

# 2022 ANNUAL REPORT



## ST. PAUL'S EPISCOPAL CHURCH

IN THE CITY OF WILMINGTON

THE EPISCOPAL DIOCESE OF EAST CAROLINA

JANUARY 29, 2023

9:00AM

*Open doors. Open hearts. Open hands.  
We will welcome all to live God's mission, teach Christ's love and  
transform our community by the power of the Holy Spirit.*

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## AGENDA

### **The Annual Meeting of St. Paul's Episcopal Church Wilmington, NC January 29, 2023**

- |  |                           |
|--|---------------------------|
| 1) Call to Order and Opening Prayer          | The Reverend Caleb J. Lee |
| 2) Appointments                              |                           |
| Secretary                                    | Denise Sheehan            |
| Parliamentarian                              | Herb Gant                 |
| 3) Approval of minutes from the 2022 meeting |                           |
| 4) Nominating Committee Report               | Sally Pope                |
| and Election of New Vestry Members           |                           |
| 5) Recognition of Retired Vestry Members     | The Reverend Caleb J. Lee |
| 6) Rector's Report                           | The Reverend Caleb J. Lee |
| 7) Treasurer's Report                        | Judy Wilson               |
| 8) Update on Long Range Plan                 | Mona Clites               |
| 9) Rector's Warden Report                    | Bill Anlyan               |
| 10) Special Recognition                      | The Reverend Caleb J. Lee |
| 11) New Business                             |                           |
| 12) Old Business                             |                           |
| 13) Closing Prayer and Adjournment           | The Reverend Caleb J. Lee |

## 2022 ANNUAL MEETING MINUTES

St. Paul's Episcopal Church  
16 N. Sixteenth St., Wilmington, NC  
2022 Annual Meeting  
Sunday, February 6, 2022  
MINUTES

**Present:** The Rev. Caleb J. Lee, Teresa Singer (Senior Warden), Tom Sramek (Junior Warden), Layne Dupree, Ruth Gates, Angela Green, Joan Rosko Miller, Sally Pope, Rhonda Stroud, Meaghan Thomas, Judy Wilson (Treasurer), Herb Gant (Parliamentarian), Anne O'Dell (Secretary)

**Guests:** Mona Clites, Gray Hudson

**Absent:** Matt Langley, Steve Martin, Merry Ann Wright, Denise Sheehan (Vestry Clerk)

### Call to Order and Opening Prayer:

The meeting was called to order at 9:05 am by The Reverend Caleb J. Lee in the sanctuary and via livestream. A quorum was present in the sanctuary. Fr. Caleb opened with a prayer for our annual meeting and then offered brief instructions for those wishing to address the chair during the meeting and those wishing to ask questions during the Long-Range Plan presentation.

### Appointments:

For the purposes of the annual meeting, Fr. Caleb nominated Anne O'Dell to serve as Secretary in place of Vestry Clerk, Denise Sheehan, and Herb Gant to serve as Parliamentarian. Asking for and receiving no other nominations for these two appointments, a motion was made, seconded, and unanimously carried for the appointments of Anne and Herb to their respective positions.

### Approval of Meeting Minutes for the 2021 Meeting:

The 2021 Annual Report was distributed prior to the start of the meeting and posted to the website for access by online viewers. Fr. Caleb invited those in attendance to turn to page 4, read and consider for approval the minutes from last year's annual meeting. After several minutes of silence for reading, a motion to approve the minutes for the 2021 meeting was made, seconded, and unanimously carried.

### Nominating Committee Report and Election of New Vestry Members:

Joan Rosko Miller presented the four candidates nominated to stand for election to the vestry: Bill Anlyan, Chip Carter, Ashley Eason, and Anne O'Dell. According to the by-laws, their names were published at least one month before the date of the annual meeting and nominations from the floor were open until two weeks before the time of the annual meeting. No other nominations were received. Given that there were 4 nominees for 4 positions, a vote by acclamation was in order. A motion to elect these four nominees to the vestry was made, seconded, and unanimously carried.

### Delegates to the Diocesan Convention:

Fr. Caleb reported that St. Paul's has been granted 4 delegates to The Diocesan Convention which was rescheduled from February 11-12 to June 3-4 due to COVID. According to the by-laws, the Vestry decides how delegates are chosen. Grandfathered in based on the way the Vestry previously decided to fill these roles are Cheryl Wagoner, fulfilling her second year of a three-year term, and Ruth Gates, fulfilling her second year of a two-year term. The two additional delegates were nominated and elected by and from the Vestry: Steve Martin and Rhonda Stroud. The First Alternate is Don Brainard, and the Second Alternate is Chip Carter.

### Rector's Report:

Fr. Caleb referred all in attendance to the 2021 Annual Report and several recent email communications in which he unveiled his vision for 2022: *Building up the people of God on a solid foundation with a better campus. In the interest of time, Fr. Caleb did not read the report, but described his vision as realistic, with very manageable goals designed for steady growth. He added that the incremental changes will help to guide us into the future and to serve not only ourselves, but our wider community and generations to come.*

Fr. Caleb proceeded to acknowledge three individuals in the parish.

