

**St. Paul's Episcopal Church**  
**ANNUAL PARISH MEETING**  
January 26, 2020



**St. Paul's Episcopal Church**  
16 North Sixteenth Street  
Wilmington, North Carolina 28401  
[www.spechurch.com](http://www.spechurch.com) (910) 762-4578  
The Rt. Rev. Robert Skirving, Bishop  
The Rev. Adam Pierce, Assistant Rector  
The Rev. Richard Banks, Priest Associate  
Spencer G. Weig, Senior Warden  
Ronnie D. Wise, Director of Music and Organist  
Richard Rhoads, Assistant Director of Music and Organist  
Carl Samet, Parish Administrator  
Diane Matz-Kane, Bookkeeper

St. Paul's Annual Parish Meeting  
January 26, 2020  
AGENDA

- Call to Order** Spencer Weig, Senior Warden
- Collect for a Church Meeting** Adam Pierce, Assistant Rector
- Recognition of retiring Vestry Members** Keith Calder, Junior Warden  
Barbara Bucci, Herb Gant, Royster Hedgepeth, Spencer Weig
- Election of Vestry Members for term 2020 - 2022** Senior Warden, Nominating Committee  
Tom Gerow, Sally Pope, Rhonda Stroud, Meaghan Thomas

**Reports**

- Senior Warden
- Assistant Rector
- Ronnie Wise, Director of Music
- Junior Warden
- Royster Hedgepeth, Stewardship
- Judy Wilson, Treasurer

**Comments/Questions**

**Announcements**

Monday, February 10, 5:00 pm – Vestry Meeting

Sunday, February 16 – Commissioning of new Vestry Members, Wardens, Treasurer, Clerk

**Adjournment and Blessing** Asst. Rector

## 2019 Vestry

Barbara Bucci - Membership  
Chris Coudriet - Strategic Planning  
Keith Calder - Junior Warden  
Joe Farri - Coordinator, Adult Christian Formation  
Herb Gant - Worship  
Ruth Gates - Christian Formation  
Steve Haughey - Buildings & Grounds  
Royster Hedgepeth - Stewardship  
Teresa Singer - Parish Life  
Joan Rosko Miller - Pastoral Care, Strategic Planning  
Jan Vick - Ormond Center  
Spencer Weig - Senior Warden

Treasurer: Judy Wilson  
Clerk: Merry Ann Wright

## ANNUAL PARISH REPORT

### SENIOR WARDEN

Spencer Weig

### ASSISTANT RECTOR

The Rev. Adam Pierce

### DIRECTOR OF MUSIC

Ronnie Wise

### JUNIOR WARDEN

Keith Calder

### STEWARDSHIP

Royster Hedgepeth, Vestry Liaison

### 2018 ANNUAL FINANCE REPORT

Judy Wilson, Treasurer

### WORSHIP

Herb Gant, Verger

Vestry Liaison for Worship and Music

### BUILDINGS AND GROUNDS

Steve Haughey

### ORMOND CENTER

Jan Vick

### CHRISTIAN FORMATION

Ruth Gates

### PASTORAL CARE

Joan Rosko Miller

PARISH LIFE

Teresa Singer

MEMBERSHIP

Barbara Bucci

COMMUNITY MINISTRIES

Steve Bucci

ARCHIVES AND HERITAGE

Ellen Weig

Archivist

ECW/ST. AGNES GUILD

Ellen Weig, Coordinator

THE SOURCE

Peg Brunton, Chair

MARY VERONICA CHAPTER, DAUGHTERS OF THE KING ("DOK")

JoAnn Summey, President

ENDOWMENT

David Tousignant, Chair

## SENIOR WARDEN

Spencer Weig

There's not much question that the most significant event at St. Paul's in 2019 was the departure in September of our much-beloved Rector, the Rev. Dena Bearl Whalen. Your response and that of your Vestry since we first heard Dena's news has been extremely helpful and supportive. We owe a major expression of gratitude to our Assistant Rector, the Rev. Adam Pierce, for all he has done as our priest throughout all of 2019 but especially over the past few months. As we have all heard at this point, earlier this month your Vestry called an Interim Rector, the Rev. Raymond Hanna, who will be starting his ministry with us in just 5 weeks. Paraphrasing Churchill, it may not be 'the beginning of the end', but it's definitely 'the end of the beginning'. Going forward, a significant part of our energy in 2020 will be focused on the search for the next Rector of St. Paul's.

It would be way too easy though to focus all our attention this morning on clergy transition. Starting with our founder, Bishop Thomas Atkinson, all Rectors, like all Vestries and indeed all congregations, have had their appointed time at St. Paul's over its 162-year history, and then they have departed. We who are gathered here today are the current manifestation and epiphany of Christ's hands, feet, and love in Wilmington North Carolina in 2020. And there is much work to be done.

Looking back on 2019 and forward to 2020, I would like to highlight a few things:

- *The role of the Vestry is changing.* When I was elected to the Vestry and appointed Junior Warden in 2017, like my predecessors, I found myself in a position where it was essentially a one-person job, having final responsibility for major decisions about upkeep and maintenance of our aging buildings. Today, thanks be to God, we are employing a different model. An active Building and Grounds Committee, chaired by Tom Trivett, provides support and structure for the Vestry liaison, Steve Haughey, to carry out this work. Similar changes are taking place in varying degrees in Finance, Personnel, Community Ministry, Communication, Parish Life, Christian Formation, Pastoral Care and Membership. As we continue to grow in size as a community, this model of Committee rather than Vestry management of our day-to-day activity will increasingly become the norm. On a personal note, I would not have been able to function as Senior Warden over the past few months, were it not for the outstanding work done by all of these Committees.
- *Our financial management has changed.* In April, the Vestry appointed Judy Wilson to serve as Treasurer. Judy has brought many changes to how our financial records are organized and presented. With the able assistance of Diane Matz-Kane, our financial assistant, she has developed a monthly "financial statement" that is published for your review on a monthly basis. Under her leadership St. Paul's now has a Capital Budget as well as an operating budget, each with its own income and expense lines. We even have a Reserve Fund to tide us over when (not if) expensive emergency repairs are required.
- *Our income sources are (slightly) changing.* Over the past 4 years, the Vestry has expanded its use of external grants as funding sources. Since 2016, St. Paul's has received \$110,000 in grant support from the Isabel James Lehto Foundation. Those monies have paid for major improvements to the appearance and overall wellbeing of our church and parish house buildings. In 2019, monies from the Lehto Grants funded repairs to the church foundation as well as renovation of a long-neglected bank of windows on the east side of the parish house. Early in 2020, another bank of windows on the north side of the building will be restored using these funds. A \$20,000 grant from the Foundation of the Diocese of East Carolina proved to be

a substantial help in the renovations at our Ormond Center. In 2020 we need to continue to explore grant funding as ways to support programs in addition to capital improvements to our facilities. Our Endowment Fund has also been invaluable in assisting with major renovations and capital expenses over the past several years, and with enabling us in the new ministry of the call of an assistant Rector. The aim though in 2020 should be to explore ways to “grow” the Endowment so it can continue to be a source of support in the years and decades to come. In the end, St. Paul’s relies on the majority of its funding coming from your pledges. As I am writing this report on January 19<sup>th</sup>, we are still 20% shy of our 2020 pledge goal of \$464,000. As part of this morning’s program, you will hear more about this from Royster Hedgepeth, who has served as Stewardship Chair these past 3 years.

- *Our face and size as a congregation are changing.* There is always a concern that during a time of clergy transition there will be a noticeable decrease in attendance and participation. Thanks be to God, the opposite is happening. Over 200 women, men and children attended services here on January 5<sup>th</sup>. Considering our “Average Sunday Attendance” for several years now has been in the range of 170 souls, that is an amazing change. Much of that is because we are welcoming more families with children of varying ages. The “Prayer-Wiggle Rug” for younger children and the “Activity Boxes” for the older children thru middle school, both developed by Laurie Pierce, have been instrumental in demonstrating that as a diverse congregation, we deeply appreciate having our youngest members in church with us during the liturgy.
- *Our role in the diocese is changing.* Not so many years ago, our relationship with the Diocese was ‘tenuous’. Dena’s presence at St. Paul’s was instrumental in turning that around. We are once again active participants in the Lower Cape Fear Deanery where she served as Clergy Dean for several years. At the Diocesan level, 2 of our parishioners, Cleve Callison and Merry Ann Wright, serve on major committees. With our increased presence and size though comes increased financial responsibility toward Diocesan activities. We have been incrementally increasing our pledge to the Diocese in our annual budgets and we are now pledging just under 7% of our operating income to support the diocese. It is my fervent hope that the budget that is presented to the Vestry next fall for 2021 will include a diocesan pledge that will bring us up to the recommended 9-10% threshold.
- *We as a parish are on the brink of further change in 2020.* Back in June, the Vestry commissioned a Strategic Planning Committee, consisting of 8 members of the congregation, 2 Vestry members, and our Asst. Rector. The Committee is chaired by Canon Jim Hanisian. That group has been working long and hard over the past 6 months, gathering information and discerning where they see St. Paul’s adapting as we move into a new decade. The Vestry and our Interim Rector will be receiving their report and recommendations in the next few months. A final report to the entire congregation will follow.

