

Mission Statement:

Through the Holy Spirit, we invite all to share the Gospel, celebrate life, and serve the Lord in our neighborhood, community, and the world.

ANNUAL MEETING

St. Anne Episcopal Church, Warsaw, Indiana

Sunday, January 25, 2026

Time:

11:30 AM. **Grace Before the Meal:** Jay Rigdon

As we begin this meal with grace, let us become aware of the memory carried inside the food before us: the quiver of seed awakening in the earth, unfolding in a trust of roots and slender stems of growth, on its voyage toward harvest, the kiss of rain and surge of sun; the innocence of animal soul that never spoke a word, nourished by the earth to become today our food; the work of all the strangers whose hands helped prepare it, the gracious care of our community members whose skill fully fashioned it, and the privilege of wealth and health that enables us to feast, and celebrate, and remember. With grateful hearts we pray, in Christ Jesus' Name. AMEN!

11:35 AM. Jay: We invite you into this Brunch to nourish one another with your table discussion of the article "What Witness Will We Make?" By Bishop Stephen Charleston.

*We request that a member at each table serve to record table member responses to the three questions at the end of the article. We also ask that each table identify a member to summarize and present one main point from your table's conversations. After each table reports out, we ask that you turn in your tables' notes on the three questions. We will collate them all into a separate booklet for our shared review and Vestry use.

Finally, please make time to review the Minutes from last year's Annual Meeting. Please be prepared to offer any needed corrections to it before we vote to accept them. Thank you!

12:15PM. **Facilitator:** Joe Czolgosz, Interim Priest-in-Charge, *(Joe facilitate Member Feedback from each table discussion.)*

12:45 Joe: **I. Welcome, Opening Prayer:** Please pray with me the prayer on the first page of your Agenda.

All merciful and lifegiving God, source of all wisdom and understanding, may our minds and hearts be open to your presence in our midst as we take counsel today for our renewal and furthering the mission of your Church here at St. Anne's. Continue to lead us in all our deliberations 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 the Christ our Lord. AMEN

-Introductions / I ask everyone here to proclaim aloud with me St. Anne's Mission Statement

-Appointment of Clerk of Annual Meeting:

Joe: "Please acknowledge Joy Craig as Clerk of our Annual Meeting. Thank you Joy for your willingness to continue to minister to us in your role as Clerk. I charge you to faithfully record the Minutes of our proceedings today."

-Joe: I hereby appoint Carol Bianchini and our Junior Warden Bob Hastings to serve as Voter

-Ballot Distributors and Collectors as needed. Carol and Bob please stand and be recognized. As we begin our business portion of this Annual Meeting, I want to confirm that we have chosen to follow the diocesan guidelines for the conduct of this meeting. This choice includes the process of identifying Adult Communicants in Good Standing. An Adult Communicant in Good Standing at St. Anne's is a member 16 years old or older, who has actively contributed to the support and ministry of the church, usually indicated by the completion of a Stewardship Pledge Card, and has been a communicant in worship at St. Anne's unless health limitations or other legitimate reasons prohibit. When you entered Rose Hall for this meeting you were invited to sign your name next to St. Anne's office listing of Adult Communicants in Good Standing. If somehow you have not yet signed in, please go to the table and do so now so that you can fully participate in the voting we will conduct.

-Joe: "Can I have a motion to approve the Minutes of the 2025 Annual Meeting A Second?
All in favor signify by saying "Aye." All opposed, "Nay."

1:00 **II. Conflict Transformation Process, Presenter: Jay**

- Introduce Consultant Bob Gross with Education for Conflict Resolution (ECR)
- Stage 3: Your Vestry has renewed a contract with Bob Gross to provide new opportunities to engage Learning Sessions on Nature of Conflict and Responses to It, Conflict Management, Communication Across Differences, other small or large group learning as requested, and one-on-one mediation.
- Stage 4: At the request of St. Anne's Committees, Ministries, and Vestry, Bob is willing to sit in on meetings, observe the group dynamics, and make recommendations for better shared communication and agenda setting.

We are pleased that Bob has agreed to serve as resource for St. Anne's in 2026. Any questions for me or for Bob?

1:15 **III. Interim Priest-in-Charge & Wardens' Reports**

1:50 **IV. Election of New Vestry Members, Convention Delegates and Alternates: Jay and Joe facilitate Celebration of and Transitions within Ministries**

- Recognition of Service Completed-Vestry Gifts and a Leadership Ministry Transition:

Jay: "We ask the Vestry Members who have fulfilled their terms to come and join us here: Sara Bauman, Miechi Petro, and Bruce Shaffner we are grateful for your ministries as Vestry Members these last three years."

We also ask Carol Bianchini to come forward as well. Carol has served in many roles in her nearly 30 years of service to St. Anne's. As many of us have heard, Carol has decided to accept Bishop Doug Sparks' request for her to serve as Diocesan Missioner for Administration. Her full-time position with the Episcopal Diocese of Northern Indiana will begin February 2, 2026. Carol, we are grateful for your work and ministry in your many roles over the years here at St. Anne's.

Joe: "Members of St. Anne's please extend your hands in prayer toward those who have faithfully served our community and pray together with me our prayer of gratitude for their ministries and service as found at the bottom of page 2 of this Agenda:

Ever-generous God, we thank you for raising up among us, faithful servants for the ministries of leadership and maintenance service, helping to fulfill our Mission as your disciples. We remain grateful for their examples in word and action, in love and patience, and in holiness of life. Grant that all St. Anne's

members, with them, may continue to serve you now, and always rejoice in the glory of your presence with and through us, through Jesus the Christ your son our Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever. AMEN!

(Jay and Joe move to thank each former Vestry member and Carol, present each with a gift in gratitude for their ministry and ask them to be seated)

Joe: At this time, in view of Carol's imminent departure as St. Anne's Administrator, I'd like to acknowledge the special ministry of some St. Anne's members who have agreed to work with me as a transition team to ensure that the administrative work, that Carol has carried on so ably, will smoothly transition to whomever the Vestry formally decides will conduct the business of St. Anne's. Members of St. Anne's Transition Team are: Bob and Cheryl Hastings, Debbie DeMuth, Carol Bianchini, and me. I or any member of this Team may approach you in the near future to help with office tasks such as answering the phone, and preparing mailings, AND to ask those with special abilities and know how to assist with routine office processes such as data entry. We owe this named team, as well as yet-to-be-identified volunteers, a debt of gratitude as they ensure the smooth functioning of St. Anne's as we transition the tasks Carol has been handling as Administrator, to other able volunteers and yet-to-be hired staff.

2:00 PM- Election of New Vestry Members

Jay: We will now elect membership for three open positions on the Vestry. I can state that all persons whose names are printed on the paper ballots: Kathy Lee, Tammy Leek, and Sonda Schapson, have been vetted and confirmed as Adult Communicants in Good Standing at St. Anne's. I ask Carol and Bob to now distribute the ballots to all St. Anne's Adult Communicants in Good Standing in preparation for our Voting.

Our Vestry By-Laws allow for nominations from the floor with the following process. Any Adult Communicant in Good Standing at St. Anne's can present themselves, or another member who is an Adult Communicant in Good Standing, provided that the presenter has already received that member's acceptance to be presented. We will then ask for a show of hands for support of the nominee; if ten or more other St. Anne's members who are qualified to vote signal their support, the nominee's name will be added to our paper ballot for the election of Vestry members. If there are no nominee's added to the ballot, we will move to Accept by Acclamation the three candidates whose names I have identified and are listed on the paper ballot. If nominees are added to the ballot, then members qualified to vote will be asked to indicate for which three of the candidate names from the ballot, that now includes the added nominees, they choose to vote. Ballots will be collected by Carol Bianchini and Bob Hastings, our Junior Warden. Votes will be counted and announced upon completion of the count.

