during the 4th of July weekend. This was the only soup kitchen open during the holiday weekend in Detroit. And thanks to the Little Thrift Shop and others, unsold clothing was taken to support Crossroads' closets for men, women and children. The Church at Crossroads: The committee and additional St. Michael's members prepared and served a lunch for children and their families as a part of a summer lunch program that seeks to take the place of school lunches provided during the academic year. In addition to the lunch, St. Michael's provided and facilitated activities for the children which were a great hit and gave the moms a chance to relax a bit and chat with others. One mom told us that she and her children walked 10 blocks to come for a nutritious lunch. The committee constructed mite boxes during Lent for parishioners to use to make contributions to support the activities of the Church at Crossroads. St. Michael's members contributed a total of \$235.00 in small change! Parcels School Community: Outreach funds were utilized to support emergency needs of a family whose home and belongings were lost due to a fire. Funds were also contributed to several families in need of food. With the help of contributions from parishioners, the Committee provided Christmas presents to three siblings whose mother is ill with cancer and was unable to provide Christmas gifts. Gifts for each child included pajamas, a toy, two arts and craft kits, 2 pairs of slacks, 2 tops, a sweater, personal hygiene products, a gift certificate for shoes from DSW, and an article of age-appropriate jewelry.

The Episcopal Church Women – Elly Garzel

The Episcopal Church Women officially disbanded as of June 30, 2023 after much deliberation and prayer and consultation with Fr. Bradley. There were board meetings in early 2023 but no programs. Activities will now be carried out by Lunch, Laugh and Learn and the JaMmers. There was a Bunko party in April and a trip to the Belle Isle Aquarium in May. A final luncheon for the board was held at Waves Restaurant. The remaining treasury funds were divided. Half was donated to the treasury of St. Michael's. The other half was divided equally among the following charities: Crossroads of Michigan, Mariner's Inn, The Church at Crossroads, Turning Point, and Alternatives for Girls. Our investment with the Diocesan Opportunity Resource Fund was given to the Vestry to manage. The Little Thrift Shop continues independently under Vestry oversight. I wish to thank the board and members of the ECW for their faithful service over the many years of our existence.

The JaMmers – Barbara Malley

We meet on the fourth Tuesday each month with approximately 15 members. We always have a religion study or discussion. Our group oversees the Sunday coffee hour with a sign-up sheet. The JaMmers always do the third Sunday. In October and November, there was a collection of men's socks and underwear for Crossroads. The Book Nook is ours to maintain with monies to be used at St. Michael's. We are always available to pitch in where needed.

The Little Thrift Shop – Genny Davenport & Rosemary Berger

The Little Thrift Shop had another good year. In our fiscal year of January 1, 2023 to December 31, 2023 the profit was \$28,647.48. Of this profit, \$14,000 was given to the St. Michael's general fund. The rest, \$14,647.48 is to be used for charitable causes (see ECW report and Outreach Committee report). Items not sold are given to many charitable organizations and those in need during the year, including those listed below:

Crossroads	Habitat for Humanity
Salvation Army	G.P. North collection of coats for Pershing H.S.
Purple Heart	Gianna House (for mothers and babies)
St. Margaret Church	Full Circle Resale (Arc program)

As you can see, the Little Thrift Shop is a very important part of many local charitable organizations, St. Michael's, and spreading the mission of St. Michael's.

Media and Proclamation - Brian Payton and Karen McCarthy

Accomplishments:

- Provided tech support for worship services and parish events
- Recorded weekly worship services—audio and video
- Created and published weekly videos and posted them on our website (via YouTube)
- Milestone reached December 17, as we posted the full Sunday worship service
- Became more proficient and efficient at editing and post-processing
- Provided videos of baptisms and memorial services to families
- Ads revised and submitted weekly in the Grosse Pointe News
- Maintained the website and kept it current
- Rebuilt Development Site to facilitate website revisions
- Installed new computers in the administrator's office and Fr. Michael's office

Next steps:

- Secure funding to procure and install an automated continuous video recording system and the tools for remote access and editing
- Define a social media presence and strategy
- Develop a media calendar to manage social media and print advertising
- Identify unique ways to inform the community and engage others in St. Michael's mission
- Rebuild the web server
- Recruit others to collaborate and share skills: photographers, writers, social media users
- Develop technology support to better facilitate remote, in-person and hybrid gatherings

Memorials and Special Gifts Committee Report – Kathy Zmyslowski

The Memorial Fund was established at St. Michael's to receive memorials and gifts given by parishioners, their families and friends. In August of 2006 the Memorials and Specials Gifts Committee was formed to develop guidelines for future gifts. These standards for giving were originally approved by the Vestry in January 2007 and updated in early 2018. The Memorials and Special Gifts Guidelines assist the Memorials and Special Gifts Committee in making recommendations to the Vestry for appropriately funding and recognizing memorials and special gifts at all levels.

The Memorial Fund balance on 1/01/2023: \$ 56,988.80
2023 Memorial Gifts (revenue) \$ 3,990.00
2023 Expenditures \$ 2,237.54
The Memorial Fund balance on 12/31/2023: \$ 58,741.26

Memorial Gifts:

During 2023 memorial gifts were given in memory of Jack Huckins, Nancy Huckins, George Grayr, Kenneth Albrecht, Ralph Eggleston, Bob Greening, Mary Greening, Jean Thompson, Peter Groschner, Ted Colborn, and Peter Palen.

2023 Revenue: Memorial Gifts \$ 3,990.00

2023 Expenditures: Purchase of replacement pieces for private communion kits from Almy/Lucid \$ 1,514.54 Purchase from Almy/Lucid \$ 723.00

Music Ministry Report – Renée Brown

Greetings from the Music Ministry! This past year has been a very busy, rewarding, and challenging year for the music ministry at St. Michael's. It has been wonderful for me being welcomed as the new Organist and Choir Director since June of 2023. I have enjoyed getting to know everyone and providing organ, piano and choral music for our Sunday services, along with other services as they have arisen. Our Music Ministry is composed of the St. Michael's Choir, a cantor, guest singers and instrumentalists, pipe organ, and piano/digital keyboard. There is also a lovely harpsichord which has been used in the past. Our services are recorded and made available for listening and/or viewing on the church website by our technology team.

I would like to thank everyone for your graciousness as I continue to build my performance skills on our most grand of instruments, The Skinner Pipe Organ! The choir has faced a few challenges in 2023 which impacted rehearsal attendance, and limited the preparation and performance of standard choral repertoire. Unfortunately, we lost our choir member Ted in 2023. The loss was devastating for the choir, and for the congregation as a whole. Ted has been, and will continue to be missed. Additionally, choir members travel often to be in the company of loved ones. With so few volunteer choir members, this often leaves us with 1 to 3 members on many Sundays. We have tried adjusting the rehearsal times, but it has been challenging to maintain consistency.

Goals for 2024: • Adding new choral members or instrumentalists to the St. Michael's Choir.

- Hiring choral part leaders on a more regular basis (Alto, Tenor, Bass).
- Tuning and repair of the harpsichord.
- Tuning and repair of the choir room piano.
- Acquiring new chorister vestments for the St. Michael's Choir.
- Continue refiling the choral library with cataloging after the room change.
- Beginning a favorite hymn request program - music to be sung during communion.
- Keep making a joyful noise to the Lord!

I look forward to serving you as we move forward. Peace.

Prayer Works and Pastoral Care -- Cheryl Mac Donald

Christ has no body now on earth but yours, You are the eyes with which He looks with compassion on the world! Yours are the feet with which he goes forth to do good: Yours are the hands by which he blesses now. --- St. Teresa of Avila

Prayer Works' goal is to renew our parishioner's spiritual commitment by reaching out to the sick and homebound and offering prayers for healing and comfort. The Prayer Works Group also sends cards and follow up telephone conversations to our members. As part of our continuing commitment to our members we mail birthday cards, cards for healing, sympathy, Christmas etc. We are self-funding and depend on congregational support for stamps, cards: birthday, get well, sympathy, Christmas and blank all are needed. The generous support of the congregation is greatly appreciated. Current members are Elly Garzel, Gail McQueen, Dianne Pegg and Cheryl Mac Donald. The meetings are held every Wednesday (except holidays) at 10:00am-11:00am in the Conference Room. ALL ARE WELCOME!