So do you sense a theme here? St. Paul’s deeply honors and respects its long history, its amazing buildings and its powerful traditions. But we are simultaneously looking at ways in which we can change and adapt in order to fulfill our mission of extending “Open Doors, Open Hearts, Open Hands” as an ‘epiphany’ of Christ’s presence in our families, our neighborhoods, and the larger community.

I thank all of you for your support these past 3 years.

**Assistant Rector's Report**  
**The Reverend Adam Pierce**

I ended last year's report by stating that I was excited to see what God had in store for us at St. Paul's in 2019. To say that God did not surprise me would be a lie.

Of course the transition we find ourselves in immediately comes to mind when thinking about surprises this last year. However because of The Rev'd Dena Whalen's ministry at St Paul's she left this parish in a strong position to go through a transition process and I am grateful not only for her ministry but also each of your ministries here at St. Paul's. Your gifts in ministry have enabled this community to continue to faithfully live into its call.

I have also been surprised by the ongoing development of Christian Formation at St. Paul's. I was happy to lead a Lenten Study last year on the Holy Week Liturgies and was grateful for the engagement from the congregation. Over the summer I began a separate book study during the Adult Formation hour on Sunday mornings. This group continued throughout the fall on through Christmas. I've worked with Children's Ministries to plan and implement Explore lessons on Sunday mornings which are designed to teach our children about the various ministries in our congregation and to spark their interest in participating more fully in the life of St. Paul's. I designed a single day curriculum on confirmation to follow up what Rev'd Dena began last year in preparation for the Bishop's visit on January 12<sup>th</sup>. I will work with others to design a 3 day course for baptismal and confirmation prep. in the year ahead using this curriculum as a framework. I also organized a day long pilgrimage to sites in Wilmington related to the history of slavery and post reconstruction. I am working with a community partner, Support the Port, to organize future pilgrimages and opportunities for our congregation to engage this history.

With Steve Bucci as co-coordinator with me, Community ministries has met regularly throughout this past year to discern how best to faithfully use the financial resources we have been given to support the needs of the wider community as well as developing opportunities to engage the congregation in this work. Notably, a Rise Against Hunger packing event was held, an interfaith Habitat For Humanity build was organized, and a Nourish NC packing event was led by Barbara Bucci. These are of course a small portion of the ministry members of St. Paul's serve in throughout the community as was made very clear through the parish canvas. Again I give thanks for all your ministries.

Throughout this year I found myself participating in the life of the diocese and the wider Church through the work of Racial Healing. I was invited to participate in a week long pilgrimage beginning in Atlanta, GA and traveling to Savannah, GA and Charleston, SC. I was then invited to present to our diocesan clergy conference about this experience and will begin serving on our diocesan Racial Reconciliation Commission in the year ahead.

There of course is much more to say including my pastoral role and the ongoing learning of my involvement with our strategic planning team; also my assistance to Jan Vick and the Ormond Center. I continue to be grateful for the opportunity to serve and minister at St. Paul's Wilmington.

God's Peace,  
Adam

## Music Report, 2020

2019 was another year of growth for the music program at St. Paul's. The choir continues to add new voices. We also have more opportunities to sing some very challenging music, both in services and concerts. The choir is scheduled to sing an eight-day residency at Wells Cathedral, U. K. in July.

With the addition of the afternoon Choir School, we continue to bring new faces to St. Paul's. Many of the parents attend services to hear their son or daughter sing. The Choir School continues to grow as we regularly recruit boys and girls to sing. The boys and girls also grow musically, many of them receiving piano and music theory lessons.

The Wilmington Boys Choir continues to be successful with the addition of a training choir for seven and eight-year-old boys. We hope to add a youth ensemble for boys with changing voices in the near future.

The concert series at St. Paul's now has a tradition of singing Handel's *Messiah* with the North Carolina Baroque Orchestra each December. In 2019 we were fortunate enough to be reviewed by North Carolina Classical Voice at our Thursday night concert. For the past two years, we have had almost 300 in attendance for these concerts. In 2018, we added a second performance.

We look forward to 2020!

Ronnie D. Wise  
Director of Music and Organist

## **REPORT FROM JUNIOR WARDEN**

As “The People’s Warden”, I have always worked to have conversations with as many as I can in order to get feedback, ideas and feelings. With the exception of a few complaints, I have fielded very little in the way of negative feedback, concerns or complaints. I know that most of these have continued to go to the Clergy and the Senior Warden. I will continue to impress on our congregants that I can reduce the burden on the Senior Warden and the Rector(s) by fielding the concerns of the congregants and handle them or channel to the proper parties. I am here from 9:00 AM to 1:00 PM most Sundays.

Committees & Teams on which I serve:

Leadership Team (Monthly meetings)

Personnel Committee (as needed-see below)

Finance Committee (ex-officio) (Monthly meetings)

Parish Life Committee (regularly depending on the function and time of year)

Endowment Board (ex-officio) (Quarterly)

Communications (as needed or desired)

Buildings & Grounds (as needed or desired)

Membership Committee (as needed or desired)

Safety & Security Committee (as needed or desired)

I am delighted at the caliber of our soon-to-arrive Interim Rector. All conversations with current congregants reveal no negative qualities and I feel quite confident that he will be a considerable asset while here.

Since Dena’s departure, Sunday attendance has at least held steady and recently has exceeded our prior averages. We continue to receive new people and make them feel welcome, the hallmark of St. Paul’s Episcopal Church.

I am truly enthusiastic, confident and excited about our future. Please seek me out should you wish more detail on why I feel that way.

Respectfully Submitted.

Keith Calder, Junior Warden



## **DISCIPLESHIP IN ACTION**

### **St. Paul's Episcopal Church 2019 Stewardship Report**

**Annual Meeting, January 26, 2020**

|                                 | <b>2017</b> | <b>2018</b>         | <b>2019</b>        | <b>2020<br/>To Date**</b> |
|---------------------------------|-------------|---------------------|--------------------|---------------------------|
| <b>Pledge Value</b>             | \$316,217   | \$356,802<br>(+13%) | \$374,291<br>(+5%) | \$378,414                 |
| <b># Pledges</b>                | 108         | 123                 | 129                | 118                       |
| <b>Average Pledge</b>           | \$2,928     | \$2,901             | \$2,902            | \$3,207                   |
| <b>Special Gifts</b>            | \$12,680    | \$44,009            | \$82,512           | ---                       |
| <b>Total Annual<br/>Giving*</b> | \$328,897   | \$400,811           | \$456,803          | ---                       |

\* Average percent of pledges paid: 97

\*\* Anticipated pledges \$28,507 (14) for a pledge campaign total of \$406,921 (+9% increase; 132 pledges)

Annual pledge giving to St. Paul's has increased steadily for the past three years but annual pledge giving has not kept pace with increases in annual operating budgets. The Stewardship Team and Finance Committee have looked at possible reasons that giving has not kept pace with budget growth. They are working to identify new ways to communicate budgetary goals that will show how each goal is linked directly to St. Paul's mission and ministries.

For the past three years, Special Gift Campaigns have been used to balance the annual operating budget. 2020 stewardship goals seek to fund the church's operating budget without relying on special gifts. If current pledge goals and projections for new pledges during the year are met, this goal should be achievable.