Joe: I move to receive any Nominees from the floor for the three open Vestry seats.

NOTE: If there are nominees from the floor, Joe will guide the meeting through the process described above to add qualified nominees to the ballot. When no further nominees are presented, OR if no nominees are presented from the floor, Joe will move that we close nominations for the Vestry, and will ask for a second to the motion. In the case of no additional Vestry nominees, Joe will ask for a Vote of Acclamation for the nominees listed by name on the ballot.

VOTE: For qualified voters here in person, I ask you to use the ballots provided. *(Instructions for adding any floor nominees to the hard-copy ballots)* For those who have joined us virtually, I ask that you text your choice to this number 574-551-3087.

Please NOTE: *The new Vestry will be meeting in-person in the Church Parlor and on Zoom tomorrow evening, Monday, January 26, 2026, from 6-8 PM to discern best practice in regard to needs of our transition into a future without Carol Bianchini as Church Administrator.*

-Selection of Delegates and Alternates to our 2026 Diocesan Convention.

Joe: Delegates and Alternates we select today must agree to participate in the Episcopal Diocese of Northern Indiana's 128th Diocesan Convention on Saturday, November 7, 2026. You must be an Adult Communicant in Good Standing to qualify as a candidate to the Diocesan Convention.

The process we will use to select three Convention Delegates and three Alternate Delegates is as follows: I will ask for Volunteers who would like to represent St. Anne's as a voting Delegate to stand and be identified. The first three volunteers to stand will be recognized as Delegates. If more than three volunteers stand for the delegate position, I will ask if these volunteers are willing to serve as Alternate Delegates if any of the identified Delegates are unable to serve at the time of the Convention. If we do not have three Alternate Delegates identified at this point, I will ask for Volunteers who would be willing to stand as an Alternate Delegate. Again, the first to stand will be identified and named to fill remaining Alternate Delegate positions. Any questions about this process?

I now move to call for Volunteers to service as Delegates and Alternate Delegates to the 2026 Diocesan Convention.

Volunteers to serve as Delegates, please stand.

I name 1) _____; 2) _____; and 3) _____ as Delegates to EDNIN's 128th Diocesan Convention.

1) _____; 2) _____; 3) _____ I name you as Alternate Delegates to EDNIN's 128th Diocesan Convention.

Joe: I now invite our newly elected Vestry members and the Delegates and Alternate Delegates we have selected to represent St. Anne's at our Diocesan Convention to come forward and join us. I invite all others here, to please extend your hand in blessing and read with me the Blessing Prayer as found on page 4 of this Agenda.

Blessing Prayer for New Vestry Members and Delegates to the 128th Diocesan Convention

God, source of life and wisdom, we pray you strengthen and sustain those in our midst who have been chosen in the power of your Holy Spirit to serve as leaders and servants of St. Anne's. May they, with your guidance, use their talents to love and care for your people, and to discern with patience and understanding the decisions and behaviors that best serve your will and way. Grant that together, we may follow Jesus the Christ in the unity of the Holy Spirit, to offer all our gifts and talents to your greater honor and glory. AMEN

Thank you for your upcoming service. You can now be seated.

Joe: St. Anne's simply is not the St. Anne's God calls us to be, without the active engagement of all of its members. I ask that we acknowledge here at our Annual Meeting that Christ Jesus' Spirit continues to move among us and call us to serve the needs of our community in St Anne's Committees and Ministries, especially our outreach ministries, as an expression of our Baptismal Covenant with each other. This fact includes that some members, called to new ministries as has happened today, may need to end their involvement in other forms of service and ministry, even as our Committees and Ministries

make room for new members and others who feel called by this same Spirit to join those Committees and Ministries. I invite us to pray together for all those of us entering and leaving ministries and service on Committees at this time. Please pray with me the prayer found at the top of page 5.

Blessing Prayer for All Baptized Christians in Their Vocations of Ministry and Service

All gracious and merciful God, by whose Spirit the whole mystical body of your faithful people is governed, sanctified, and served: Receive our supplications and prayers in gratitude for the gifts and ministries provided by members of St. Anne's to address the needs of our community whether they continue in their ministries and service or discern and follow a call to different or new ministries and service. May we all, in our vocation and ministries truly and devoutly serve you; through our Lord and Savior Jesus the Christ, who lives and reigns with you, in the unity of the Holy Spirit, one God, now and forever. AMEN!

2:30 PM. V. Stewardship of St. Anne's Financial Resources

A. Mission-Centered 2025 Year-End Review, presented by Junior Warden Bob Hastings

Joe: (After Outreach Dollars) Please note that this is the second year in a row that St. Anne's members have increased their financial support for St. Anne's Discretionary Fund. Please remember that the plate collection on the first Sunday of the month goes into the St. Anne's Discretionary Fund.

B. Hopes and Dreams for St. Anne's, presented by Bob Hastings

1. Proposed Labyrinth
2. Renovations to Rose Hall and the Kitchen

C. 2026 Operating Budget, presented by Treasurer Gary Proietti

D. Exceptional Gift to St. Anne's from *Mary Louise Miller's Amended and Restated Revocable Trust*, presented by Senior Warden Jay Rigdon.

Jay: St. Anne's received a letter from 1st Source Bank dated October 8, 2025, stating that St. Anne's would be the sole recipient of a contribution of \$500,000.00 from Mary Louise Miller's Amended and Restated Revocable Trust, and identified itself as the administrator of this bequest. Since that time the Vestry has worked to meet the Bank requirements to receive this bequest. We anticipate receiving a check for this contribution any time soon.

2:45 VI. Presentations by Leaders of St. Anne's Committees and Ministries to Highlight Their Annual Reports

Joe: Presenters from St. Anne's Various Committees and Ministries are invited forward to come to the microphone to highlight any particular aspect of their Annual Reports as tendered in the 2026 Annual Meeting Booklet.

VII. Presentation of St. Anne's Men's Society (SAMS)

VIII. Presentation by the Episcopal Church Women (ECW)

Joe: A Final Blessing Prayer for St. Anne's New Beginning

Adapted by Joe Czolgosz from John O'Donohue's "For a New Beginning," in To Bless the Space Between Us)

In out-of-the-way places of our hearts, where our thoughts never think to wander,
A beginning has been quietly forming, waiting until we are ready to emerge.

For a long time this beginning has watched our desires, feeling the emptiness growing inside us,
Noticing how we willed ourselves on, still unable to leave what we had outgrown.

This new beginning watched us play with the seduction of safety, and the gray promises that
sameness whispered,

Heard the waves of turmoil rise and relent, wondered would we always live like this.

Then the delight when our courage kindled, and we stepped onto new ground,
Our eyes young again with energy and dream and hope, with paths of plenitude and fulfillment
opening before us.

Though our destination is not yet clear we can trust the promise of this opening;
May we, today, unfurl ourselves into the grace of **beginning that is at one with our life's desire.**

May we awaken our spirits to adventure; holding nothing back, **learning to find ease in risk;**

Soon we will be home in a new rhythm, for **our souls sense a new way of**

living in the world that awaits us.

May we all go forth from here into our new rhythms, our new way of living in the world!

Noteworthy Upcoming Events

What Witness Will We Make? By The Rt. Rev. Steven Charleston.
Published with permission of Episcopal Divinity School, 2006.

As the Episcopal Church, the most important question before us is not about schism or sexuality. It is about witness. What witness will we make?

Christian witness is the public affirmation of faith. It is how we let the world see that we practice what we preach. Today those of us in the Episcopal Church are being called on to make our witness. We have the opportunity to be what we say we are. The world is watching. What will we do?

The answer is a matter of faith. We witness to what we believe.

In the Episcopal Church, we believe in Jesus the Christ. We believe in the Bible. We believe in the Good News. In fact, we believe so strongly in all of these essential parts of our shared faith that we are not afraid to disagree with one another about what they mean to us.