The first was Bob Crafts who has given generously and tirelessly of his time and talent. He is involved in many ministries at St. Paul's including assistant treasurer and head of the technologies team. We offered thanks for Bob's faithful service - past, present, and future.

The second was Cheryl Wagoner who has been in discernment about pursuing Ordination to the Vocational Diaconate. A few months ago, Cheryl spent time with the Commission on Ministry, and they affirmed her sense of call and recommended her to the bishop for postulancy. The bishop approved and Cheryl is now a Postulant for Holy Orders in the Diocese of East Carolina. The journey to the Diaconate takes time and study. We offered prayers and congratulations to Cheryl.

The third person to be acknowledged was Herb Gant. Herb has been the Senior Verger at St. Paul's for over 10 years, offering professional and consistent leadership in this role and in worship in general. Fr. Caleb added that during his short time at St. Paul's, Herb has been a reliable source of knowledge, guidance, and support in all aspects of ministry.

After many years of excellent and faithful service, Herb has asked to transition out of the Senior Verger role. Fr. Caleb has appointed Leon Tillery as Senior Warden with Jeffrey Hughes assisting. Herb has been designated Verger Emeritus and will continue to serve as Verger on occasion, and at this point, will continue to do the scheduling. Leon Tillery will head up the logistics for services.

We offered thanksgiving for all our Vergers and worship leaders. Plans are in process to celebrate Herb's dedication and service to St. Paul's later this year.

### **Senior Warden's Report:**

Teresa Singer reflected on her past year as Senior Warden and acknowledged her newfound appreciation for the job, thanking those who have served in the past and will serve in the future. She thanked the people of St. Paul's and the Vestry for its collective faith and trust in the facilities committee and Gray Hudson to develop a long-range Plan for our building and in the search committee for its recommendation to call Fr. Caleb. Finally, she thanked her husband Michael for his support during her tenure. In closing she officially submitted the Report of the Senior Warden included in the 2021 Annual Report.

### **Treasurer's Report:**

Judy Wilson reported that between the months of October and December about 50 people, including clergy, ministry leaders, the finance committee, and the Vestry, worked together to prepare the 2022 Operating Fund Budget. They reviewed the ministry needs and identified various sources of revenue. There will be two major budget changes in 2022 from the past couple years: we will have only one full-time rector and we won't receive any Payroll Protection Funds from the Small Business Administration. During the past two years, St. Paul's received \$86,200 from the COVID Stimulus Program to help with payroll costs. These funds will not be available in 2022.

In 2022, we can expect to see:

- An increase in membership.
- An increase in worship and music offerings.
- An expansion of ministries for children, youth, and families.
- A continuation of facility upgrades.
- The completion of a Facility Plan to provide additional space for worship, ministries, and fellowship.
- And the development of a Fundraising Plan.

The 2022 budget of \$695,009 will support these activities. Funds will be available for Fr. Caleb to hire part-time priest associates and support staff as needed to meet the needs of our growing congregation.

Judy invited parishioners to review the official Report of the Treasurer included in the 2021 Annual Report.

### **Recognition of Retired Vestry Members:**

Fr. Caleb invited outgoing Vestry Members to step forward:

Joan Rosko Miller, Human Resources Chair

Ruth Gates, member of the Facilities Committee

Ange Green, member of the Facilities Committee

Teresa Singer, Senior Warden, and member of the Facilities Committee

Fr. Caleb acknowledged the challenges faced by these four during their three-year tenure on the Vestry: a beloved rector leaving, onboarding an interim rector, COVID response, working through strategic planning, and bringing on a new rector. In thanksgiving for faithful service, St. Paul's dedicated a Prayerbook to honor each woman and her ministry on the Vestry.

Fr. Caleb offered additional words of appreciation for Teresa Singer, his first Senior Warden at St. Paul's and as a rector. Teresa has served faithfully, going above and beyond what is expected of any warden and carrying the responsibility with integrity. She called St. Paul's to 'be the light,' and St. Paul's was able to respond because Teresa exudes light, a light that she acknowledges comes from the Lord. In honor of Teresa and in thanksgiving for her ministry, Fr. Caleb commissioned an icon of the Conversion of St. Paul and presented it to her. The artist, Curate at St. Michael and All Angels in Dallas, TX is a friend and former colleague of Fr. Caleb's from Grace Cathedral in Charleston, SC. On behalf of the Vestry, Sally Pope presented Teresa with a gift of glass column artworks in appreciation for her leadership and service to St. Paul's.

### **Presentation of St. Paul's Long-Range Plan:**

The floor was turned over to Mona Clites, member of the Facilities Committee, and Gray Hudson, principal with WWKW Architects, for a presentation of St. Paul's Long-Range Plan. A printed copy of the Long-Range Plan was distributed to those in attendance. A digital copy of the same was posted to the website for access by online viewers.

Mona began by introducing herself and recognizing the other members of the Facilities Committee: Steve Haughey, Teresa Singer, Ange Green, Ruth Gates, Layne Dupree, Tom Sramek, Bill Smith, Karen Smith, and Fr. Lee. She proceeded to review the process undertaken by the committee.