ST. PAUL'S EPISCOPAL CHURCH  
FINANCIAL STATEMENTS

Operating Fund – Actual 2019

Capital Fund – Actual 2019

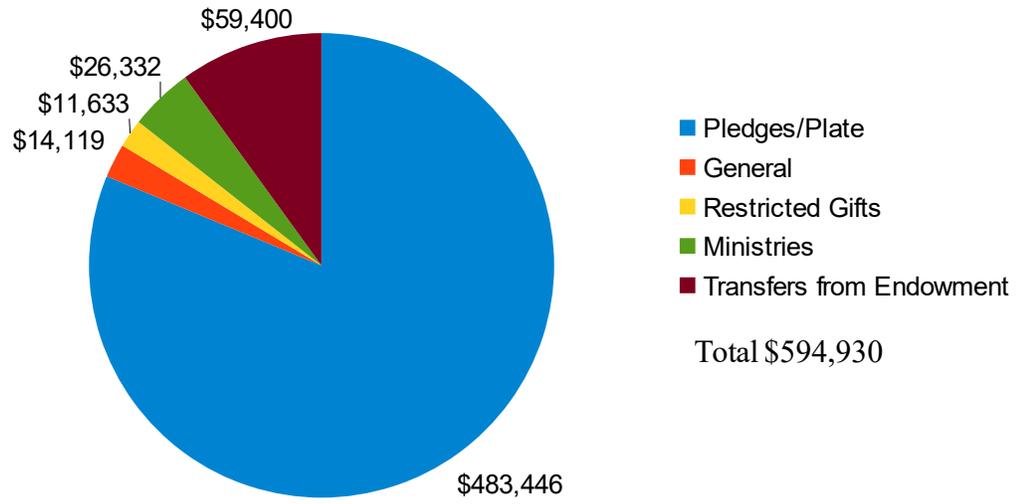
Operating Fund Budget 2020

Capital Fund Budget 2020

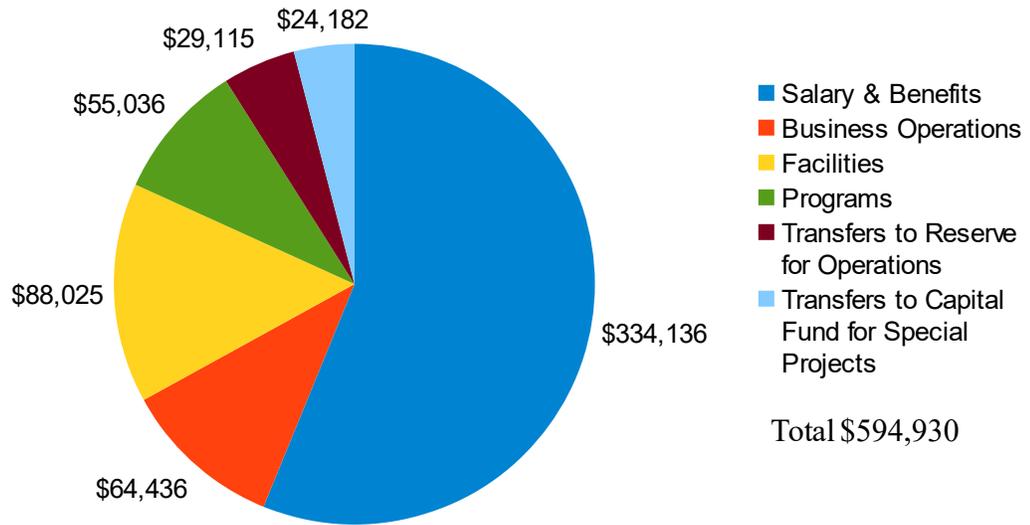
Reserve Fund – Actual 2019

Restricted Fund 2019 -2020

### ST. PAUL'S OPERATING FUND: 2019 INCOME



### ST. PAUL'S OPERATING FUND: 2019 EXPENSES



**ST. PAUL'S OPERATING FUND 2019**

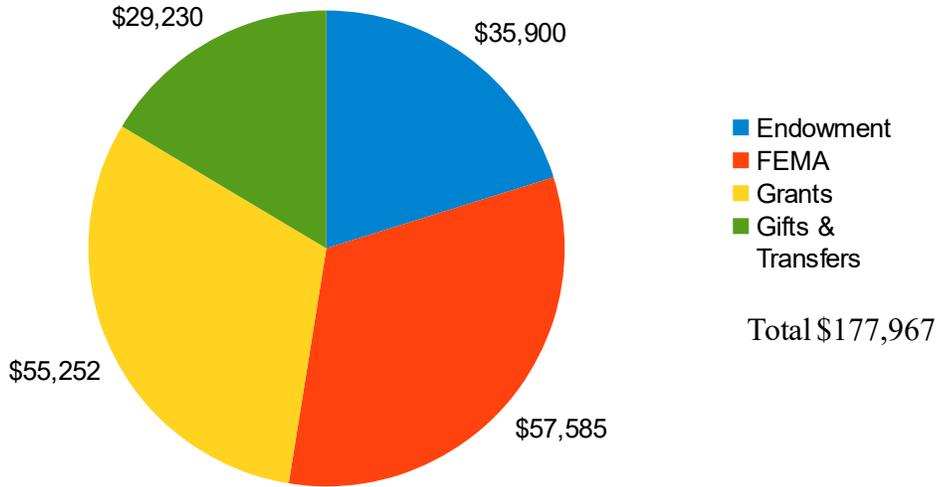
**2019 INCOME**

|                                 |                   |
|---------------------------------|-------------------|
| <b>Income (Pledges/Plate)</b>   | <b>483,446.22</b> |
| Christmas Offering              | 4,331.04          |
| Easter Offering                 | 3,523.00          |
| Non-Pledge Offering             | 31,354.44         |
| Plate Offering                  | 11,032.94         |
| Pledges                         | 356,268.08        |
| Special Gifts-Phase 2           | 76,936.72         |
| <b>Income (General)</b>         | <b>14,118.58</b>  |
| Building Use Fees               | 1,117.65          |
| Interest Income                 | 213.40            |
| Life Insurance Proceeds         | 4,748.92          |
| Other Interest                  | 675.00            |
| Misc.                           | 211.61            |
| Memorials                       | 450.00            |
| Mortgage 17th Street            | 2,800.00          |
| Ormond Center Donations         | 102.00            |
| Ormond Center Rental Fees       | 3,800.00          |
| <b>Gifts (Restricted)</b>       | <b>11,633.00</b>  |
| Assistant Rector                | 2,466.00          |
| Gifts - Facility Operations     | 600.00            |
| Lehto Organ Maintenance         | 8,567.00          |
| <b>Income (Ministries)</b>      | <b>26,332.35</b>  |
| Christian Formation             | 283.45            |
| Music(Christmas/Easter)         | 897.50            |
| Hospitality                     | 20.00             |
| Community Ministries            | 20,766.28         |
| Parish Life                     | 4,365.12          |
| <b>Transfers from Endowment</b> | <b>59,400.00</b>  |
| For Asst. Rector                |                   |
| <b>TOTAL INCOME 2019</b>        | <b>594,930.15</b> |

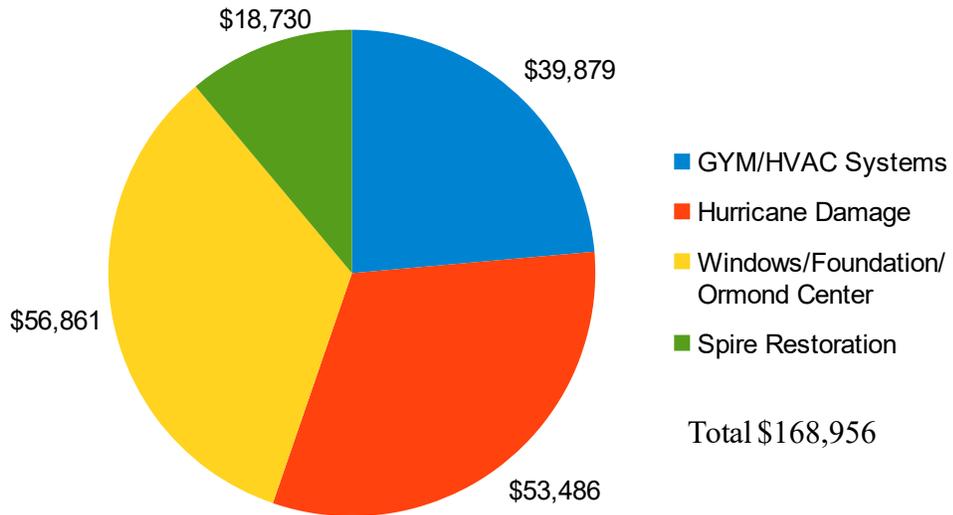
**2019 EXPENSE**

|                                  |                   |
|----------------------------------|-------------------|
| <b>Salary &amp; Benefits</b>     | <b>334,135.69</b> |
| Clergy                           | 223,797.65        |
| Organist                         | 50,757.04         |
| Staff                            | 59,581.00         |
| <b>Business Operations</b>       | <b>64,435.85</b>  |
| Archives                         | 184.41            |
| Audit                            | 575.00            |
| Communication/Promotion          | 3,319.50          |
| Computer Infrastructure          | 369.99            |
| Computer Software/Hdware         | 848.87            |
| Copier Lease                     | 10,120.85         |
| Diocesan Pledge                  | 31,000.00         |
| Office Supplies                  | 3,010.22          |
| Clergy Professional Exp.         | 1,876.63          |
| Misc/Unexpected                  | 1,080.44          |
| Phone/Internet                   | 3,049.42          |
| Postage                          | 1,583.40          |
| Security & Fire Alarm            | 930.50            |
| Security Infrastructure          | 4,955.98          |
| Vestry Development               | 1,530.64          |
| <b>Facilities</b>                | <b>88,025.00</b>  |
| Building Projects/Furn           | 489.91            |
| Building Repair/Maint            | 16,444.35         |
| Cleaning Service                 | 11,952.00         |
| Cleaning Supplies                | 1,014.10          |
| Electricity                      | 17,431.28         |
| Engineering Study,etc            | 4,748.92          |
| Grounds Maintenance              | 283.01            |
| HVAC Maint. Contract             | 1,800.00          |
| Landscaper                       | 4,912.50          |
| Ormond Center                    | 6,507.54          |
| Pest Control                     | 160.00            |
| Property Insurance               | 19,366.33         |
| Water/Sewer/Trash                | 2,915.06          |
| <b>Programs</b>                  | <b>55,036.79</b>  |
| Christian Formation              | 3,806.57          |
| Community Ministry/Outreach      | 29,898.64         |
| Funeral Expense                  | 14.04             |
| Membership                       | 216.26            |
| Musicians/Robes/Organ            | 6,528.01          |
| Parish Life                      | 11,917.81         |
| Pastoral Care                    | 509.64            |
| Stewardship                      | 566.34            |
| Worship/Altar Guild              | 1,579.48          |
| <b>Total Operating Expense</b>   | <b>541,633.33</b> |
| <b>TRANSFERS-from Operations</b> | <b>53,296.82</b>  |
| To Reserve for Operations        | 29,115.32         |
| To Capital Fund-Special Projects | 24,181.50         |
| <b>TOTAL EXPENSE 2019</b>        | <b>594,930.15</b> |