We welcome difference as the active presence of God's Holy Spirit moving amongst us. Our witness is not to conformity but to community. As the Episcopal Church we are not concerned that everyone in the pews believes exactly the same thing, in the same way, at the same time. Instead, we are concerned that no one is left out of those pews because of what they believe, who they are, or where they come from.

Our witness is to the unconditional love of God through the grace of Christ Jesus. Therefore we accept the risk of grace by not setting limits to love with our own judgment of others. There are no border guards at the doors of the Episcopal Church. We respect the dignity of every human being and are never ashamed of who sits next to us in worship. We are all the children of God just as we are all sinners in need of mercy.

There are no walls around the Episcopal Church. We believe that God is at work in the world. We are not concerned that this world sees us as perfect, pure, or powerful. Instead, we are concerned that people see us practicing justice,

doing mercy, and walking humbly with the God we believe loves us all equally.

Our witness is to hope, not fear. We believe that men and women, no matter how separated they may think they are by religious conviction, cultural value, or social location are never truly apart unless they choose to be. We have nothing to fear from one another unless we allow fear to be our witness. While the distance between us may seem great and the path to reconciliation impossibly long, we have the guidance and comfort of the Holy Spirit. Therefore, we never despair of one another for to do so would be to despair and deny the power of that Spirit.

Our witness is to mission. While the Spirit leads us to truth, we carry on with the task God has given us. We do not place pride before discipleship. While we may have many disagreements between us, we have only one mission before us. We never question the faith of the person who seeks to do the work of God. We believe that it is not important to know if that person is "right" or politically correct. It is only important to know if she or he feels welcomed into the servant ministry of Christ. There are no loyalty oaths in the Episcopal Church, but there are many jobs for those who want to help heal a broken world.

Our witness is to the reconciliation of God in a time of fear. In the Episcopal Church, we stand together not even if we disagree, but precisely because we disagree. We practice the radical hope of God. We embody a faith that says there are many rooms in the house of God, but one home for us all if we choose to live together.

It is time to make our witness. In a century already marked by the terror of war, with zealots of all traditions inciting us into the patriotism of fear, what witness will we make? What alternative will we offer? What fresh vision will we share? Will we retreat into yet smaller factions of "true believers," whether from the Right or the Left, smug in our self-righteous assurance that we have

the truth? Will we struggle over property and power as though these things had lasting importance for us? Will we vilify one another and become agents of suspicion among the very people we love? Will we worry more about what people think of us than what God expects of us?

It is time to make our witness. It is time to take off our halos, our mitres, and our martyr's crown to stand up and be counted. What witness will each of us choose to make?

I can not answer for anyone in this Church but myself. I do not ask that you agree with my theology. I do not demand that you read your Bible exactly as I read mine. I know that you and I may disagree on many subjects and find it hard to live together. But I also know that you are as much in need of God's forgiveness as I am.

You and I need one another now more than ever because there are so many others who need us both in this hurting world. That world, the poor and the hungry, the captives and the prisoners, are depending on us to do more than argue with one another. For them, our witness is not a matter of church politics. It is a matter of life and death. I am counting on the fact that you know that.

Now is the time to extend our hands to one another. We will not walk away from the Body of Christ.

Now is the time for us to use our hands. We will not place pride over mission.

Now is the time for us to raise our hands. We will not forget that to God alone goes the glory.

Are you a witness? Will you join me in this affirmation of faith?

In my life I have known many seasons in the Episcopal Church. This is the season for our witness. This is the time for us to do something totally unexpected and wonderful, to confound those who say we have lost our vision. This is our moment to show the world that we can practice what we preach and be who we say we are. Our finest hour will not be when we think we have won something from one another, but when we know we have nothing to lose by loving one another.

I am a witness. I believe in Jesus Christ. I believe in God's gospel of justice, compassion, and reconciliation. I believe in the community of God and will work faithfully with every person to bring peace and healing to the world. I open my hands. I open my heart. I want the world to see that I am not afraid. I step gratefully into the unconditional love of God. I stand up to be counted not for what I think is right, but for what I believe to be possible. How about you? Will you stand with me?

Are you a witness?

The Rt. Rev. Steven Charleston was president and dean of Episcopal Divinity School, Cambridge, Massachusetts. Bishop Charleston is a member of the Choctaw Nation, has served as the Episcopal Bishop of Alaska, and as the executive director of the National Committee on Indian Work at the Episcopal Church Center. Over his career, Bishop Charleston has been deeply involved in exploring different models of theological training to meet the needs of a changing church. He is an advocate for theological education that is culturally sensitive and meets needs and concerns of local faith communities.

Questions for Table Discussion:

How do you experience the love of God in your engagements with the people of St. Anne's?

What do you think and feel about Bishop Charleston's claim about NOW being the time for giving our witness?

What kind of witness to hope and not fear, do you believe the members of St. Anne's are called to make in the greater Warsaw area NOW?

I. Welcome

11:49 Fr. Joe opens with prayer.

Pam Vosler, Curt Singrey, first and second motions respectively to accept the minutes of last year's annual meeting.

II. Congregational assessment tools and conflict transformation Process

a. Table discussion

i. Individual table reactions

1. A. Safe space to voice whatever is on our mind. No knee-jerk reactions; just to be heard
2. C. Are we welcoming to the marginalized? Are we intentional in our outreach to the marginalized? A. Being open and talking about the discord.
3. A. Safety. For all to feel heard and not judged. C. More programs, for youth and for adults. Need to invest in our own needs as well as the outreach.
4. Be more open to each other and get along. Used to be able to get mad and then get over it. More community events, not just "hands off" outreach. Use ROTC cadets to interpret for people on Thanksgiving basket day.
5. C. Go out into the community; being present more, possibly 3rd Fridays. A. Safe space – not just in person, but in meetings and social media. Take a breath and consider the outcome before posting something.
6. A. Support and growth- what does growth mean? Faith, numbers, finance. Stop the shrinkage. Build trust. Discussion – perhaps informal. B. Need pastoral care. C. Ask the new families why they're here.
7. A. some did not realize there was an unhealthy climate. Openness in communication. Some didn't feel they got enough information when Fr. Ryan left. (Increase communication). B. Old people don't go out at night (don't schedule evening meetings). Concern about reconciliation approach.
8. Leave politics at the door. (1 Corinthians 12). B. Resource limitations – be aware and be intentional. Fear of not being heard. Changes should be based on scripture, liturgy and church tradition. Consider leadership quality. C. Understand our specific gifts and use them internally and externally.
9. Focus on similarities rather than differences. Improve listening skills and empathy. Patience and kindness. Adult formation classes. Strong Leadership.

III. Interim Priest-in-charge and Warden report

Conflict is what suppresses vitality. Bob Gross will lead our conflict discussions.

Jay Rigdon: Jay reached out to four organizations who provide conflict resolution consulting. Education for Conflict Resolution out of N. Manchester was selected by vestry consensus. Jay informed meeting attendees of the sign-up sheets for sessions with the mediator. 80% of people filled out the CAT survey. Attendees were instructed to take a survey with them, or come 15 minutes early to their meeting to fill it out. Bob Gross will take the information from listening sessions and other documents and will present a proposal at February's vestry meeting. Carol Bianchini indicated that there will be a Zoom meeting option as well. Meeting should be 45 minutes (less than an hour). Greg Ellis asked: Should spouses go to same meeting—depends on the couple (Fr. Joe).

Fr. Joe directed attendees to read the Sr. and Jr. Warden's statements in the Meeting Program.

IV. Election of new Vestry Members, Convention Delegate and Alternates & Recognition of Other – Vestry Gifts

Recognizing

Exiting – Jay Rigdon, Dan Kuhn, Shavawn Parduhn, Pam Vosler, Cheryl Hasting.
Also recognized Ellen Weise for renovation of restrooms, and Rector's office.
Recognizing Altar Guild members with special recognition for Bobbie Shelby who will be stepping down.