- In spring 2020, the Vestry adopted a Strategic Plan which included a goal to create a long-range plan for the facility. The top priorities were identified as accessibility, safety, functionality, and historic integrity.
- In March of 2021, Gray Hudson of WWKW Architects was hired. The scope of his assignment was as follows:
  - Conduct long-range planning programming meetings to assess ministry needs.
  - Develop an architectural program to include urgent needs and prioritize recommendations to be used in the planning process.
  - Develop a long-range plan for the existing campus.
- In April 2021, Gray and the Facilities Committee met with stakeholders in a series of four information gathering sessions focused on the following topics: Worship and Music; Christian Formation; Hospitality, Recreation, and Outreach; and Administration and Site. Gray also met with the Gentlemen of Noble Poverty, given their extensive knowledge of the facility.

- Gray visited St. Paul's to familiarized himself with its inner workings. He reviewed church documents, building codes, and zoning regulations. He had discussions with local zoning officials and Historic Preservation staff.
- During the summer and fall of 2021, Gray and the Facilities Committee continued to meet and review and revise the long-range plan. Final recommendations were presented to the Vestry and unanimously approved on January 10, 2022.

Gray Hudson took the floor to discuss the details of the long-range plan. He began by thanking the parish, specifically leadership, the Vestry, the Facilities Team, the Gentlemen of Noble Poverty (GNP) and the many parishioners who participated in the information gathering sessions. Gray briefly explained his process and then turned his attention to the architectural plans. Beginning with the drawings of the existing building, he reviewed the layout, explained the color coding, and noted how the different ministry areas, especially the staff, are split up throughout the facility. The goal of the new plan is to bring cohesiveness to the way ministries work by helping to improve adjacencies.

Gray turned to the drawings of the long-range plan. He reviewed the new layout, pointing out the proposed addition of a three-story connector on the east side of the building and the proposed addition of a three-story building on the north end. The connector, which is an essential piece of the plan, is designed to improve accessibility with stairs, ramps, and an elevator. It will also improve flow between the north and south ends of the building, eliminating the need to use the parish hall as a hallway. The building on the north end is designed to house children's ministries on the lower level, the administrative suite on the main level, and the music department on the upper level.

Gray outlined the three phases of the plan:

- Phase 1: construction of a ramp connecting the nave to the parish hall; a reconfiguration of the space that is now defined by the library, restrooms, the Source, and the parish administrator's office to include a larger gathering space, handicapped restrooms, the Source and possibly a temporary nursery space.
- Phase 2: construction of the three-story, north-south connector.
- Phase 3: construction of the three-story building at the north end of the facility.

The floor was opened to questions from the congregation. Fr. Caleb also noted that Mona and Gray will be available in the parish hall for questions following the 10:30 service.

Question from Lynda Miller: What is the cost of this project? Mona explained that this is a long-range plan with no timeline. As soon as we raise the money, we can move forward with each phase. The first phase, which will solve some of our accessibility issues, is expected to cost between \$1-1.5 million. A broad estimate for all three phases is \$8-10 million. Both Mona and Gray underscored the fact that the plan is in the conceptual stage. As the plan evolves from concept to reality, each level of detail adds information and allows for the refinement and updating of cost.

Question from Kathryn Hedgepeth: What was the response from the Historical Foundation to the proposed changes? Gray indicated that he had spoken with staff from both the zoning and historic commissions. He reported that it is more difficult to make changes to the public side of the building (16<sup>th</sup> Street) which is why the proposed changes are to the internal (parking lot) side of the building. He added that while the historic commission understands the need for change, it also provides a road map for change. The preference is to use the architectural language of the existing structure to inform the new structure, while making sure the two styles are distinct. Gray repeated that his team will work with the historic commission to make sure that the additions are in keeping with what it wants in the community.

Question from Ashley Eason: During construction will our congregation have to worship elsewhere? How will security of the facilities be handled during construction? Gray explained that there will be disruption and suggested that shared inconvenience can be unifying and joyful, especially when the project is completed. During phase 1, the hallway from the nave to the parish hall will have to be blocked off at some point. A temporary exterior structure may be built to facilitate access between the church and the parish hall. As for security, all emergency exits must remain accessible.

Question from Ed Ablard: What will happen to the east wall of the parish hall with the construction of the connector? Gray explained that the goal is to maintain the integrity of the wall, leaving the buttresses and windows intact. The design of the connector will be lightweight and airy, allowing natural light to continue to stream into the parish hall from the East.

The congregation expressed its thanks and appreciation to Mona, Gray, and the Facilities Committee for all the work that they have done thus far.

**New Business:**

None was brought to the floor.

**Old Business:**

None was brought to the floor.

**Closing Prayer and Adjournment:**

At Fr. Caleb's request, a motion to adjourn the meeting was made, seconded, and unanimously carried. The meeting was adjourned at 10:10 am. Prior to departure, we joined together in prayer, reciting the "Great Thanksgiving" (BCP 836).

Looking back on the vision I set out for the congregation last January, it appears that we are in line with what God is up to at St. Paul's.