Property Committee – Dale Scrace

2023 saw the Property Committee spend considerable time working with our architect. We were trying to implement several projects that would repurpose the church school end of the building. Initially, we explored creating senior apartments. After much deliberation, we agreed to not pursue this project due to development costs and neighbors' concerns. We then worked with The Helm's desire to rent space in our building to establish an adult day-care facility. Facilitating this plan would have The Thrift Shop relocating to the rooms adjacent to the lounge. In the late fall, it was decided to put the relocation project on hold, while we continue to explore reconstructing the two toilet rooms off the kitchen to be fully ADA complaint.

We continue to address ongoing maintenance issues as they arise within the building and grounds. These tasks continue to be addressed as they arise in a building that is 75 years old. One major project was replacement of the boiler that serves The Thrift Shop and ARC wing of the building. We are working to develop a list of deferred maintenance projects, such as life safety work, a fire alarm system and the ADA toilet room project discussed above. Our Capital Outreach Program is developing a vehicle to develop the cost of this work and create a plan. The resulting report will be presented in future months to the parish. I wish to thank Fr. Bradley, Ray Rhein, Brian Payton, Ron Eisenhart and Tom Willams for all their efforts.

2023 Financial Summary and 2024 Revenue and Expense Projections

2023 Income		2024 Projected Income	
Pledge	210,379	Pledge	200,000
Open Offering	26,190	Open Offering	20,000
Building Use and Rents	12,455	Building Use and Rents	12,000
ECW/Thrift Shop	15,763	ECW/Thrift Shop	22,000
Unrestricted Donations	40,845*	Unrestricted Donations	10,000
Restricted Donations	14,420	Restricted Donations	10,000
Grants	750	Grants	0
Total Active Income:	347,975	Total Active Income:	274,000
Dividends from G and I:	27,173	Dividends from G and I:	30,000
Total Revenue:	347,975	Total Revenue:	304,000
Total Expense:	334,448	Total Expense:	351,063
	13,527		(47,063)

* Includes \$30,000 gift (unbudgeted)

2024 Budget and Ministry Plan

Professional Support

Includes 3% raises for Administrator and Bookkeeper; 5% raise for the Rector;
 Administrator: 12,250; Bookkeeper 5100; Contract Employee 1500; Rector 114,372;
 professional support

Total Professional Support: 135,222

Building and Property

Licenses, Certificates, Insurance 20,000; Maintenance and Repairs 18,400;
 Grounds and Snow Removal 28,800; Sexton/Cleaning: 25,250; Electricity 13,000;
 Gas 13,000; Water/Sewer 7,200 Waste Removal 1,300

Total B & P: 124,950

Worship, Music and Choir

Organist/Choir Director 16,150; Worship Supplies, Flowers, Supply Clergy and Organist, Sheet Music,
 Instrument Tunings, Soloist and Section Leaders

Total Worship, Music and Choir: 32,250

Apportionment

10% of all unrestricted operating income, paid to the Diocese of Michigan,
 calculated on a 3-year rolling average.

Total Apportionment: 32,591

Communication and Proclamation

Printing, Internet, Phones, Books and Subscriptions, Advertising, Technology, Postage

Total Communication: 13,000

Community Engagement

Grants to Community Service Organizations, Lunch, Laugh and Learn, Hospitality

Total Community Engagement: 7,750

Note: Above C.E. figure does not include assistance from the Rector's Discretionary Fund; from the Good Samaritan Fund, funds received for transmittal to other organizations, or contributions from parishioners. Outreach donation of a portion of the Thrift Shop proceeds will be under vestry review beginning this year.

Administration: Financial Review, Office Supplies, Stewardship

Total Administration: 4,200

TOTAL 2023 BUDGET AND MINISTRY PLAN: 351,063