### ST. PAUL'S CAPITAL FUND: 2019 INCOME



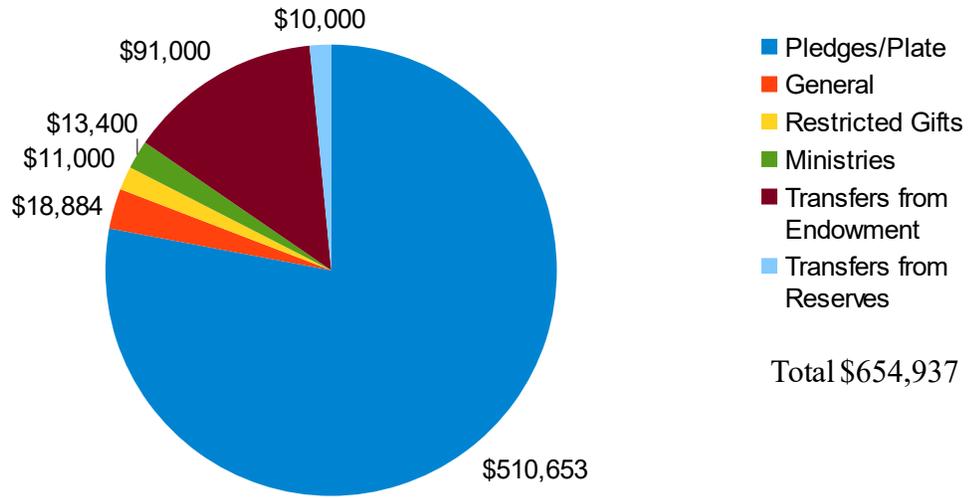
### ST. PAUL'S CAPITAL FUND: 2019 EXPENSES



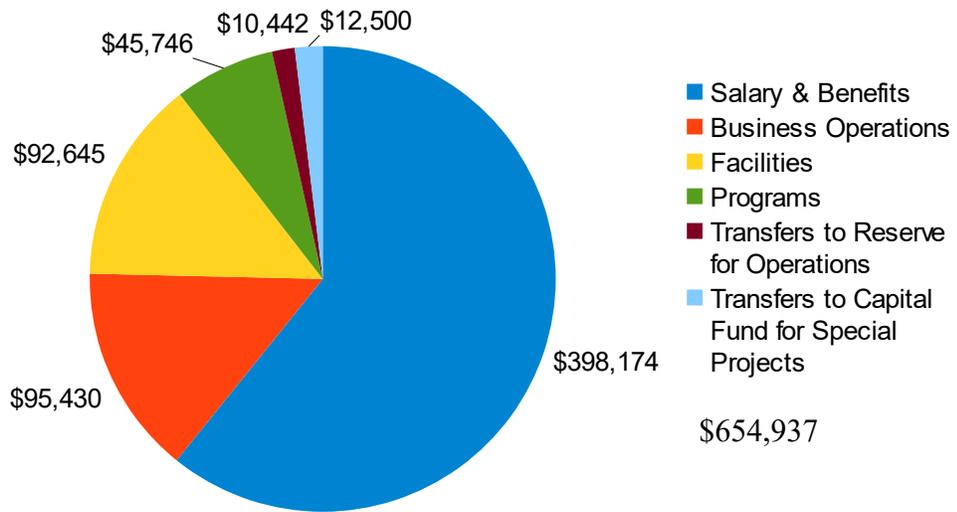
**ST. PAUL'S CAPITAL FUND 2019**

| <b>INCOME</b>  |  |                   |
|----------------|--|-------------------|
|                |  |                   |
|                | <b>ENDOWMENT</b>                         | <b>35,900.00</b>  |
|                | Emergency Capital Repairs                | 3,900.00          |
|                | Advance FEMA Repairs                     | 32,000.00         |
|                | <b>FEMA</b>                              | <b>57,585.08</b>  |
|                | FEMA Payment # 1                         | 9,000.00          |
|                | FEMA Payment # 2                         | 12,678.08         |
|                | FEMA Payment # 3                         | 35,907.00         |
|                | <b>GRANTS</b>                            | <b>55,252.18</b>  |
|                | Diocesan Foundation - Ormond Ctr         | 11,502.18         |
|                | Lehto "Window Project" (2018 Grant)      | 18,750.00         |
|                | Lehto "Narthax Foundation"(2019 Grant)   | 25,000.00         |
|                | <b>GIFTS &amp; TRANSFERS</b>             | <b>29,229.50</b>  |
|                | Gifts                                    | 1,648.00          |
|                | TRANSFER from Operating Fund - Spire     | 18,730.00         |
|                | TRANSFER from Operating Fund - Plumbing  | 3,400.00          |
|                | TRANSFER from Operating Fund - Narthex   | 2,201.50          |
|                | TRANSFER from Operating Fund - N Windows | 3,250.00          |
|                | <b>TOTAL INCOME</b>                      | <b>177,966.76</b> |
|                |  |                   |
| <b>EXPENSE</b> |  |                   |
|                |  |                   |
|                | <b>ENDOWMENT</b>                         | <b>39,879.25</b>  |
|                | Church HVAC                              | 3,939.00          |
|                | Gym Lead/Mold (FEMA Project) Advance     | 35,940.25         |
|                | <b>FEMA</b>                              | <b>53,485.32</b>  |
|                | Church/Parish (roof - FEMA project))     | 35,907.00         |
|                | Hurricane Damage Repairs (FEMA projects) | 8,578.32          |
|                | Ormond Center (roof - FEMA project)      | 9,000.00          |
|                | <b>GRANTS</b>                            | <b>56,861.18</b>  |
|                | Lehto 2018 Grant- Parish Windows         | 18,750.00         |
|                | Lehto 2019 Grant- Narthex Foundation     | 26,609.00         |
|                | Diocesan Grant-Ormond Center             | 11,502.18         |
|                | <b>NEW PROJECTS</b>                      | <b>18,730.00</b>  |
|                | Spire Restoration - 2019                 | 18,730.00         |
|                | <b>TOTAL EXPENSE</b>                     | <b>168,955.75</b> |
|                |  |                   |
| <b>NET</b>     |  | <b>9,011.01</b>   |

ST. PAUL'S OPERATING FUND BUDGET: 2020 INCOME



ST. PAUL'S OPERATING FUND BUDGET: 2020 EXPENSES



**ST. PAUL'S OPERATING FUND BUDGET 2020**

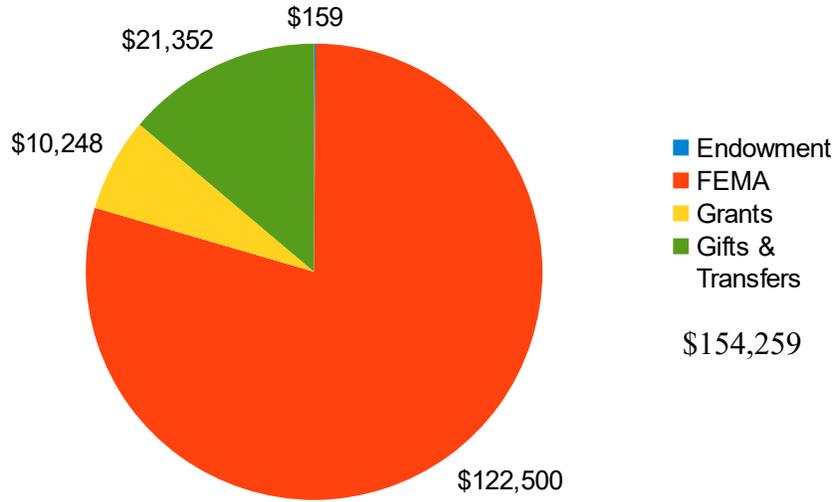
**2020 INCOME**

|                                 |                   |
|---------------------------------|-------------------|
| <b>Income (Pledges/Plate)</b>   | <b>510,653.00</b> |
| Christmas Offering              | 2,600.00          |
| Easter Offering                 | 3,600.00          |
| Non-Pledge Offering             | 28,000.00         |
| Plate Offering                  | 12,000.00         |
| Pledges                         | 464,453.00        |
| <b>Income (General)</b>         | <b>18,884.00</b>  |
| Building Use Fees               | 1,026.00          |
| Interest Income                 | 508.00            |
| Life Insurance Proceeds         | 6,000.00          |
| Misc.                           | 350.00            |
| Memorials                       | 500.00            |
| Mortgage 17th Street            | 3,000.00          |
| Ormond Center Donations         | 100.00            |
| Ormond Center Rental Fees       | 6,500.00          |
| Strategic Planning              | 900.00            |
| <b>Gifts (Restricted)</b>       | <b>11,000.00</b>  |
| Assistant Rector                | 1,000.00          |
| Lehto Organ Maintenance         | 10,000.00         |
| <b>Income (Ministries)</b>      | <b>13,400.00</b>  |
| Christian Formation             | 300.00            |
| Music(Christmas/Easter)         | 700.00            |
| Community Ministries            | 10,000.00         |
| Parish Life                     | 2,400.00          |
| <b>Transfers from Endowment</b> | <b>91,000.00</b>  |
| Asst. Rector                    | 65,000.00         |
| New Rector Search               | 20,000.00         |
| Facility Operations             | 6,000.00          |
| <b>Transfers from Reserves</b>  | <b>10,000.00</b>  |
| <b>TOTAL INCOME 2020</b>        | <b>654,937.00</b> |