**Year 2: Building up the people of God, on a solid foundation, with a better campus.**

It is evident that there is an energy at St. Paul's right now. We have been **building up the people of God**. Rather, God has been doing some building up of God's people. This is evident in our average Sunday attendance, rising membership, a stellar and record year for stewardship participation, and growing involvement in formation opportunities for all ages. While we grow in number, I also believe we are deepening our faith by our spiritual engagement. 20 souls went before the bishop last spring for Confirmation/Reception/Renewal. This past fall we offered a 6-week series on Aging GRACEfully with large attendance. I began a Rector's Bible Study on Thursdays which has fed me spiritually and led to deeper relationships with those who attend. If you ever want to spend time with me, you know where I'll be on Thursdays at 11. In our call from Bishop Skirving to work towards racial healing, several parishioners took the WilmingtonNCcolor bus tour which explores the 1898 racially motivated coup d'état in Wilmington. That led to a deeper conversation on what we might do next. Another round of Sacred Ground begins February 2, 2023.

All the fruit we are seeing in attendance and the deepening of our faith is due in large part because of the **solid foundation** we focus on in liturgy and music. In other words, worship is the foundation. That is the first commandment. "Love the Lord your God, with all your heart, mind, soul, and strength." If we focus on that, everything else will fall in line. We have continued to offer robust and meaningful liturgies on Sunday mornings with a music program that offers the best of the Anglican choral tradition. The addition of choristers shows promise to what the future may bring.

With the growth that is occurring at St. Paul's, it is important that we continue to work towards **a better campus**. Our Facilities Committee continues to work with our architect, Gray Hudson, on the slow, but important work of our long-range plan. We are getting closer to a plan for Phase 1 but we are taking our time. I have developed an Ormond Center Feasibility Committee consisting of Bill and Karen Smith from the Facilities Committee (co-chairs), Brian Buss from the Vestry, and Steve Haughey from the Gentlemen of Noble Poverty. This committee will take on the task of exploring the idea of utilizing the Ormond Center exclusively for the ministry of St. Paul's; and what will be needed to make that move. The goal is to move administrative offices and auxiliary meeting spaces there, to free up areas of the church and parish house for future renovation and ministry. Additionally, we are shoring up the west walls of the church with fresh plaster and paint and are well on our way towards the construction of a columbarium in the Bellamy Memorial Garden.

I am excited to be at St. Paul's and I am blessed to be your Rector. I couldn't do it without God's help and your prayers. I am also very grateful for Mother Catherine and Father Michael and all they bring to the life and ministry of St. Paul's. I am blessed to have them as colleagues and they are very generous in their service to St. Paul's in retirement. They are a constant source of support and wisdom.

Finally, I have to thank my wife, Allen; and our children Cabe, Hazel, and Izzy, for their love and support. It is only possible for me to be who I am, because of who they are.

The best is yet to come!

Faithfully yours,



## REPORT OF THE RECTOR'S WARDEN

2022 was an excellent year. One of our major shifts was to continue to stream line the organizational structure of Vestry-lead ministries to building greater inclusion from the parish in all the activities of St. Paul's.

Also, the "line-management" responsibilities of the Senior Warden is no longer appropriate. As the Rector's Warden, the responsibilities of this position have shifted to service as counselor to the Rector.

The Rector's Warden meets with the Rector on a regular basis and is assigned duties as needed by the Rector. Our major projects included the implementation of the Episcopal Church's Model Policies. These policies are designed to provide heightened security of our vulnerable members.

We also completed the Mutual Ministry Assessment. This assessment invites the input of members of our parish, the Vestry and the Rector. Our group felt that is important to make sure we are sensitive to caring for our caregivers. From this assessment, our intention is to look for ways to recognize the hard work of all the people who have given tirelessly to St. Paul's. Our hope is that we can use these programs to recognize and thank these "angels."

Bill Anlyan  
Rector's Warden

## REPORT OF THE PEOPLE'S WARDEN

I had the honor to serve as Junior Warden for St. Paul's in 2015-16. When chosen for this spot in 2022, I quickly learned that more than the title (Junior to People's) had changed, but also the responsibilities. In the "old days" the Junior Warden only needed to concern himself/herself with the Buildings and Grounds. Not that this was not sufficient to keep them busy. With our 1922 Parish House and 1958 Church buildings we have enough maintenance issues to keep one busy.

In my first one on one meeting with our Rector, I inquired as to my exact duties. I learned very quickly that he expected my participation not only in Buildings and Grounds, but as a member of the Finance and Facilities Committees. While these "new to me" responsibilities required more time, they proved to be valuable both to me as well as the committees on which I now served.

As far as Buildings and Grounds, I maintain my participation in the GNP efforts. For the past two to three years, we have selected a GNP "lead" individual. Currently that lead is David Tousignant who is well qualified in the B&G arena having served as Junior Warden in years past and having a keen knowledge of the buildings and systems. David has submitted an annual report for the GNP that needs no comment from me. We work closely together and my participation in the Finance and Facilities committees allows me to provide input to David and the GNP in those arenas.

Participation in the Finance Committee has strengthened the working relationship between the Treasurer and People's Warden. This enables us to work as a team to review needed projects and how they are to be funded, which in turn aids the Treasurer in budgeting.

Working with the Facilities Committee has allowed me insight into the Long-Range Plan and dealings with the architect. Hopefully my background with insurance for design professionals and contractors has added some value to that committee.