Election Candidates

Sr. Warden

Jay Rigdon
Miechi Petro
No nominations from the floor

Brenda Rigdon moved to close nomination, Nanette Newland second.

Voting results: Jay Rigdon

Jr. Warden

Bob Hastings
No nomination from the floor.

Fr. Joe Moved to close nomination. Pam Hester, Julie Kuhn Second

Vestry

Dan Coons
Mike Kinsey
Mercedes Pratt

Crystal Morsches moved to close the floor. Vote, Dave Baumgartner Second

Diocesan Delegates

Nominees

1 Pam Hester

2 Pam Vosler

3 Julie Kuhn

1 alternate Mike Petro

2 alternate Brenda Rigdon

3 alternate Crystal Morsches

Kathy Lee was a nominee from the floor.

Following the vote for Diocese reunification, Diocesan Convention will be held in November.

V. Highlights of Ministry Reports

See the program.

Julie Kuhn on behalf of the communication and PR group wanted to highlight that discussions regarding audio for the church are not just for live stream, it is for audio for all services/church needs.

VI. Presentation of 2025 Operating Budget

Fr. Joe highlighted the outreach dollars, and the groups that were benefitted. The church discretionary fund has gone toward rent and utilities for those in need. Plate collections from 1st Sunday of the month goes to discretionary fund. Fr. Joe also wanted to recognize the food pantry.

Brenda Rigdon offered thanks to all who have brought food to the pantry. St. Anne's food ministries are on page 9. Money from dog show, and other grants have gone toward school programs, the Christmas boxes, and raised bed garden. The plan for the remaining balance is: 1. To deliver pantry provision for residents of Retired Tigers. The program is called "Tide me Over." 2. To provide a hot meal once a month for the residents in our immediate neighborhood.

Pam Hester presenting 2025 operating budget in Gary's Proietti's absence.

For many years we have presented a budget that doesn't meet the church's needs, but we end up doing very well. We ended 2024 with a surplus. People can still submit pledge cards. Currently, the budget is \$100,000 down for this year.

VII. Presentation of St. Anne's Men's Society

Bob Baumgartner presented Sweetheart award to Cheryl Hastings.

VIII. Presentation of Episcopal Church Women

Cathy Likens-Carter presented award to Bob Hastings

IX. Sign-up sheets on the gift counter for Transformation Meetings

Fr. Joe reiterated again the sign-up sheets for the listening groups.

Continuing table discussions until voting results are in.

X. Blessing Prayer for New Ministries.

Jay Rigdon, Dan Coons, the 2025 delegates and alternates joined Fr. Joe at the front for prayers

Meeting adjourned at 1:56, Moved Crystal Morsches, Pam Vosler seconded.

Epiphany 3. January 26, 2025

[RCL] Nehemiah 8:1-3, 5-6, 8-10; Psalm 19; 1 Corinthians 12:12-31a; Luke 4:14-21

Sermon for Annual Meeting by Joe Czolgosz, Interim Priest-in-Charge, St. Anne's Episcopal Church, Warsaw, IN

As Luke frames his witness in the Gospel just proclaimed, Jesus already had been baptized by John when the heaven's proclaimed him to be God's Beloved son in whom God was well pleased. Jesus had gone into the wilderness for silent retreat and fasting. According to Luke, in the wilderness Jesus contended with demonic temptations to conform to human expectations for how God's promises would be fulfilled. Now that he had begun his ministry, Jesus returned home to Nazareth, to one of the synagogues he grew up in, with family and long-standing friends in attendance. People had been hearing how this hometown boy was healing the sick and casting out demons. They were primed to hear him and ask their questions of him. At the Nazareth synagogue, when he was handed the scroll with the texts attributed to the prophet Isaiah, Jesus followed the expected course of identifying a passage to proclaim and to comment on. He chose the text we now identify as Isaiah chapter 61, verse 1 in our Jewish/Christian Bibles, written after the nation Israel had been assailed by the Assyrians and held in captivity in Babylon some seven centuries earlier. Jesus proclaimed the text:

"The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives, and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor." Then he began to say to them, "Today this scripture has been fulfilled in your hearing."

Jesus' opening comment on the text however, DOES NOT follow what his family and friends expected to hear. They of course were familiar with this hope-arousing passage from the Isaian scroll, AND were also familiar with how Jewish church leaders had subverted it to protect those present in this synagogue who benefitted from it not being implemented. It had been centuries already since Israel last implemented a "year of the Lord's favor" or Jubilee year in which debts held among Jews were cancelled, the poor were prioritized to receive from the community what they needed to live, scales used for weighing and determining costs for food and goods were checked and adjusted to provide standard weights for buying and selling. Since centuries had already elapsed since the last observance of a "year of the Lord's favor" no one expected that word of hope to be renewed. Yet Jesus said "today this scripture has been fulfilled in your hearing." Jesus confirmed that his mission is to fulfill, not postpone or compromise these ancient promises of God. All the rest of Luke's gospel records how Jesus fulfilled this mission framed by Isaiah's prophetic words about the Messiah of God.

Jesus kept doing the acts of God's Messiah every chance he got, every time he turned toward people suffering, until finally it killed him. Some people welcomed what Jesus did, but others did not because it

upset their unfair advantage, questioned their complacency, and pushed them to recognize their habitual infidelity to God. They found their discomfort increasingly intolerable, and thought that his judicial murder would bring an end to their discomfort with Jesus' behaviors. They were wrong, of course. Jesus rose alive from the dead... and continues today to do what he talked about that Sabbath morning long ago in Nazareth. How so?

In our second reading from Paul's first letter to the Jewish and Gentile Christians in Corinth, Paul introduced to that community, and to ours, his understanding of how Jesus, the Christ or Messiah of our faith continues to realize the mission he claimed for himself in Nazareth. Jesus acts now through his mystical body, the church. Through each of us, all who are baptized into this mystical body, Jesus still lives out his mission statement, bringing good news to those who don't have any, setting free those chained in captivity, opening blind eyes, helping the oppressed and exploited find a life, and unrolling the floor plan that sets out God's reign where justice and peace prevail.

Allow me to offer two brief illustrations of what unfolded yesterday here at St. Anne's. Late in the afternoon, Carol had arranged for her and me to meet with persons who had called to request help from St. Anne's Discretionary Fund. The first person we met with, a man I estimated to be in his late thirties, early 40's was asking for help with his housing costs. He had served time in jail due to his addiction to street drugs and is currently living in a half-way house for men recovering from their addiction while on probation from jail sentences. Since his release from jail to the half-way house, he daily submits, not only daily drug screens, but also applications for work. He follows up on job interviews and follows up on his responsibilities as a member of his recovering community. He maintains his sobriety alongside brothers working to do the same, all the while facing more fully their daily life-challenges. He is charged "rent" for his room and board at the half-way house. Since he's not yet been successful in landing a job, largely due to his being an ex-con, his "rent" at the half-way house has accumulated to the point where he could be put back in jail. He requested money to offset some of his indebtedness and buy a little more time to find a job that would give him an income stream to pay his rent, and allow him to stay in a community he describes as "brothers like me", where, for the first time in his adult life he's been emotionally supported and encouraged to live free of drugs and be accountable for his own life. A relatively small amount of money, a couple hundred dollars, from St. Anne's Discretionary Fund would set this man free to pursue work, and to continue to live in a community of formerly captive brothers working to set themselves free from their addictions. Do you think St. Anne's, this mystical body of Christ, should act in his favor? Should act in favor of people like him?

Late yesterday afternoon, after a full day's work, that is nearly nine hours of work at a child care facility, a woman in her early thirties met with Carol and me, requesting help with her rent. Her husband and she have a couple of young children; her husband died suddenly a few weeks ago. With his death and in her grief, she became ill and was unable to work for a few weeks. Without any income during this time, she was unable to pay her rent and now has received an eviction notice. She asked for enough help with her rent from St. Anne's Discretionary Fund to forestall eviction for her and her two young children. Do you think St. Anne's, this mystical body of Christ, should act in her favor? Should act in favor of people like her?