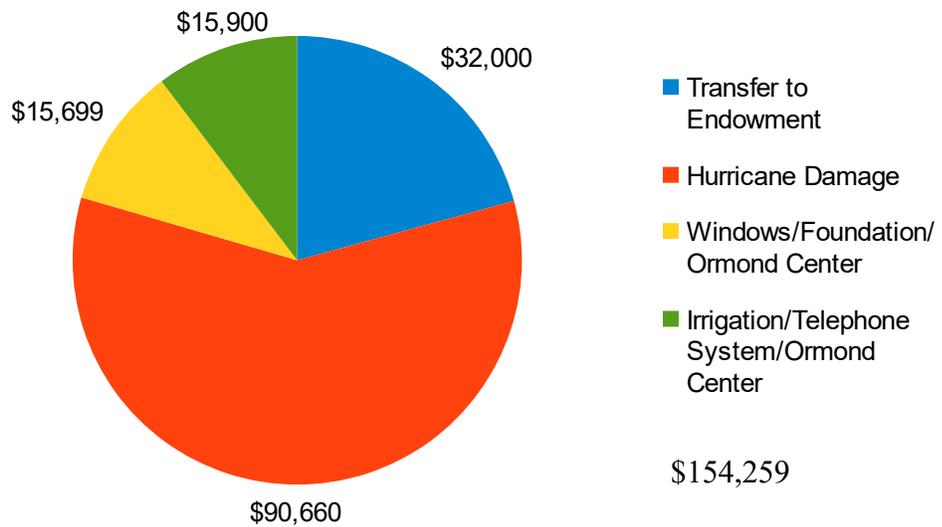
**2020 EXPENSE**

|                                  |                   |
|----------------------------------|-------------------|
| <b>Salary &amp; Benefits</b>     | <b>398,174.00</b> |
| Clergy                           | 278,577.00        |
| Organist                         | 52,967.00         |
| Staff                            | 66,630.00         |
| <b>Business Operations</b>       | <b>95,430.00</b>  |
| Archives                         | 680.00            |
| Audit                            | 650.00            |
| Clergy Professional Exp.         | 1,500.00          |
| Communication/Promotion          | 2,200.00          |
| Computer Infrastructure          | 500.00            |
| Computer Software/Hdware         | 1,000.00          |
| Convention Fees                  | 800.00            |
| Copier Lease                     | 10,800.00         |
| Diocesan Pledge                  | 35,000.00         |
| Office Supplies                  | 3,000.00          |
| Misc /Unexpected                 | 1,200.00          |
| Phone/Internet                   | 2,800.00          |
| Postage                          | 1,800.00          |
| Search Interim Rector            | 10,000.00         |
| Search Rector                    | 20,000.00         |
| Security Infrastructure          | 1,100.00          |
| Strategic Planning               | 900.00            |
| Vestry Development               | 1,500.00          |
| <b>Facilities</b>                | <b>92,645.00</b>  |
| Building Projects/Furniture      | 1,800.00          |
| Building Repairs/Maint           | 15,000.00         |
| Cleaning Service                 | 14,700.00         |
| Cleaning Supplies                | 1,200.00          |
| Electricity                      | 18,000.00         |
| Grounds Maintenance              | 3,000.00          |
| HVAC Maint. Contract             | 1,850.00          |
| Landscaper                       | 4,500.00          |
| Ormond Center                    | 7,395.00          |
| Pest Control                     | 400.00            |
| Property Insurance               | 19,700.00         |
| Security & Fire Alarm            | 1,700.00          |
| Water/Sewer/Trash                | 3,400.00          |
| <b>Programs</b>                  | <b>45,746.00</b>  |
| Christian Formation              | 4,000.00          |
| Community Ministry/Outreach      | 20,352.00         |
| Membership                       | 494.00            |
| Musicians/Organ/Robes            | 7,450.00          |
| Parish Life                      | 8,700.00          |
| Pastoral Care                    | 1,350.00          |
| Program Technical Support        | 1,000.00          |
| Stewardship                      | 1,000.00          |
| Worship/Altar Guild              | 1,400.00          |
| <b>Total Operating Expense</b>   | <b>631,995.00</b> |
| <b>TRANSFERS-from Operations</b> | <b>22,942.00</b>  |
| To Reserve for Operations        | 10,442.00         |
| To Capital Fund                  | 12,500.00         |
| <b>TOTAL EXPENSE 2020</b>        | <b>654,937.00</b> |

ST. PAUL'S CAPITAL FUND BUDGET: 2020 INCOME



ST. PAUL'S CAPITAL FUND BUDGET: 2020 EXPENSES



**ST. PAUL'S CAPITAL FUND BUDGET 2020**

|                |   |                   |
|----------------|---|-------------------|
| <b>INCOME</b>  |   |                   |
|                | <b>ENDOWMENT</b>                                | <b>159.51</b>     |
|                |   |                   |
|                | <b>FEMA</b>                                     | <b>122,500.00</b> |
|                |   |                   |
|                | <b>GRANTS</b>                                   | <b>10,247.82</b>  |
|                | Diocesan Foundation - Ormond Ctr                | 3,997.82          |
|                | Lehto "Window Project" (2018 Grant)             | 6,250.00          |
|                |   |                   |
|                | <b>GIFTS &amp; TRANSFERS</b>                    | <b>21,351.50</b>  |
|                | Transfer from Operating Fund - Irrigation       | 5,500.00          |
|                | Transfer from Operating Fund - Plumbing         | 3,400.00          |
|                | Transfer from Operating Fund - Narthex          | 2,201.50          |
|                | Transfer from Operating Fund - N Windows        | 3,250.00          |
|                | Transfer from Operating Fund - Telephone System | 7,000.00          |
|                |   |                   |
|                | <b>TOTAL INCOME</b>                             | <b>154,258.83</b> |
|                |   |                   |
| <b>EXPENSE</b> |   |                   |
|                |   |                   |
|                | <b>FEMA (Final Projects)</b>                    | <b>90,659.51</b>  |
|                |   |                   |
|                | <b>GRANTS (To Complete Projects)</b>            | <b>15,699.32</b>  |
|                | Lehto 2018 Grant- Parish Windows                | 9,500.00          |
|                | Lehto 2019 Grant- Narthex Foundation            | 2,201.50          |
|                | Diocesan Grant-Ormond Center                    | 3,997.82          |
|                |   |                   |
|                | <b>NEW PROJECTS</b>                             | <b>15,900.00</b>  |
|                | Irrigation System                               | 5,500.00          |
|                | Ormond Center Plumbing                          | 3,400.00          |
|                | Telephone System                                | 7,000.00          |
|                |   |                   |
|                | <b>TRANSFER TO ENDOWMENT</b>                    | <b>32,000.00</b>  |
|                | To repay advance for FEMA Projects              |                   |
|                |   |                   |
|                | <b>TOTAL EXPENSE</b>                            | <b>154,258.83</b> |
|                |   |                   |
| <b>NET</b>     |   | <b>0.00</b>       |

**ST. PAUL'S RESTRICTED FUND BUDGET (Not for Operations)**

|   | 2019             |                    |                 | 2020            |                   |             |
|---|------------------|--------------------|-----------------|-----------------|-------------------|-------------|
|   | INCOME           | EXPENSE            | NET             | INCOME          | EXPENSE           | NET         |
| Kauno Lehto Scholarships (3 per year)   | 3,000.00         | (3,000.00)         | 0.00            | 3,000.00        | (3,000.00)        | 0.00        |
| 2018 Lehto Foundation Grant Award       | 6,585.00         | (6,585.00)         | 0.00            |                 |                   |             |
| 2019 Lehto Foundation Grant Award       | 24,262.00        | (18,067.00)        | 6,195.00        | 6,195.00        | (6,195.00)        | 0.00        |
| 2020 Lehto Foundation Grant (Award)     |                  |                    |                 |                 |                   |             |
| <b>ST. PAUL'S RESTRICTED FUND (NFO)</b> | <b>33,847.00</b> | <b>(27,652.00)</b> | <b>6,195.00</b> | <b>9,195.00</b> | <b>(9,195.00)</b> | <b>0.00</b> |

**SPECIAL NOTES:**

1 The balance of \$6,195 in 2019 will be given to the recipient in May 2020, for her summer studies.

2 The Lehto Foundation will give another award in 2020 for the recipient to complete her senior year at DePaul University. The amount will be determined by the Foundation in the summer of 2020 and recorded in the Restricted Fund at that time.

|  |
|--|
| <b>ST. PAUL'S RESERVE FUND for Operations (not Capital Projects)</b> |
|--|

|   |  |                     |
|---|--|---------------------|
| <b>BEGINNING BALANCE (1/1/2019)</b>     |  | <b>\$61,627.64</b>  |
| <b>GIFTS in 2019</b>                    |  | <b>\$0.00</b>       |
| <b>INTEREST (January-December 2019)</b> |  | <b>\$1,370.62</b>   |
| <b>TRANSFERS IN</b>                     |  | <b>\$30,297.25</b>  |
|   | from Operating Fund                      | \$26,000.00         |
|   | from Endowment (4 Sub Accounts)          | \$4,297.25          |
| <b>TRANSFERS OUT</b>                    |  | <b>-\$35,441.67</b> |
|   | Lehto Window Project                     | \$25,000.00         |
|   | Lehto Foundation Grant - Scholarship     | \$6,585.00          |
|   | Robert Winston gift - Organ Enhancements | \$3,856.67          |
| <b>TRANSFER TO OPERATIONS</b>           |  | <b>-\$5,000.00</b>  |
| <b>ENDING BALANCE (12/31/2019)</b>      |  | <b>\$52,853.84</b>  |

Reserve Funds are invested in the Disbursement Account of the Endowment Fund.