From the diocesan standpoint I participate in diocesan Warden Zoom meetings with Canon Mollie Roberts and wardens from across the diocese. Some of these meetings are on a specific subject, such as Stewardship, etc., but just the general discussions that arise provide ideas that I have tried to bring back to St. Paul's. Some fit our church make up and practices, others don't. But at least we are exposed and in partnership with other churches in the diocese.

I participated in a Parish Administration workshop day at St. Mary's in Kinston, NC. The sessions I chose (two morning, lunch break then two in the afternoon) were Parish Administrator tips, Treasurer best practices, Warden responsibilities and practices and Preparing for the Annual Audits. I was able to both deliver and receive some good ideas from each. Several participants in the Wardens sessions were interested in forming a group like our GNP.

2022 has been a busy year for St. Paul's and me personally. However, I feel we have accomplished some favorable actions leading to the betterment of the parish for all concerned.

Chip Carter  
People's Warden

### REPORT FROM MUSIC

Happy new year greetings from the music department! The past two years have certainly given us many challenges. Along with great challenges also come great opportunities. We've found new ways to be the church and new ways to communicate with each other. These opportunities have provided us with ways to still sing together and provide musical events through live stream as well as in person.

Certainly, the biggest challenge we faced was the loss of Richard Rhoads. Richard was an accomplished organist and accompanist and his presence and experience helped make the program what it is today. But, along with this challenge came a new opportunity with Dr. William Weisser, who now serves as our Assistant Organist. Bill's experience as an organist, choral conductor and administrator of a large music program in Raleigh is already such a noticeable addition to St. Paul's.

As we move into 2023, we have a full concert season. We're still hopeful for as many live audience events as possible and will provide an online viewing opportunity for as many of our concert and recital events as possible. We're thankful to have had a wonderful Advent and Christmas season with two sold out performances of Handel's *Messiah*, along with Blue Christmas, Lessons and Carols and two Christmas Eve services.

St. Paul's Choir is scheduled for a residency at Wells Cathedral, U.K., July 17<sup>th</sup> through the 23<sup>rd</sup> after cancelling two previous residencies due to the pandemic.

The Wilmington Boys Choir is grateful for a consistent group of supporters and those who help us as we raise funds to continue this venture that St. Paul's so enthusiastically resurrected eight years ago. Our numbers are smaller than normal; however, we're welcoming new boys to our program with confidence that we'll be back singing full force within the next year.

Ronnie D. Wise  
Director of Music and Organist



## WORSHIP REPORT

Worship at St. Paul's Episcopal Church is set and overseen by the Rector under the direction of the Bishop. In parishes where the liturgies are more complex – such as ours – the Rector designates the Senior Verger to serve as the service coordinator during worship. Thereby overseeing and assisting in supporting ministries, thus maintaining order during a worship service. At the annual parish meeting, with the blessing of Fr. Lee, Herbert M. Gant stepped down as Senior Verger and took on the role of Verger Emeritus. Upon the recommendation of Mr. Gant, the Blessing of Fr. Lee, and the church, I assumed the role of Senior Verger, and Jeffery Hughes took the role of Assistant Verger and ministry scheduler.

We've moved over the months to maintain a worshipping community at St. Paul's, repeatedly amending our approaches in light of the ever-changing dynamics of the pandemic. At the beginning of the year, worship was an unprecedented challenge for all of us as the pandemic mandates were still partially enforced, initially with masked gatherings and serving communion in one kind, beginning with the host. Later the COVID mandates were lifted by the bishop. Under the leadership of Father Caleb, we have brought on two (2) Priest associates, starting with Rev. Catherine Powell and then Rev. Michael Singer, while returning to communion of both kinds, serving both the chalice and the host. With the addition of the Priest Associates, a 3rd communion station was added, making communion more accessible for our parishioners.

Worship is not about numbers. It's about expressing our love of God and one another. It is our fixed center; it takes a village to sustain it: the clergy, staff, and parishioner's structure supports our worship. A few parishioners assist the Rector in planning worship. Still, many parishioners help shape our worship: members of the flower guild and altar guild, ushers and greeters, eucharistic ministers, lectors, intercessors, and eucharistic visitors; our music director, organist, soloists, and choir; and our camera crew. Arranging flowers, preparing the altar and sanctuary, reading scripture lessons and leading Prayers of the People, assisting the presiding priest at the altar, and helping distribute communion. Operating live-streaming cameras, playing musical instruments at festivals, and preparing and serving refreshments after our worship ends.

Under the leadership of Fr. Lee, we have continued weekday Eucharists to celebrate feasts of the Church, such as commemorations of the apostles, so often forgotten because they fall outside our Sunday calendars. We have continued with beautiful celebrations of Evensong (sung Evening Prayer) on the eve of Great Feasts. In April, we welcomed the bishop, who presided over a spirit-fill confirmation service with several members being received, confirmed, reaffirmed and two (2) candidates for baptism.

