OUR MISSION

is to honor our history while embracing the present realities to grow in faith, fellowship and worship, so that in the future we can continue to provide the services and support that we have now. We want to be open to the possibilities that may be given to us, presenting the Gospel and promise of Jesus Christ to improve the lives of all those we have the opportunity to serve through our words and actions. We want to continue to grow in fellowship among our members, and to encourage new members to become a vital part of our community. We also desire to continue our outreach to the community at large. We support a variety of worship styles, including Rite I and Rite II, with an exceptional music program that includes our Minister of Music and 4 paid section leaders for our choir.

OUR COMMUNITY

will look for new ways to encourage participation in our church life; continue to grow in our spiritual life and our walk with Jesus; grow in our communications, both traditional and electronic; and continue to spread the Gospel and embody Jesus in our community.
St. John's, Salem was formally founded in 1722, although seeds of the church may have been planted as early as 1675, with the arrival of John Fenwick's group to what is now Salem. We have a long and storied history that includes the use of the church by English troops during the Revolutionary War. We have a number of Revolutionary War era graves in our graveyard.

St. John's is in the early stages of planning a celebration of our 300th anniversary in 2022 and a rector or priest-in-charge who is called now will be expected to play a role in the planning and execution of this celebration.

St. John's is fortunate to have a beautiful campus: the Church (1831), an attached Chapel (Chapel of the Holy Innocents-1883), and a separate Parish Hall (1962). There are 2 Sunday services weekly—Rite I at 8 am in the Chapel and Rite II at 10:30 in the main church with full music accompaniment. Our music program enhances our worship. We have a Minister of Music, who directs our Parish Choir and Salem Ringers Handbell Choir and leads several special musical services yearly. We hold a Noon service each Wednesday. Prior to our priest's retirement, each Wednesday was Holy Eucharist with Prayers for Healing: currently, the first Wednesday of each month is Holy Eucharist with Prayers for Healing, lead by a priest from a neighboring parish, with the other Wednesdays being Noonday Prayer, led by a parishioner. When a Rector/Priest-in-charge is called, we would expect to have Holy Eucharist with Prayers for Healing every week.

Our Parish Hall is used not only by our church groups, but also groups like AA, NA, Interagency Council, Children's Interagency Council and various other community and private entities on an occasional basis. St. John's is blessed with the services of a Deacon, who assists in the various services, has implemented many of our newest outreach programs such as the backpack program for our local middle school students and, in the absence of a rector, currently represents us in the Salem Ministerium.

Our congregation is made up of families from an extended area. Some of our regular attendees travel more than 20 miles to worship at St. John's. We are continually looking for ways to welcome new members to increase and diversify our church community.

History and Biography of Our Congregation:
Congregational Goals for the Future:

Our congregation desires to grow in faith and in numbers, while staying true to our roots and beliefs. We want to accurately portray the welcoming nature of the Episcopal Church as a whole and St. John's specifically. We want to improve our Christian Formation with an emphasis on our beliefs and practices. We want to see more diversity in our congregation. We desire to build up and support our families and continue our tradition of outreach to the community. St. John's members desire to continue to use the blessings of our endowments in a responsible manner. We desire to seek and serve Jesus with a sense of the sacred in a modern world.

Top Five Congregational Programs:

**Music Ministry** - in addition to full music services at the 10:30 services weekly, we also have special musical services during the year, such as Choral Evensongs, Missa Brevas and special music at Christmas and Easter,

**St. John's Quilters** - meet weekly, except in summer and make quilts for the children at the Ronald McDonald House in Camden, NJ. Each year they produce 70+ quilts, along with a number of crocheted afghans and stuffed animals. Quilters come from the surrounding community, not just St. John's, and there are jobs that even those who do not quilt help with.,