I believe it is in the gracious actions that St. Anne's Discretionary Fund makes possible, that Jesus still works miracles in people's lives, because Jesus the Christ's church does them. The poor gain hope, whether it's in their souls, encouraged to be responsible for their gifts of life, or in their starving bodies

that are given nourishing food. The captives experience freedom, whether they are prisoners in a jail or prisoners of despair in a mansion-like house. The blind receive sight, whether it's cataract surgery at church-sponsored hospital, or the scales of prejudice falling off the eyes of a bigot. The oppressed are set free, whether oppression is a political regime or a chemical dependency. When Jesus read that passage in the Nazareth synagogue, he announced a mission statement for himself and for his mystical body, that is us, St. Anne's church.

Today's passage from Paul's first letter to the early disciples of Jesus in Corinth, makes three claims about the mission of Christ's mystical body:

- 1) All members of Christ's church have gifts for ministry given them by God's Holy Spirit to be used to benefit those in need.
- 2) All members of Christ's church have different but needed gifts for ministry; we are not clones of each other.
- 3) Our different gifts come to life in the context of the functioning of the whole mystical body of Christ, in the whole of our community.

In the weeks ahead, thanks to Julie Kuhn's adaptive work, we will make available to everyone at St. Anne's, and everyone seeking to become a member of St. Anne's, a tool called the Spiritual Gifts Inventory. It is a self-scoring inventory that helps a person identify their unique set of gifts for ministry, gifts all needed by Christ's mystical body. Please consider using this Inventory to better discern your use of your spiritual gifts for the ministries that best serve the mystical body of Christ.

Luke's gospel today reminded us that Jesus read the old words from Isaiah and claimed them for his own. Today we've been handed old words from a previous generation of St. Anne's we identify as our Mission Statement. I invite you to claim these as our own. Please stand and repeat it after me, line by line, to make it your own.

*Through the Holy Spirit, repeat
we invite all to share the Gospel, repeat
celebrate life, repeat
and serve the Lord repeat
in our neighborhood, community, and the world. Repeat*

Today, this mission is being fulfilled in our hearing! Amen! *Repeat*

Mission Centered Budget Year 2025 in Review

Income

Pledge and Plate income	\$264,790	Money provided by you
Cheeseball profit	\$13,674	From sales of cheeseballs at local bazaars and partner businesses
Thanksgiving Baskets grant	\$5,000	grant from Diocese of Northern Indiana
General food ministry grant	\$5,000	KCCF grant
General food ministry grant	\$4,700	KCCF grant
Endowment income	\$12,970	Income from funds that have named St. Anne's as a beneficiary so the church receives some income each year
Misc income	\$738	
Contributions for outreach/mission income	\$25,532	Estimate of donations, from parishioners like you, to support specific church outreach and mission work
CBCP building grant	\$3,500	grant provided by Indiana Episcopal Church for external lighting and some internal electrical work
Total Income	\$335,904	

Employees

Rector	\$79,950	supply priest
Admin	\$63,014	salary, healthcare
music dir.	\$17,420	salary
payroll taxes/retirement	\$8,046	
Subtotal employees	\$168,430	

Expenses

Office	\$17,334	supplies, postage, telephone, computer, AV
Insurance	\$18,315	
Utilities	\$31,078	electric, water, gas
Maintenance	\$38,326	cleaning service, snow removal, lawn and landscape care, minor plumbing and lighting fixes
Subtotal expenses (basically to keep lights on)	\$105,053	

Support for Episcopal Churches

diocesan assessment	\$39,539	required support for the diocese
---------------------	-----------------	----------------------------------

Financial Audit	\$2,730	
Rector Search	\$4,739	

Church Outreach/Missions	Money Given to mission	
Cheeseball production		Large social event fund raiser requiring many hands to mix, make, and package. Donations of money by you helps offset cost of raw material. Proceeds go towards outreach/missions. Contact Cathy Carter to get involved.
St. Anne's tent sale		Large social event fund raiser requiring furniture, home furnishing pick-up, sorting , tagging, pricing, selling (like a giant garage sale). Proceeds go towards missions sponsored by ECW and SAMS. Contact Dave Bumgartner to get involved.
Care Committee		Lay ministers attend to parishioners that need assistance; provide communion and pastoral care. Contact Cheryl Hastings to get involved.
Fellowship sack lunches	\$1,147	Donations by you help with food purchases to make the lunches. Contact Meichi Petro to get involved. Current balance 0
Salvation army food pantry	\$1,509	You provide canned goods and staples and money you donate is used to purchase specific food items. Contact ECW to get involved. Current balance 0
Beds & britches baby supplies	\$2,485	You provide baby supplies and the money you donate is used to buy baby supplies. Contact ECW to get involved. Current balance 0
Beaman home	\$1,455	Your donations of goods and money are used to support a lifeline of care for victims of domestic abuse. Contact ECW to get involved. Current balance 0
Fellowship missions toiletries	\$1,270	Your donations of goods and money are used to support the shelter for homeless and those going through recovery. Contact ECW to get involved. Current balance 0
St. Margarets house shelter	\$1,000	Your donations of goods and money provide support for women and children experiencing poverty and seeking shelter. Contact Carol Bianchini to get involved. Current balance 0

Soup kitchen	\$3,395	your donations assist in providing meals to low income Warsaw residents. Contact Ellen Wease to get involved. Current balance 0
Habitat for humanity	\$1,520	Your donations are used to buy raw materials to support the building of new housing for a family in need. Contact Dan Kuhn to get involved. Current balance 0
WCHS food and toiletries	\$2,185	You provide canned goods, staples, toiletries for the highschool pantry. Contact ECW to get involved. Current balance 0
Animal welfare league	\$1,880	you provide pet food and other supplies to assist in caring for abandoned animals. The money you donate supports the shelters. Contact Kathy Lee to get involved. Current balance 0
Thanksgiving basket	\$10,244	Your donations are used to buy food to create baskets for Thanksgiving dinner to be handed out to 200+ local families in need designated by the area schools. Contact Cathy Carter to get involved. Current balance 0
Title one schools - hats and mittens	\$3,000	Your donations of warm clothing and the money you donate goes towards providing winter clothing for children in need. To six schools. Contact Carol Bianchini to get involved. Current balance 0
Edgewood Christmas boxes	\$950	We feed them all donations to help fight hunger for middle school head start families. Contact JoElla Hauselman to get involved. Current balance 0
Our fathers house pantry	\$2,500	The food you donate and the money you donate to buy food goes directly to supply the pantry at Our Father's house to support homeless individuals. Contact ECW to get involved. Current balance 0
Kosciusko Area Bus Service	\$397	New outreach support for monthly bus passes and Door-to-Door service. Contact Father Joe to get involved. Current balance 0
Special Olympics Indiana	\$500	Donations to support the opportunities for competition. Current balance 0
Rector's Discretionary fund	\$8,603	The money you donate provides the church the ability to assist with rental or utilities for families living on the edge as they work towards financial stability. Contact Father Joe. Current balance of \$2,367 available
ECW additional missions outlays	\$1,200	Money derived from the St. Anne's tent sale are used for Church Camp scholarships, outreach of the month, feed my starving children (supported 10 families for one year). Current balance of \$9,661 available
SAMS missions outlays	\$2,725	Money derived from the St. Anne's tent sale are used for College scholarships, feed my hungry children (supported 10 families for one year) and outreach. Current balance of \$11,379 available