I am profoundly sorry that we have had (10) funerals during the year. I invite you to join in praying for the repose of their souls and continue to remember them in your daily devotions. Not all is blue. St. Paul's wedding planning is back, and under the direction of our wedding coordinator, we hosted a wedding in November. Further, seeing several young people again assisting in worship has been an immense joy. This is a work in progress, as we hope witnessing these youths' tremendous energy and devotion will encourage others to join them. Two of our acolytes have completed eucharistic minister training and are now serving as EMs. We have instituted torchbearers at every service when available. Under the leadership of Rev. Singer, we have returned to our Licensed Eucharistic Visitors providing Reserved Sacrament Communion to parishioners who desire it at their homes every Sunday afternoon. We successfully and safely celebrated Solemn Holy Eucharists on Christmas Eve and Day for significant numbers of parishioners.

However thankful we are for the excellence of our worship service; we must also recognize that we must cultivate and grow. That can and should mean bringing others to share in its work. Within the framework of St. Paul's worship, there are many opportunities for Christian service. You are invited – whether you have done anything like it before – to speak to any of the clergy or a verger – about joining in supporting our worship. You need not have a specific intention; indicate interest, and we will discuss the details. You will find that your act of service will bless you personally many times over.

Leon Tillery  
Senior Verger

## STRATEGIC PLAN: HUMAN RESOURCES AND MEMBERSHIP

St. Paul's Membership Committee continues to build and strengthen the St. Paul's family by warmly welcoming all who enter our doors. Membership works with both Parish Life as well as Children, Youth and Family Ministry to make sure that people of all ages are welcomed and provided with opportunities to get involved and become active members of our church.

Greeters and Ushers play a vital role in the membership ministry, as they provide the first interaction with our newcomers. Midge Silberman is our Lead Greeter for the 10:30 service and Tom Gerow is our Lead Greeter/Usher for the 8:00 Service. Don Bobo leads our 10:30 Usher Team. Our Greeters & Ushers offer a warm hello, a nametag, a welcome bag (or a welcome bag for children if applicable), bulletin, answer any questions, and note any updates on the clipboard for those that work in the office to follow up on. They also invite newcomers to attend the breakfast/reception following the service. We are grateful for the hard work of our ministry leaders and volunteers in these important roles.

Incorporating newcomers into our church family is another important part of Membership. Karen Day works diligently along with other office volunteers to send personal welcome letters to visitors, maintain the church database of members and prospects, and guide people through the process of becoming members (whether it be through transfer, confirmation, etc.).

As a way of officially welcoming new members, the Membership Committee hosts Newcomers Socials. These events are designed with the goal of providing fellowship opportunities for newcomers to socialize, get to know clergy and vestry members, and begin to engage in the wonderful community we have here at St. Paul's. In lieu of a Spring Event, we sent personalized invitations to our Annual Parish Picnic to new members and prospects. All new members and prospects were then invited to our Fall Newcomers' Social held October 6th. It was a catered event, attended by clergy, vestry, newcomers and new members; and a fabulous time was had by all. The Membership Committee looks forward to regular Spring and Fall Newcomer Socials in the future.

In September, the HR Committee of the Vestry, with the Membership Committee, sponsored a successful Ministry Fair. With the theme of "A Celebration of Gifts", attendees were encouraged to think about their spiritual gifts and how they would fit in with the opportunities for ministry at St. Paul's. As a result of the Ministry Fair, many newcomers and existing members were able to learn about and get involved in various ministries at St. Paul's.

Overall, 2022 resulted in 27 new households and 39 new members. We are thankful for the blessing of a growing church and look forward to all Membership will have to offer in 2023.

Respectfully Submitted,

Meaghan Thomas,  
Membership Committee Chair



## STRATEGIC PLAN: FACILITIES

The Facilities Committee members include: Caleb Lee, Chip Carter, Layne Dupree, Ange Green, Mona Clites, Teresa Singer, Bill Smith, Karen Smith, and Tom Sramek

In the spring 2022, the committee finalized a contract with WKWW architects for design services for the long-range plan and agreed to complete the schematic design phase of the project. Based on recommendation from the architect, in the spring/summer the Committee recommended to the Vestry that an updated property survey was needed and then advertised, evaluated proposals, and hired Cape Fear Surveyors to complete a survey. As of December 2022, the survey work is near completion. In the fall, the Committee provided a scope of work letter to those writing grants which describes the schematic phase work being done by the architect which can be used to help request funding sources. In the fall, the committee worked back and forth with Gray Hudson on details about the schematic design to present final schematic drawings which will be presented when finalized. Father Lee has assigned an Ormond Center Feasibility Committee which is an exploratory group to prepare information for the Vestry about what it would take to possibly use the Ormond Center for office space. Members include Brian Buss (Vestry), Bill Smith (Facilities Committee), Karen Smith (Facilities Committee), and Steve Haughey (GNP) with their work to occur Winter/Spring 2023.

## STRATEGIC PLAN: STEWARDSHIP

The logo features the words "SHINING OUR LIGHT" in white, serif, all-caps font. The text is centered within a dark blue rectangular background that has a subtle, abstract pattern of light rays or brushstrokes emanating from behind the text.

FOR THE YEAR 2023

Stewardship at St. Paul's was once again a team effort in 2022. Team Members included Fr. Lee, Jack McElroy, Anne O'Dell, Judy Wilson, and Merry Ann Wright. Karen Day served as chair and Anne O'Dell was our communicator. Julie Martin managed our presence on the webpage and solved all our IT issues. The diocese provides every parish access to The Episcopal Network for Stewardship (TENS). We found their material particularly useful and adopted one of their suggestions, Shining Our Light including logo, as our theme.