**Food Pantry/Outreach** - St. John's opens the food pantry 1 day a week (there are other local food pantries on the other days of the week). We provide roughly 70 families with a bag of food that has goods for a breakfast, lunch and dinner. We also provide 35+ backpacks filled with school supplies for our local 8th graders in September. We provide Christmas gifts for needy families and many other outreach projects.,

**Vacation Bible School/Christian Formation** - our VBS serves the needs of many children from our surrounding area. For 1 week in the summer, they get a good meal and learn about God, Jesus and the promises in the Bible.,

**Fellowship Hour/ECW** - we have Fellowship Hour every Sunday after the 10:30 am service for parishioners to gather, share a snack or meal, and have a chance to get to know each other better. Our ECW facilitate this every week by providing a theme and food for those attending.
Congregational Style of Worship:

Our congregation enjoys a wide variety of worship styles. We have an 8 am Rite I service that is attended by parishioners who prefer the straightforward nature of the service. Our 10:30 am Rite II service includes music by our choir (September-June) along with spoken and sung responses and hymns. Incense is used at the 10:30 am service on High Holy Days, but never at the 8 am Mass. The Wednesday Noon Eucharist and Healing Service draws worshippers from the surrounding offices who appreciate a midweek worship opportunity. We also have a variety of special services during the year; Christmas Eve and Easter services with special musical offerings, a yearly Organ Mass and 2-3 Choral Evensongs, which draw not only our regular attendees, but also friends from the community. Music is a big part of the worship for many attendees, so retaining the music program, which includes 4 paid section leaders, that is already in place, is important to many people.
Immediate and Further-Reaching Challenges:

Our congregation has several ongoing and immediate challenges. We are located in what is considered an urban area but without many of the services of a larger urban center. There is a high concentration of low-income families who struggle on a day-to-day basis. There is inadequate public transportation so people have difficulty traveling where they need to go. Most of our congregation travels from other communities to worship with us—very few are from the city of Salem proper. Some attend because this is where their families have always gone. Some attend because they like the style of worship and the community of believers they have found here. We need to find a way to both continue to nourish our current congregation, but to attract seekers who want to find a faith community that meets their spiritual needs. Stewardship continues to be a challenge as well. For a small congregation, we are blessed with parishioners who give freely of their time and money and we also have a significant endowment that helps us with maintaining our facilities, serving our church community, and providing for outreach to the community at large. But—"To whomever much is given, of him, much will be required; and to whom much was entrusted, of him more will be asked." (Luke 12:48) and we need to ensure that our outreach, and our community continue to grow and prosper, and that our facilities be properly maintained for the future.

Housing Available at this Congregation:

There is a housing allowance as part of the compensation package. The final candidate will be required to reside in Salem County, preferably near Salem. We have people within our congregation who are available in assisting the candidate to locate suitable housing.
Financial Information 2015

Total Income $385,436
Clergy and Personnel Expenses $185,206
Operations Expenses $122,028
Outreach Expenses $22,354
Building Expenses $31,247
Other Expenses $31,667
Total Expenses $392,502
Excess Income $-7,066

In 2015, expenses exceeded non-restricted income by $7,066 or 1.8% of the total expense for 2015. This is attributed to a 1.1% drop in non-restricted income over budget and an increase of 0.7% in 2015 Actual Expenses over the 2015 Budget.

Financial Information 2016

Total Income $354,274
Clergy and Personnel Expenses $142,000
Operations Expenses $122,774
Outreach Expenses $31,100
Building Expenses $24,500
Other Expenses $33,900
Total Expenses $354,274
Excess Income $0

On January 10, 2016, the Vestry received and approved the 2016 Budget for St. John's Episcopal Church. Our strategy for this year includes a hefty increase in funds budgeted for Outreach, and a holding pattern in Building and Grounds expenditures. We are now working with a Capital Improvements Plan to identify and fund necessary Capital Projects in future years (any item over $1,000). We have anticipated being without the expenditures of a full-time clergy person for half the year, but have budgeted in the Diocesan recommended costs of the transition.