Beacon food pantry	\$1,034	Grant money and your donations provide food to stock the outdoor pantry for the local community. Contact Sandra Buchanan to get involved. Current balance of \$2,737 available
General food ministry	\$2,847	Grant money and your donations were used to build gardens, soil, plants, food, bags and wagons. Contact Brenda Rigdon to get involved. Current balance of \$17,170 available
Retired tigers	\$2,113	Grant money and your donations provide food to be delivered to retired tigers senior living home. Contact Kathy Kriecker to get involved. Current balance of \$4,700 available
Edgewood middle school delinquent lunch money	\$73	Grant money and your donations are used to pay off delinquent lunch accounts. Contact Brenda Rigdon. Current balance of \$1,835 available
Episcopal Diocese and Relief	\$2,000	Bishop discretionary fund and disaster relief. Current balance 0
United Thank Offering	\$500	Provide grants for ministries. Current balance 0
Real Services of Kosciusko County	\$500	Support for paying bills for low income households. Current balance 0
Christain education	\$967	Your donations provide supplies for youth and adult education. Contact Deb Blatz to get involved. Current balance 0
Worship/parish life	\$2,679	Your donations provide flowers for the altar, misc. worship expenses, hospitality food, and some unique parish events. Contact Carol Bianchini to get involved. Current balance 0
Subtotal Mission/Outreach	\$60,679	

Extra ordinary expense	\$47,936	One new airconditioner, Three new furnaces, foundation fix, Freezer, dishwasher heater and oven, electrical work
-------------------------------	-----------------	--

Total Expenses	\$381,170	excluding extra ordinary expenses
-----------------------	------------------	-----------------------------------

ACCOUNT #	ACCOUNT DISCRIPTION	2025 BUDGET	2025 ACTUAL	2026 BUDGET
FUND 01	GENERAL FUND INCOME	revised 7/18		
	PLEDGE OFFERING INCOME	\$227,100	\$251,675	\$131,550
4040	PLATE OFFERING INCOME	\$7,500	\$13,115	\$10,000
4060	CHEESEBALL INCOME	\$29,000	\$28,150	\$29,006
4275-129	ENDOWMENT INCOME	\$12,000	\$12,970	\$12,975
	MISC INCOME - <i>Outreach, Hosp. & Interest</i>	\$200	\$26,010	\$17,650
	INCOME TOTALS	\$275,800	\$331,920	\$201,181
FUND 01	GENERAL FUND EXPENSE			
5061-001	RECTOR'S SALARY (includes *SECA & **Housing)	\$27,483		\$85,000
5062-002	*RECTOR'S SECA REIMBURSEMENT	\$3,091		\$6,502
5063-003	RECTOR'S PENSION PAYMENT	\$7,716		\$16,470
5064-004	RECTOR'S HEALTH INSURANCE	\$5,582		\$39,276
5065-005	RECTOR'S EXPENSE ALLOWANCE	\$1,200		\$3,000
5066-006	RECTOR'S PROFESSIONAL DEVELOPMENT	\$450		\$1,200
5067-007	**RECTOR'S HOUSING	\$11,933		incl
5068-008	SABBATICAL RESERVE			
5069-009	RECTORS LIFE INSURANCE	\$147		\$150
5150	ADMINISTRATIVE EXPENSE - CELL PHONE ALLOW	\$540	\$360	\$720
5152	PARISH ADMINISTRATOR	\$40,415	\$40,415	\$41,627
5251	PARISH ADMIN HEALTH INSURANCE	\$22,647	\$22,600	\$24,351
5157	BACKGROUND CHECKS	\$750	\$22	\$750
5260-003	STAFF RETIREMENT	\$3,637	\$3,637	\$3,746
5305	PAYROLL TAXES	\$4,409	\$4,409	\$4,542
5430	OFFICE SUPPLIES & PRINTING	\$6,000	\$7,772	\$7,000
5440	POSTAGE	\$1,000	\$604	\$1,000
5510	TELEPHONE	\$2,728	\$2,063	\$2,000
5517	COMPUTER EXPENSE	\$5,500	\$6,535	\$5,000
5625	UTILITIES	\$30,000	\$31,079	\$31,000
5650	INSURANCE	\$19,000	\$18,316	\$22,000
5655	MAINTNANCE BUILDING & GROUNDS	\$29,000	\$78,063	\$45,000
5420	BANK & INV. SVC. CHARGES/AUDIT	\$2,400	\$3,033	\$800
5660	CLEANING SERVICE	\$8,800	\$8,200	\$8,800
6110	DIOCESAN ASSESSMENT	\$39,539	\$39,539	\$37,337
6115	MISSION, MINISTRY & OUTREACH	\$14,000	\$39,532	\$14,000
6270	DIRECTOR OF MUSIC	\$17,223	\$17,223	\$17,740
6280	MUSIC PROGRAM EXPENSE	\$500	\$700	\$500
6535	CHRISTIAN FORMATION & EDUCATION	\$2,500	\$967	\$2,500
6540	ADVERTISING	\$200	\$0	\$200
6575	SUPPLY PRIEST/PREACHER/CHAPLAIN	\$40,596	\$79,950	\$3,000
6140	CHEESEBALL EXPENSE	\$15,000	\$14,476	\$15,000
7205-131	WORSHIP EXPENSE	\$1,400	\$1,213	\$1,400
7206-101	FLOWER EXPENSE			\$3,200
7299-126	PARISH LIFE - HOSPITALITY EXPENSE	\$2,500	\$1,466	\$2,500
6580	RECTOR SEARCH	\$20,000	\$4,739	\$20,000
	TOTAL	\$397,886	\$426,913	\$467,311
		(\$122,086)	(\$94,993)	(\$266,130)

St. Anne's Episcopal Church
Balance Sheet
Consolidated - December 2025

01/14/2026 11:38 AM

Page: 1

Current Year

ASSETS

BANK ACCOUNTS

CHECKING ACCOUNTS

Northwest -GenOp Ckng	\$67,960.92
NW Money Market	7,570.12

Subtotal Bank Accounts	75,531.04
------------------------	-----------

INVESTMENTS

State Street 44455	1,640,703.77
--------------------	--------------

FIXED ASSETS

LAND

Parking Lot	111,921.31
WCENTER Vacant Land	224,113.82

Subtotal Land	336,035.13
---------------	------------

BUILDINGS

Church & WMarket St Prop	1,558,962.00
Accum. Depr. - Buildings	-1,245,601.70

Subtotal Buildings	313,360.30
--------------------	------------

EQUIPMENT

Church & Rose Hall Conten	212,500.00
Furniture & Fixtures	19,231.00
Equipment	43,942.79
Accum. Depr. - Equipment	-275,673.79

Subtotal Equipment	0.00
--------------------	------

Subtotal Fixed Assets	649,395.43
-----------------------	------------

St. Anne's Episcopal Church
Balance Sheet
Consolidated - December 2025

01/14/2026 11:38 AM

Page: 2

	Current Year
OTHER ASSETS	
KCC BURNER	12,512.79
KCC Foundation Agency Fd	54,324.99
Subtotal Other Assets	66,837.78
TOTAL ASSETS	<u>\$2,432,468.02</u>
LIABILITIES	
CURRENT LIABILITIES	
PAYROLL DEDUCTIONS	
DENTAL WH	
Federal Withholding	\$1,085.28
Social Security W/H	274.88
Medicare W/H	64.30
State Taxes W/H	247.84
Subtotal Dental Wh	1,672.30
St. Joeseeph Co Tax w/h	36.92
Kosciusko Co Tax W/H	50.30
Accum SS/MC-Church Share	339.18
Subtotal St. Joeseeph Co Tax W/h	426.40
OTHER DEDUCTIONS	
Retirement Withheld	20.00
Subtotal Current Liabilities	2,118.70
TOTAL LIABILITIES	<u>2,118.70</u>