After weeks of behind-the-scenes preparation, the Annual Stewardship Drive started in October with two mailings to our 260 parish households. Our thanks go to Bill Anlyan, Julie and Evie Frederiksen, Anne O'Dell, and Spencer Weig for sharing their stories of the joys of stewardship and what St. Paul's means to them at our October Sunday services.

The team is astounded at your generous response. As of December 31, 2022, we have received a total of 140 pledges, amounting to \$558,238, an increase of \$73,510 or 15% compared with December 31, 2021. It was very encouraging to see that 20 of the 140 pledges were from people pledging at St. Paul's for the first time.

As the new year unfolds and as Fr. Lee's vision for St. Paul's becomes a reality, we wish you God's peace and, once again, thank you for answering God's call to shine your light.

Submitted with love and thanksgiving,

Your Stewardship Team

## PARISH LIFE

The mission of St. Paul's Parish Life ministry is to provide opportunities for Christian fellowship through work, prayer, food, fellowship, and fun.

We kicked off 2022 with Beat the Winter Blues BINGO featuring ice-breaking prizes and a hoagie dinner. Our Shrove Tuesday Pancake Supper was back this year! The GNP served up all the crepes, pancakes, sausages and fruit you could eat before beginning our Lenten fasts. Our children and families made sure the parish hall was decked out in purple, green and gold Mardi Gras beads, masks and feathers. A local magician performed to a full house to close the evening.

After our comeback from COVID restrictions, we realized that we needed to freshen up some of our Parish Life "staples". Dark blue aprons donning the Episcopal shield, were purchased for working and serving in the kitchen and parish hall. We purchased new tablecloths for our serving tables and reusable vinyl tablecloths (making their debut at our Parish Picnic).

Picnic attendees ate their fill of hot dogs, hamburgers, sides and sweets; swapped plants from their homes and gardens; played games and shared the love of Christ with their parish family. Long Leaf Park was a lovely setting for the youth-led, peaceful service of Compline to end the day.

At October's Annual Blessing of Animals, each pet was gifted a bandana with a heart-shaped Episcopal Shield. Kayla's Kones was on site so the humans could enjoy an ice cream treat.

When we began planning our first Saints in the Street Block Party, we didn't know that our Stewardship theme would be "Shining Our Light." Even so, the lights of love, sharing, generosity, goodwill, joy, friendship, cooperation, and service were shining bright. We had games (Saints' Ring Toss, Go Fish with Jonah's Big Fish, and Goliath Bean Bag Toss- thanks to the handiwork of Meaghan Thomas and the GNP), cornhole, bubbles, sidewalk chalk, prizes, photo booth, and Noah's Ark Bounce House. Off the Hook Barbecue smoked the pork for us and attendees brought salads, sides and desserts. A huge helping of hospitality – love in action- was served up to our neighbors and parish family.

We are grateful for the individuals, (totaling more than 75 during 2022) that willingly participate in our weekly offerings of hospitality through our Sunday breakfasts and receptions, as well as Wednesday lunches. We are grateful to St. Paul's stellar Parish Life Team: Joyce Connelly, Ashley Eason, Jane Harkness, Margaret Haughey, Maryelle Jones, Louise Joyner, Kathy McElroy, Sally Pope, Aimee Salinas and Zona Tounsley, who give so generously of their time and care in planning and making preparations, as well as sharing their unique, God-given talents to get the work done for each event. We are most grateful for our family of St. Paul's superSTARS, who, not only show up for events, but often with food to share, hands extended willingly to help set-up and clean-up, and hearts of love and service. After all, that is what it's all about- It's about LOVE: love in working together; love in eating together; love in playing together; love in praying together- love of Christ and each other, shining bright in everything we do.

Keep shining St. Paul's!

Sally Pope and Teresa Singer  
Parish Life Co-Chairs



## PASTORAL CARE

The Pastoral Care Ministry at St. Paul's Episcopal Church focuses upon providing connection throughout our St. Paul's family, especially when members are experiencing a life change, challenge, or unable to attend worship services and/or ministry events. Ministry members have been meeting in recent months to determine our focus and direction, post-COVID.

Pastoral Care has included, but is not limited to: Lay Eucharistic Visitors, Casserole Ministry, Meal Train, Funeral Ministry, Card Ministry, and prayer shawls. Besides formal ministries, our church family does a good job of looking out and caring for one another, but we can always do better. Much gratitude for each of the leaders and caring members of the parish community. Please reach out if you have a pastoral need and we will connect you to the appropriate ministry.

If you have a desire to serve the parish in a pastoral way, please contact either co-chair Cheryl Wagoner or Sue Sramek.