All funds in the Disbursement Account are available for use as requested by St. Paul's Vestry.

## Worship

At its most basic, we worship when we join our hearts to reach out to God with thanks and praise. Worship can be as informal as a chat with a good friend, or, in the catholic order of things at St. Paul's, worship has a more structured framework. We adorn our thanks and praise to God with soaring music, solemnly proclaimed scripture readings, good preaching, holy silence, and reception of Holy Communion.

None of this "just happens." Our community works together as some of us bake bread, usher, welcome visitors, place flowers in the church, prepare the altar, play the organ or piano, light candles, carry crosses and banners, assist in distributing communion, read lessons and prayers, sing in choir, and shepherd children on the rug in front. So many people find that their ministries of supporting our worship enriches their lives. During the past year, 26 parishioners served as Eucharistic Ministers distributing communion, and 22 were lectors (readers) of our scriptures and prayers of the people.

Our worship is not a Sunday-only matter. In addition to the Wednesday Eucharist, parishioners assist at worship for funerals, weddings, and diocesan services.

As we move into 2020, we are determined to offer children and youth a greater opportunity to participate in worship, building on the progress we made in 2019. We also continue to urge adults to join in serving God in the numerous worship ministries. If you'd like to explore, contact Senior Verger Herb Gant for the information that will pull you in and brighten your life and ours at St. Paul's.

Submitted by Herb Gant

## Annual Report for Building and Grounds 2019

2019 was the year of FEMA, Federal Emergency Management Agency. Following the departure of Hurricane FLORENCE in September 2018, a significant amount of time was spent working with the agency to identify the damage, prepare the necessary documentation to submit the funding requests, and source contractors to perform the work.

To date, three of our four projects have been funded, allowing us to make the most urgent repairs to our buildings. The roof to the Ormond Center was replaced, the roof to the Church and Parish House repaired, the flooring to the Conference Room and the Assistant Rector's Office replaced, and the gym was cleaned of all remnants from the storm. After a three month review, we received notice on Thursday January 9 that our last and largest project has been approved by FEMA and is currently with the State for processing. The majority of this work will focus on repairs to the Church and Parish House.

Security of our buildings and parishioner/visitor safety continues to be a priority. In March, the Parish House doors to 16<sup>th</sup> Street were modified to prevent unauthorized entry, but still allow a means of exit. New closures were installed on all NARTHEX doors in July. Seven new security cameras were installed in December and are fully operational throughout the Church, Parish House and parking lot.

Some of the other major work during the year included the installation of new exterior doors to the Chapel, painting of the East side windows of the Parish House, installation of new carpet in the Parish Administrators' office, and the repair of the parking lot lights.

In November, we discovered our Church Steeple, originally installed in the late 1950s, was in serious need of repair. Thanks to our resourceful artisan, Francisco Castillo of CGC Restorations, the panels and vents were restored, the glass sections re-glazed, and the exterior door re-hinged and secured. During his work, Francisco even discovered a hatchway entrance in the ceiling of the NAVE!

In December, using a grant from the LETHO Foundation, the southwest corner of the NARTHEX received injections of a high density resin to stop the foundation from sinking. This issue had been identified in an engineering study commissioned by the Vestry in late 2018.

Some current projects expected to be completed in early 2020 are the installation of new gates to the North Garden, and the restoration of the 16<sup>th</sup> Street lamps. Looking forward, an overhaul of the irrigation system, a much needed upgrade of the telephone system, and painting of the North windows of the Parish House will be started in 2020.

Submitted by Steve Haughey

## The Ormond Center

2019 was a busy year for the Ormond Center: the completion of the renovation, an opening celebration which includes the blessing of the Center by Father Michael Singer, occupancy by four agencies that serve diverse groups of people, and exhibition of AIDS Memorial Quilt panels made possible by one of those agencies (a first for Wilmington) at several locations.

The agencies are Aging in Place which serves people who are preparing for a change in lifestyle due to aging, sometimes accompanied by medical conditions, and those who have current needs such as transportation and assistance in meeting tangible needs. The Frank Harr Foundation is an agency that provides education, support, and socialization to the LGBTQIA community. This is the agency that made possible the first-for-Wilmington exhibition of panels from the AIDS Memorial Quilt. Seeds of Healing is another agency occupying the Center and providing education and support for at risk populations and individuals diagnosed with HIV. The last agency to occupy the Center is Support the Port which provides support and assistance to people living through disasters such as hurricanes, homelessness, and other life altering events.

With these agencies as tenants, 2020 promises to continue outreach to the community for varied purposes. The Ormond Center Committee wants also to provide education and support for other interests through programs offered in a few hours, a day, or a series in the conference room of the Center. The space is welcoming, inclusive, and conducive to small group meetings for such purposes.

Respectfully submitted,

Jan Vick

## 2019 Christian Formation Vestry Report

2019 has been an exciting year for Christian Formation at St. Paul's with many new and familiar faces participating!

### Children of the Good Shepherd

We continued to serve our preschool and younger elementary children in Atrium I with the Godly Play program that has been so successful in the past. Atrium II, for older elementary children, uses an Episcopal Sunday School curriculum in addition to our new EXPLORE lessons. Every other week, this class can be seen somewhere around the church engaged in activities such as learning about acolyting with Jeff, ushering with Don, baking communion bread with Cecelia, or exploring the altar with Adam. Many adults have "stepped up to the plate" this year to teach our children and include them in the life of the church. Thanks to everyone who has supported this ministry with their time and talent. Laurie Pierce has taken on a leadership role this past fall with the Children's Ministry and has articulated 3 main goals of the program: 1) teach, encourage and support the children's relationship with God 2) Integrate children into all parts of St. Paul's community and worship 3) Provide children with opportunities to serve and deepen the relationships between adults and children within the parish.

A Prayer/Wiggle Rug is now available in the front of the church on the left hand side (ages 0-8) to help us keep our children in worship with us so that they can "soak up" the liturgy even as their hands may be busy with something else. The same is true of the Activity Boxes, meant to be used in the pews, located in the back of the church for ages 7-13.

Nursery is provided upstairs by the Sunday School rooms for children 0-6.

Other children's activities in 2019 included 2 Kids Night/Parents Night Out, a Halloween party, Advent Wreath making, a Christmas party, and last but not least, the Godly Play Christmas Eve pageant called "Crooked Halos and Woolly Sheep". Many thanks to all our wonderful teachers and volunteers for making all of this possible.

### Youth

Our Youth Ministry remained active through the end of the last school year but has been "put on hold" for now until our youth membership has been repopulated and new leadership found.

### Adult Formation

There were many opportunities for adult formation in the past year at St. Paul's including several summer movie nights, 1-2 Sunday morning study groups led by parishioners, as well as Adam, 2 home-based Advent study groups and an Epiphany study at the church (2020). A variety of small group meetings, such as ECW, Daughters of the King, Women's Reading Group, men's group and the Early Bird Study were held at St. Paul's during the week. Our Advent Leland study group led by Merry Ann Wright plans to continue to meet for book studies on Weds. afternoons at her house. You don't have to live in Leland to attend. See the bulletin or the e-news for updated information. In addition, an EfM (Education for Ministry) class headed by Spencer Weig and assisted by Margaret Haughey meets weekly from September through the end of the school year. Several mini-retreats were held on Sat. mornings led by Mary McKnight and were rewarding and well attended.

Joe Farri, who served as the Convener for Adult Education for many years, decided to step down at the end of the church year. Thank-you Joe for putting your heart and soul into this ministry! A meeting to discuss where we would like to go with adult ed was held on Sat. Jan. 11<sup>th</sup> 2020 hosted by Adam with all St. Paul's members/attendees invited. Many ideas were shared and Royster Hedgepeth has agreed to take on the role of convener for at least the next 3 months.