St. Anne's Episcopal Church
Balance Sheet
Consolidated - December 2025

01/14/2026 11:38 AM

Page: 3

	Current Year
NET ASSETS	
UNRESTRICTED	
Unrestricted Net Assets	-\$248,228.37
TEMPORARILY RESTRICTED	
Temporarily Restricted	150,811.58
Sabbatical Equity	99.60
FIXED ASSETS EQUITY	<u>2,527,666.51</u>
Subtotal Temporarily Restricted	<u>2,678,577.69</u>
TOTAL EQUITY	<u>2,430,349.32</u>
TOTAL LIABILITIES AND EQUITY	<u><u>\$2,432,468.02</u></u>

		December 2025			January 2025 - December 2025				
Account		Actual	Budget	Difference	%	Actual	Budget	Difference	%
01	GENERAL FUND								
INCOME									
01-4000	INCOME								
01-4010	CONTRIBUTION INCOME								
01-4020	UNRESTRICTED								
01-4030	PLEDGE OFFERING INCOME	26,109.22	18,925.00	7,184.22	138%	251,675.96	227,100.00	24,575.96	111%
01-4040	PLATE OFFERING INCOME	2,105.00	625.00	1,480.00	337%	13,114.51	7,500.00	5,614.51	175%
01-4060	CHEESEBALL INCOME	21,219.00	2,416.63	18,802.37	878%	28,150.00	29,000.00	-850.00	97%
01-4080-127	NEW BEGINNINGS DAYCARE	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4100	MISCELLANEOUS REVENUE	325.08				738.08			
01-4206-132	OUTREACH-MISSIONS INCOME	9,760.00				25,532.03			
01-4230-107	PLAY GROUND EQUIP FUND	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4270-120	LONG TERM GIVING FUND	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4275-129	ENDOWMENT INCOME	0.00	1,000.00	-1,000.00	0%	12,970.00	12,000.00	970.00	108%
01-4299-126	FELLOWSHIP/HOSP. INCOME	0.00				-266.92			
Subtotal Contribution Income		59,518.30	22,966.63	36,551.67	259%	331,913.66	275,600.00	56,313.66	120%
Budgeted CONTRIBUTION INCOME		49,433.22	22,966.63	26,466.59	215%	305,910.47	275,600.00	30,310.47	111%
Non-Budgeted CONTRIBUTION INCOME		10,085.08				26,003.19			
INTEREST INCOME									
01-4500	BANK INTEREST	0.63	0.00	0.63	0%	6.72	0.00	6.72	0%
01-4510	Investment Income	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4511	KCC Investment Income	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4512	State Street Non Income	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4513	State Street Income	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4514	INTEREST SABBATICAL CD	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4520	OP-RESV CKNG INTEREST	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-4560-115									
Subtotal Interest Income		0.63	0.00	0.63	0%	6.72	0.00	6.72	0%
Budgeted INTEREST INCOME		0.63	0.00	0.63	0%	6.72	0.00	6.72	0%
Non-Budgeted INTEREST INCOME		0.00				0.00			
TOTAL INCOME		59,518.93	22,966.63	36,552.30	259%	331,920.38	275,600.00	56,320.38	120%
Budgeted INCOME		49,433.85	22,966.63	26,467.22	215%	305,917.19	275,600.00	30,317.19	111%
Non-Budgeted INCOME		10,085.08				26,003.19			
EXPENSE									
01-5000	EXPENSES								
01-5010	FIXED EXPENSES								

Account	December 2025				January 2025 - December 2025			
	Actual	Budget	Difference	%	Actual	Budget	Difference	%
01 GENERAL FUND								
01-5050 PASTORAL STAFF								
01-5060 RECTOR								
01-5061-001 Rectors Salary	0.00	2,290.25	2,290.25	0%	0.00	27,483.00	27,483.00	0%
01-5062-002 Rector-SECA Reimbursement	0.00	257.62	257.62	0%	0.00	3,091.00	3,091.00	0%
01-5063-003 Rectors Pension Payment	0.00	643.00	643.00	0%	0.00	7,716.00	7,716.00	0%
01-5064-004 Rectors Health Insurance	0.00	465.13	465.13	0%	0.00	5,582.00	5,582.00	0%
01-5065-005 Rectors Expense Allowance	0.00	100.00	100.00	0%	0.00	1,200.00	1,200.00	0%
01-5066-006 Rector Profes Develop	0.00	37.50	37.50	0%	0.00	450.00	450.00	0%
01-5067-007 Rectors Housing	0.00	994.38	994.38	0%	0.00	11,933.00	11,933.00	0%
01-5068-008 Sabbatical Reserve	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5069-009 Rectors Life Insurance	0.00	12.25	12.25	0%	0.00	147.00	147.00	0%
Subtotal Rector	0.00	4,800.13	4,800.13	0%	0.00	57,602.00	57,602.00	0%
Budgeted RECTOR	0.00	4,800.13	4,800.13	0%	0.00	57,602.00	57,602.00	0%
Non-Budgeted RECTOR	0.00				0.00			
01-5070 CHRISTIAN FORM EDU LEADER								
Subtotal Pastoral Staff	0.00	4,800.13	4,800.13	0%	0.00	57,602.00	57,602.00	0%
Budgeted PASTORAL STAFF	0.00	4,800.13	4,800.13	0%	0.00	57,602.00	57,602.00	0%
Non-Budgeted PASTORAL STAFF	0.00				0.00			
ADMINISTRATIVE EXPENSE								
01-5150 Parish Administrator	3,108.86	3,367.88	259.02	92%	40,415.18	40,415.00	-0.18	100%
01-5152 Background Checks & Fees	0.00	62.50	62.50	0%	22.00	750.00	728.00	3%
01-5157 Accounting Dahms & Yarian	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5170 Staff Bonus	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5251-004 Admin Health Insur	1,883.30	1,887.25	3.95	100%	22,599.60	22,647.00	47.40	100%
01-5260-003 Staff Retirement	303.08	303.12	0.04	100%	3,636.96	3,637.00	0.04	100%
01-5305 Payroll Taxes	339.18	367.38	28.20	92%	4,409.34	4,409.00	-0.34	100%
01-5420 Bank & Investment S/C	25.00	33.37	8.37	75%	303.08	400.00	96.92	76%
01-5430 Office Supplies/Printing	983.18	500.00	-483.18	197%	7,772.10	6,000.00	-1,772.10	130%
01-5440 Postage	156.00	83.37	-72.63	187%	604.00	1,000.00	396.00	60%
01-5490 Audit & Accounting	0.00	166.63	166.63	0%	2,730.00	2,000.00	-730.00	137%
01-5510 Telephone	477.67	227.37	-250.30	210%	2,062.98	2,728.00	665.02	76%
01-5510-001 Cell Phone Allowance	30.00	45.00	15.00	67%	360.00	540.00	180.00	67%
01-5517 Computer Expense	341.03	458.37	117.34	74%	6,535.42	5,500.00	-1,035.42	119%
Subtotal Administrative Expense	7,647.30	7,502.24	-145.06	102%	91,450.66	90,026.00	-1,424.66	102%
Budgeted ADMINISTRATIVE EXPENSE	7,647.30	7,502.24	-145.06	102%	91,450.66	90,026.00	-1,424.66	102%