Submitted by Ruth Gates

## PASTORAL CARE

submitted by Joan Rosko Miller, Vestry Liaison

The care we extend to others is a direct extension of the relationship we have with God. Through the ministry of Jesus, God showed His love for us. In turn, we show our love for those in our midst. Our former rector, who served until mid-September, together with Adam, Assistant Rector, and many lay caregivers served St. Paul's congregation well in 2019. Recorded visits at homes, hospitals and rehabilitation centers, many with Communion, totaled almost 300. There are presently 12 Licensed Eucharistic Visitors. Herb Gant trains those who wish to pursue this vital ministry. To show our support during illness and loss 100 cards were sent by Daughters of the King member, Dot Erway. Greeting card donations are always needed and can be left in the basket outside the church office. In addition to cards, prayer shawls made by loving hands can be gifted to those who may benefit from the warm embrace of our church family. They are kept in the hutch in the library.

Hundreds of casseroles and hearty soups were lovingly prepared and ready for anyone's use from the church kitchen. In November 19 members answered the call to Serve One Another. Added to the existing Casserole Ministry we offer meal preparation *with* delivery during short-term needs. When requested, a Meal Train is set up on an individual basis and supported by a team of ready servants. Helping Hands support funeral receptions and other special events.

As our church family grows and our pastoral needs increase, our challenge will be to step outside our comfort zone and focus on the needs before us, matching the church's objectives with the time and talent of our parishioners. A listing of members by zip code helps locate someone in proximity to one in need. Fr. Ray Hanna, Interim Rector effective March 1, will provide guidance through his 30+ years as a priest while Adam continues in his capable role of Assistant Rector.

## Parish Life Report for 2019

- ❖ Established a Parish Life Team
- ❖ Rogation Sunday Picnic
  - great team work
  - activities for children added
  - leftover chicken taken to Good Shepherd Center
- ❖ Sunday Reception Hospitality Teams
  - Updated Team/Captain information
  - Eight teams, totaling 65 people participate in this ministry
  - Letter of thanks mailed; prayer and recognition in church with small token of appreciation
- ❖ Selfie Sunday
  - We say we want younger families and children- time to get “social” by making more of a presence on social media
  - Next year we will make step by step instructions available
- ❖ Pop-ups
  - Kitchen Clean-up due to insect issue
    - Cabinets cleaned, new shelf paper put down, dishes washed when warranted and outdated food disposed
  - Night at the Park
    - Bill Anlyan set up SPEC Night at Wilmington Sharks Game
    - Group rate for 25 or more was \$20 ticket, which included hotdog dinner and admission
    - 42 tickets sold
  - Food Waste Composting
    - Nancy Bray and Richard Laudati are leading this project
    - Buckets with lids and signage for food waste in both kitchen areas
  - Celebration of Dena’s Ministry
    - Sunday, September 15 catered brunch was served to parish family
    - Dena was roasted and presented gifts, which included a gift of money, a framed art design featuring words parishioners had given to describe Dena and a poem written by Steve Martin
  - Ormond Center Open House
    - Organized food for reception which was to be held outside, but due to inclement weather, was moved inside the parish hall and Ormond Center
- ❖ September Recognition of Sunday Breakfast and Wednesday Lunch Crews
  - Wednesday lunch has four teams, with a total of 8 people preparing lunch
  - Sunday breakfast has eight teams, with 16 total people preparing breakfast
  - Letter of thanks sent; recognition in church with prayer and small token of appreciation
- ❖ Parish Retreat
  - Was scheduled for September 6-8 at Trinity Center, Pine Knoll Shores
  - We were hoping for a team-led retreat on the theme, Way of Love
  - Event was cancelled due to Hurricane Dorian
- ❖ St. Francis Blessing of Animals
  - Sunday, October 6
  - Collaboration with Children’s Ministries to add an educational element
    - Kids made animal masks to wear in Sunday morning procession
  - 4 pm Blessing of Animals; participants were given a certificate and a St. Francis medal to attach to their pets’ collars

- Donations of \$35, 17 bags of dog food and 2 pet crates were delivered to the New Hanover Humane Society
- ❖ Snacks for Snipes
  - In lieu of Trunk or Treat, the Parish Life Team sponsored a collection of snack items for Snipes Academy, totaling more than 1500 snacks

Many thanks to the Parish Life Team for their ideas, efforts, positivity and faithfulness: Keith Calder (vestry liaison), Tori and Al Cannon, Joyce Connelly, Ashley Eason, Richard Laudati, Julie and Steve Martin, Aimée Salinas and Teresa Singer (vestry liaison). However, as evident in this report, St. Paul's can back up it's claim of extending hospitality. Thank you to those of you who give so generously of your time to extend gracious hospitality to our guests and our St. Paul's family.

“Hospitality: treating someone like they belong, before they belong, until they belong.”      Unknown

For minds to think, and hearts to love, and hands to serve, *We thank you, Lord.* BCP

Respectfully submitted,

St. Paul's Parish Life Team

## **Membership**

Barbara Bucci – Vestry: Liaison

This past year, 2019, has seen continued success in growth and development in each of the two major areas in this ministry-Welcoming and Incorporation. The work of this ministry is to ensure that both visitors and new members feel welcome, and are able to envision themselves as an important part of the St. Paul's Community.

### **Welcoming**

**The Greeter Team** - There are currently 20 trained Greeters who welcome visitors to both services on Sunday mornings. These enthusiastic volunteers ensure that all who enter St. Paul's for worship services are recognized and assisted as needed. A genuine greeting is an initial and vital part of our care ministry.

New visitors receive a "Welcome" bag with both current and historical information about St. Paul's as well as a Guest Card for them to provide us with information about themselves. We encourage them to sign our Guest Book and offer them a nametag. The membership ministry follows up with handwritten notes of welcome from The Rev. Rev. Adam Pierce or a member of the Membership Committee, and after a second visit a name tag is created for them.

On the third Sunday of the month, visitors are invited to take a tour of St. Paul's to learn about the history and design of our buildings.

We are continually working on this ministry to enhance the program. Our focus is always to offer all visitors and new members a warm welcome, and to encourage them to fully enter the spiritual life and fellowship of our church community. As a result of our efforts, a newly formed **Membership Committee** has been formed. This group will be looking at several new initiatives to ensure that newcomers will be assisted in their incorporation into the parish.

The results of these efforts for the past year:

Overall New Guest Attendance = 150+

New SPEC Membership = 27

### **Incorporation**

**Fun and Fellowship Groups** – This membership program has been developed to assure that newer members can easily be acquainted with fellow parishioners in the church family. It also gives longtime members a chance to meet with others in a relaxed informal way.

Traditionally these groups of 8- 12 people are arranged through a random drawing in late August, so the first events can be planned for September. The events decided on are varied and include rotating dinners, going to movies or plays, or meeting at a restaurant for a casual meal and good conversation.

This year we have 70 participants in 7 groups of 8-13 members. We also have one "family friendly group" comprised of younger members and their children. This brings the number closer to 100 participants.

## **COMMUNITY MINISTRIES**

In 2019 St. Paul's continued its commitment to "reaching out" into our community to support and help those in need. However, while we still "reach out" we are doing so under the new title of the Community Ministries Committee. We organized this group in the spring and our members are Pat Baker, Don Brainard, Steve Bucci, Merrille Crafts, Joe Farri, Cecelia Peers, and Ellen Weig. Adam Pierce is our Clergy liaison, agenda developer, and meeting convener.

This year we established, re-established, expanded, and grew St. Paul's connections and relationships with a number of local groups, organizations, and agencies. For the first time in a number of years we had a sufficient budget which enabled us to offer expanded support and aid. With these funds, the strong involvement of St. Agnes and Parish Life, and the support and volunteerism of the parish we were able to assist these entities: BRC/ V.O.Y.A.G.E.; Dreams of Wilmington; Episcopal Farm workers; Family Promise; Good Shepherd; Habitat; Rise Against Hunger; Coach Thomas; Snipes Academy; 2Share; Nourish NC; Mother Hubbard's Cupboard; Help Hub; St. Marks; Backpack Buddies; and The Senior Resource Center. Perhaps our most notable achievement of 2019 was making it possible, in conjunction with the Media Specialist at Snipes, for St. Paul's to provide a new, appropriate grade level book for EVERY STUDENT at Snipes Academy!! The joy, excitement, and gratitude which this event produced was unbelievable!

For 2020 our goal is to continue to work with and hopefully expand our impact on these areapartners. The biggest way we can increase our role is through an increase in volunteers to support the many needs of these groups. To that end, we plan to offer exposure to and information about the many ways St. Paul's members can "get involved"! St. Paul's has become known as a church that cares about and is involved in our community. We are very happy and proud that through your physical and financial support we are able to continue to aid those in our neighborhood who are in need.

Submitted by Steve Bucci

## St. Paul's Archives 2019 Report

Looking back at my work log for 2019 (yes, I keep one!), there is a lot there. Several things stand out.

With all of the work needed for our buildings this year, the Archives has been able to reach back into old documents, blueprints, and do research to put architectural history and heritage - and story – into discussions and repair. Documenting recent repairs and work is also history, with photographs available to the Senior Warden for parish updates. The weekly E-news editions are kept as pdf files now, available through the archives. Related research requests have come from Vestry, the Thursday morning men, and other parishioners, while conversations with Francisco about our stained glass and steeple, and E. B. Pannkuk, our engineer consultant, have both provided and provoked reciprocal research and information. Questions “why” and “what’s that” are favorites for research!