Account	December 2025				January 2025 - December 2025			
	Actual	Budget	Difference	%	Actual	Budget	Difference	%
01 GENERAL FUND								
Non-Budgeted ADMINISTRATIVE EXPENSE	0.00				0.00			
FACILITIES								
01-5600 Utilities	2,910.87	2,500.00	-410.87	116%	31,078.66	30,000.00	-1,078.66	104%
01-5625 Insurance	0.00	1,583.37	1,583.37	0%	18,315.75	19,000.00	684.25	96%
01-5650 Maintenance-Bldg & Ground	1,126.11	2,416.63	1,290.52	47%	78,062.89	29,000.00	-49,062.89	269%
01-5655 Front Facade Repairs	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5656 Roof	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5657 Church Improvements	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-5658 Cleaning Service	600.00	733.37	133.37	82%	8,200.00	8,800.00	600.00	93%
01-5660								
Subtotal Facilities	4,636.98	7,233.37	2,596.39	64%	135,657.30	86,800.00	-48,857.30	156%
Budgeted FACILITIES	4,636.98	7,233.37	2,596.39	64%	135,657.30	86,800.00	-48,857.30	156%
Non-Budgeted FACILITIES	0.00				0.00			
OUTREACH								
01-6100								
01-6110 Diocesan Assessment	3,294.92	3,294.88	-0.04	100%	39,539.04	39,539.00	-0.04	100%
01-6115 Mission-Ministry-Outreach	25,077.50	1,166.63	-23,910.87	999%	39,532.03	14,000.00	-25,532.03	282%
01-6140 Cheeseball Expense	880.52	1,250.00	369.48	70%	14,475.52	15,000.00	524.48	97%
Subtotal Outreach	29,252.94	5,711.51	-23,541.43	512%	93,546.59	68,539.00	-25,007.59	136%
Budgeted OUTREACH	29,252.94	5,711.51	-23,541.43	512%	93,546.59	68,539.00	-25,007.59	136%
Non-Budgeted OUTREACH	0.00				0.00			
PROGRAM EXPENSE								
MUSIC								
01-6200								
01-6265 Director of Music	1,786.22	1,435.25	-350.97	124%	17,220.86	17,223.00	2.14	100%
01-6270 Musician Salary	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-6275 Music Program Expense	0.00	41.63	41.63	0%	700.00	500.00	-200.00	140%
01-6280								
Subtotal Music	1,786.22	1,476.88	-309.34	121%	17,920.86	17,723.00	-197.86	101%
Budgeted MUSIC	1,786.22	1,476.88	-309.34	121%	17,920.86	17,723.00	-197.86	101%
Non-Budgeted MUSIC	0.00				0.00			
OTHER EXPENSES								
01-6500								
01-6530 Childcare	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-6535 Christian Education/Form	129.00	208.37	79.37	62%	967.91	2,500.00	1,532.09	39%
01-6540 Advertising	0.00	16.63	16.63	0%	0.00	200.00	200.00	0%
Subtotal Other Expenses	129.00	225.00	96.00	57%	967.91	2,700.00	1,732.09	36%

St. Anne's Episcopal Church
Budget Report

01/15/2026 07:19 PM

Page: 4

Account	December 2025				January 2025 - December 2025			
	Actual	Budget	Difference	%	Actual	Budget	Difference	%
01 GENERAL FUND								
Budgeted OTHER EXPENSES	129.00	225.00	96.00	57%	967.91	2,700.00	1,732.09	36%
Non-Budgeted OTHER EXPENSES	0.00				0.00			
Subtotal Program Expense	1,915.22	1,701.88	-213.34	113%	18,888.77	20,423.00	1,534.23	92%
Budgeted PROGRAM EXPENSE	1,915.22	1,701.88	-213.34	113%	18,888.77	20,423.00	1,534.23	92%
Non-Budgeted PROGRAM EXPENSE	0.00				0.00			
MISCELLANEOUS								
01-6550								
01-6575	6,596.70	3,413.00	-3,183.70	193%	79,949.97	40,956.00	-38,993.97	195%
01-6580	35.00	1,666.63	1,631.63	2%	4,738.60	20,000.00	15,261.40	24%
01-7205-131	368.10	116.63	-251.47	316%	1,213.03	1,400.00	186.97	87%
01-7230-107	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-7236-109	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-7270-120	0.00	0.00	0.00	0%	0.00	0.00	0.00	0%
01-7299-126	416.86	208.37	-208.49	200%	1,466.38	2,500.00	1,033.62	59%
Subtotal Miscellaneous	7,416.66	5,404.63	-2,012.03	137%	87,367.98	64,856.00	-22,511.98	135%
Budgeted MISCELLANEOUS	7,416.66	5,404.63	-2,012.03	137%	87,367.98	64,856.00	-22,511.98	135%
Non-Budgeted MISCELLANEOUS	0.00				0.00			
TOTAL EXPENSE	50,869.10	32,353.76	-18,515.34	157%	426,911.30	388,246.00	-38,665.30	110%
Budgeted EXPENSE	50,869.10	32,353.76	-18,515.34	157%	426,911.30	388,246.00	-38,665.30	110%
Non-Budgeted EXPENSE	0.00				0.00			

ECW Financial Report -2025

Cathy Carter

Beginning Balance 01/01/2025	\$9478.69
------------------------------	-----------

Income

Annual Meeting	\$3091.84
----------------	-----------

Aluminum Cans	<u>\$ 358.50</u>
---------------	------------------

Total Income	\$3450.34
--------------	-----------

Expenses

St. Joseph Award Gift Certificate	\$ 50.00
-----------------------------------	----------

Priest's Discretionary Fund	\$ 500.00
-----------------------------	-----------

Edgewood School Food Boxes	\$ 75.00
----------------------------	----------

Forward Movement Day by Day Booklets	\$ 42.50
--------------------------------------	----------

Youth Camp Scholarships	\$1000.00
-------------------------	-----------

Outreach Donations	<u>\$1600.00</u>
--------------------	------------------

Total Expenses	\$3267.50
----------------	-----------

Ending Balance 12/31/2025	\$9661.53
---------------------------	-----------

SAMS END OF YEAR 2025

Income

Tent Sale	\$3,091.84
Total Income	\$3,091.84

Expenses

Shawn Victa	Advent Dinner	\$ 199.47
Boat House	Lady of the Year	\$ 50.00
St. Anne's	Food Boxes	\$ 75.00
Habitat for Humanity	Outreach	\$ 300.00
Manchester University	Scholarship	\$ 500.00
Purdue University	Scholarship	\$ 500.00
Huntington University	Scholarship	\$ 500.00
Purdue University-FW	Scholarship	\$ 500.00
St. Anne's	Feed Them All	\$ 300.00
Total Expenses		\$ 2,725.00

Ending Balance	\$ 7,090.91
----------------	-------------

Search Committee Annual Report January 24, 2026

The Search Committee prayerfully submits this report for 2025:

Beginning with the appointment of Fr. Joseph Czolgosz as our interim rector and with his guidance, the Search Committee and the congregation participated in the Conflict Transformation process. Before completing and submitting the Parish Profile to the Diocese, it was necessary for healing to begin and reflect that healing in the profile.

Also during that time of healing, the Search Committee each completed and shared their Spiritual Gifts surveys. The committee discovered that each of their gifts fell in different categories, making a good balance. Search Committee then, with the help of our CAT survey results, began to determine the characteristics and skills required in our next rector.

Committee then focused on refining the The Parish Profile with the help of a Graphic Design consultant and photos submitted by the committee and the congregation. Both the Parish Profile and OTM (Office of Transitional Ministries) Profile were completed and submitted to the Diocese in preparation for Canon Terri's trip to Texas for the Provincial meeting of Transition Ministers.

Canon Terri reminded the Committee of the statistics regarding the parishes looking for rectors and the lack of candidates. Committees' responded with a continued and broader approach of reaching candidates including advertising on the Episcopal News Service and Alumni pages of seminaries affiliated with the Episcopal Church. Also, a committee member and the Sr. Warden presented Canon Terri with a shirt to wear at one of her Provincial meetings which read "ask me about St. Anne's Church in Warsaw IN." Canon Terri kindly obliged and the shirt made an impact.

More recently the Search Committee developed a matrix of questions to use when interviewing potential candidates. The committee has seen a small amount of interest in St. Anne's. We join the Church Family in prayers for patience and strength while waiting for the Holy Spirit to move and send our perfect candidate for the future of St. Anne's.

Respectfully Submitted,

Diana Lefever Creech and Greg Ellis
Search Committee Co-chairs