A request from the clergy early last year for an updated (21<sup>st</sup> Century) visual approach to our wall displays meant the formation of a group of people to consider this and make recommendations. Most noticeable first was the removal of the many photographs of past clergy from the Library hallway and placement of the Bishops’ portraits in new “gallery” space in the lower level near the Archives. Moving the Library art into the parish hall, with appropriate museum style labeling, is a project in progress, as is the selection of old photographs that will be used to tell the story of St. Paul’s history. Photographs of our ministries and life as a parish are also part of the project.

Understanding our historical roots helps us look forward. Understanding the history of St. Paul’s within the Wilmington community during times of racial turmoil (1898 and the period of the 1960s-70s) is very much a research interest of the Archives. The discovery of a parish connection to Alfred Moore Waddell (Coup of 1898) was remarkable, as was the story of St. Paul’s rector, the Rev. Robert Royall (1970-75).

The day to day work of research and writing continues: biographical sketches of past clergy; founding members; early history and patterns over time; timelines for music and ministries; reading all vestry minutes, more filing and updating the finding aid – the list is long. Collaboration with other parishes has been important. A Resolution to Diocesan Convention (2020) on the life and work of Sr. Cecelia at the Church of the Good Shepherd by their historian was supported. Several events attended were focused on Wilmington’s African American history - at St. Mark’s Church, Bellamy Mansion, and the Commemoration of the 400<sup>th</sup> Anniversary of the arrival of the first slaves to American soil. Preservation of items already in the Archives continued with the addition of new shelves and more archival storage. And much more...

Goals for 2020 – lots more research, writing, and finding new ways to share who we are in partnership with our community. Anne O’Dell has been an invaluable partner and colleague, and recruitment of more help looks promising! Challenges to be faced are communication and publication of new writing and information, and deeper research into St. Paul’s extensive history within the community, especially with regard to racial history and reconciliation. Recommendations of best practices for the retention and preservation of current records and church documents (paper and electronic) were suggested and hopefully will be formalized this year. It has been an honor and a pleasure to work as your archivist and parish historian, and it is with gratitude for your comments and support that I submit this report.

Ellen C Weig

## **St. Agnes Guild/ECW Annual Report, 2019-2020**

As Episcopal Church Women (ECW), the Guild has responded faithfully to its stated purposes as an organization of the Episcopal Church: fostering personal spiritual growth; promoting fellowship among women; assisting parish ministries; and supporting special projects and local ministries financially.

Invited presentations by Susan Silver of Aging in Place and the Rev. Dena Whalen led discussions of aging well as women with intentionality, productivity, and with grace, love, and hope for the future. The Rev. Adam Pierce challenged us to discern how we meet the needs of our community; after discussion, it was clear that “hunger” was a focus of ministry. Lucy LaSalle, one of St. Paul’s own, helped us explore the creative process of photography as a spiritual journey, as did a summer trip to Airlie Gardens to celebrate HeART of the Garden.

Pastoral caring and community ministries are integral parts of St. Agnes. Whether it’s Easter Baskets for Farmworkers’ children in Newton Grove; reaching out to fellow parishioners with prayers, cards, and visiting; or volunteering as St. Paul’s folk for local community organizations, it’s a commitment well taken.

St. Agnes has made some significant financial decisions this past year. It has been an initiative of St. Agnes Guild for a number of years to support the children of Snipes Academy through the NourishNC/Backpack Buddies Program by fundraising at the Belk Charity Sales Events. In the Spring (2019), we voted to move the Belk Charity Event account out from under the umbrella of St. Agnes Guild to the Community Ministries Committee. Over \$9,000 designated for NourishNC/Backpack Buddies was transferred to continue support for the 24 children at Snipes. In the Fall, the decision was made to withdraw the St. Agnes funds from the Endowment in order to deal with the money from the Belk Charity event had been deposited into the small St. Agnes Endowment account several years ago but not withdrawn. The total St. Agnes amount had increased during that time to nearly \$10,000. Over \$6,000 of that was money that had been designated for NourishNC/Backpack buddies. As of January, 2020, we voted to transfer that amount to Community Ministries for NourishNC/Backpack Buddies and retain the remainder for St. Agnes initiatives. Also, in 2019, there were contributions to ECW diocesan initiatives.

Goals for this year: to embrace new beginnings, new directions, and share the love of Christ in all we do.

Respectfully submitted,

Ellen Weig, coordinator

## THE SOURCE

Our church gift shop prides itself in offering gifts, books, and various household accessories.

During the past year, we have been able to donate \$1,236 to the Outreach of St. Paul's in the "backpack buddy program".

All of the profits from our shop go directly to the church we love, so we encourage all to come and shop!

Submitted by Peg Brunton

## Daughters of the King 2019

The Daughters of the King, Mary Veronica Chapter, is pleased to report that three new members were installed in December and took their vows to pray daily for those on our confidential prayer list and support the ministry of the Clergy and Vestry of St. Paul's Episcopal Church, Wilmington, NC. The Daughters maintain the prayer candles in the transept in the nave and also collect the prayers from the prayer boxes. We conduct the Taizé service on the second Thursday each month at 5:30 PM and we assist with meals at Lent/Advent if held. We also prepare the Chapel for Maundy Thursday services and all night prayer vigil. Merry Ann Wright, one of our members, is the President of Province IV, Diocese of East Carolina. It is with great joy that we are able to serve this loving parish.

JoAnn Summey, President, Daughters of the King

## **ENDOWMENT**

David P. Tousignant, 2019 Chair

### **Endowment Review**

The Vestry of St. Paul's Episcopal Church established The Endowment Fund (the FUND) in 2008. To that end, the 'bylaws' for managing and operating the FUND was, and still is, documented within the *Policies and Procedures* and also the *Plan for Operation*. The purpose of the FUND is to enable St. Paul's to more completely fulfill its mission by developing its ministries beyond what is possible through its annual operating funds, and that distributions from the FUND shall be limited to (i) capital needs of St. Paul's (ii) outreach ministries and grants (iii) seed money for up to twelve months of operating money for new ministries and special one-time projects and (iv) such other purposes as are specifically designated by donors to St. Paul's whose gifts are included in the FUND. The Endowment Board acts as the fiduciary of the FUND whereby to administer and safeguard the FUND in accordance with the bylaws set forth.

### **Endowment Portfolio**

The Endowment fund consists of two (2) components; that is a.) The 'Investment Funds' and b.) The 'Disbursement Account'. Distributions from the Investment Funds are not made to the operating budget of St. Paul's. Rather, approved distributions are made to the Disbursement Account within the FUND and used only for purposes as framed in the FUND bylaws.

The initial investment to the Endowment was \$853,678.98. This included \$450,000 placed in the Endowment from the Clark James Estate and \$50,000 from the Clark James Estate placed in the Disbursement Account. The \$853,678.98 represents that amount beneath which the Endowment cannot be reduced without approval votes from both the Endowment Board and the Vestry.

### **Endowment Advisors**

St. Paul's initially contracted with Wells Fargo Trust to manage and recommend the multiple investment allocations within the FUND. On March 24, 2017 that relationship was transferred from Wells Fargo Trust to the Murchison Group at Wells Fargo Advisors.

The Endowment Board formally meets with Wells Fargo Advisors quarterly to understand the financial market behavior and predictions, and to review the investment allocations within the FUND to ensure the FUND maintains the desired conservative risk level.

### **2019 Endowment Portfolio Performance**

2019 saw strong performance across all asset classes. Stocks experienced gains from improved corporate earnings, higher valuations, and a generally strong economy, and bonds benefitted from generally lower interest rates. The table below shows 2018 – 2019 comparative results of the Endowment Fund (the combined Investment and Disbursement Account).

| <b>Combined</b>           | <b>2018</b> | <b>2019</b> |
|---------------------------|-------------|-------------|
| Beginning Year Balance    | \$1,074,960 | \$925,209   |
| Plus Contributions        | +\$142,196  | +\$310,527  |
| Less Withdrawals <b>1</b> | -           | -\$433,001  |
|                           | \$245,562   |             |
| Portfolio Gain / Loss     | -\$46,385   | +\$147,139  |
| Ending Year Balance       | \$925,209   | \$949,874   |
| Return on Investment      | -4.82%      | +16.45%     |

**1 Withdrawals include movement of monies from the Investment to the Disbursement Account.**

Going forward, our challenge will continue to be meeting the requested distributions for capital improvements and missionary needs, while preserving the integrity of our Endowment. As of 12/31/19, the SPEC Endowment was allocated as follows:

| <b>EOY 2019 Asset Allocation</b> |                       |                          |
|----------------------------------|-----------------------|--------------------------|
| <b>Asset Category</b>            | <b>Endowment Fund</b> | <b>Disbursement Fund</b> |
| • Equities                       | 52.5%                 | 0%                       |
| • Fixed Income (Bonds)           | 41.5%                 | 0%                       |
| • Real Estate                    | 2.5%                  | 0%                       |
| • Alternative Investments        |                       | 0%                       |
|                                  | 0                     |                          |
| • Cash                           | 3.5%                  | 100%                     |

Submitted By:  
David P. Tousignant