Respectfully submitted,

The Rev'd Michael Singer  
Associate for Pastoral Care



## COMMUNICATIONS

The Communication Team (Anne O'Dell, April Cook, Bob Crafts, Herb Gant, Caleb Lee and Julie Martin, met weekly via Zoom to plan and implement the most effective strategies for ensuring good communication about news and events in the parish. We used an Excel spreadsheet that we shared during the meetings to track all communication needs and the implementation of solutions to meet those needs. We used the best communication tools to get out the message so everyone had the information they needed. Those tools included: live streaming services on YouTube, announcements during worship services, weekly emailed E-News, social media (Facebook and Instagram), spechurch.com website, service bulletin, posters on the bulletin board, mailed letters, banners on Market and 16th streets, yard signs for special events, Eventbrite for seat reservations, and paid/free advertising in local media. For example, our livestreamed worship services were promoted via Facebook and Instagram, our emailed E-News newsletter and a weekly listing in the StarNews, banners outside the church, and links to the live stream and bulletin on the website home page. The communications team provides easy-to-find information for newcomers; updates on long-range strategic plan progress, and the annual pledge campaign. Details about ministry meetings, meal packing events, Christian formation classes, parish life activities, musical concerts, and community events held at St. Paul's were readily available. We added the Vanco QR code to the service bulletin so worshippers may donate online. We also added a texting service to our communication methods, which we will deploy in the event of emergencies to provide timely updates to parishioners. Finally, Grace at Work web developers ensured our website was secure and fully functional.

Why an Archives? The Episcopal Church Business Manual and The Archives of the Episcopal Church's "Record Management for Congregations: An Archives Manual for Episcopal Parishes and Congregations" detail best practice policies and procedures for the preservation and maintenance of parish records. Records are "defined as documents, papers, and data created in the normal course of parish business concerning events, projects, personnel, physical plant, and routine transactions that may have ongoing importance to the legal and financial activities of the parish." The recommendation is that "they should be kept in a secure area within the confines of the parish property."

St. Paul's has made a commitment to safeguard its records and provide a secure area. As Archivist, it has been my privilege to engage in the work of organizing and preserving the records. In addition to regular hours working in the Archives, it has also been a privilege to serve as a resource by researching our records for information requested:

- Information and materials requested related to architectural planning for St. Paul's and Facilities Committee work.
- Requests from State Archives, Raleigh, and John J. Sullivan; Rebecca Baugnon and Special Collections at Randall Library, UNCW. Also, from parishioners for information on Bellamy Memorial Garden, architectural features, parish hall ceiling, church floor, history for future capital campaign efforts.
- Flagg family of Van R. C. King descendants – research in archives and vestry records for information. Family visit in December, 2022. This effort resulted in a generous, unexpected donation to St. Paul's.

Additional tasks and projects:

- Docent tours – first Sunday of the month. Both new parishioners and visitors. Anne O'Dell has assisted.
- 2022 Historic Wilmington Foundation's Azalea Home Tour – meetings, research to prepare docent materials on architectural features and history, engaging over 30 volunteers for two days, scheduling and orientation, community relationship with Legacy Salvage, Boombalati's ice cream truck, and Historic Wilmington committee. Attended HWF awards ceremony to receive painting now hanging in library.
- Archives work – regular 2-3 mornings per week. Initial work had been preserving papers in archival appropriate boxes – continuing finding aid and labeling files. Also reading vestry records 2007-present for searchable synopsis.
- Research and writing – extensive research on history related to St. Paul's as a "cathedral." Document produced for the rector. Continued research on St. Paul's history, 19th/early 20th century clergy, historic family kinships and importance in the life of St. Paul's, biographical sketches of Bishop Thomas and Josepha Atkinson and former clergy. Compiled synopsis of Vestry records 1858 through 2007.

Archives Highlight:

Introduction to Riley Temple, Growth Specialist for the African American Episcopal Church Collection, Bishop Payne Library, Virginia Theological Seminary. I was invited to be interviewed by him for an oral interview about St. Paul's early history as a mixed-racial and Black mission church. I also provided materials to the AAEC Collection that will become a St. Paul's file and can be researched more widely and introduced him to St. Mark's Sr. Warden.

Goals:

- Review of Parish Registers Transcriptions/revising formatting to facilitate research. Luvette Hickey assisting.
- Completion of Vestry records synopsis.
- Submission of written history article to The Historiographer, quarterly publication by the Historical Society of the Episcopal Church and the Episcopal Women's History Project.
- Processing of St. Agnes/ECW records, and completion of processing of the Rev. Alexander Miller records.
- As always, to be available as a resource.

Ellen Weig  
Archivist.

## CHILDREN, YOUTH, AND FAMILY MINISTRIES



2022 was a year of transition and excitement for Children, Youth and Family Ministry at St. Paul's. We continued to grow in numbers and maintain our offerings for classes, supported various Parish-Wide events, held Children, Youth and Family Specific outings, and continued to expand the role of Children and Youth in Worship.

St. Paul's Children, Youth and Family Ministry was led by Martha Whitesides as we began 2022. In early June, Martha, and her husband, Tucker, relocated, leaving St. Paul's. We are grateful to Martha's leadership, vision, and extensive volunteer work, as well as Tucker's commitment to EYC. Prior to moving, Martha met to transition both Tina Cameron and Meaghan Thomas into their new part-time positions. Tina Cameron serves as the Nursery Coordinator, working as a nursery attendant as well as scheduling, hiring, and training attendants. Meaghan Thomas serves as the Children, Youth and Family Ministry Coordinator.

Children and Youth Christian Formation continues to grow at St. Paul's. St. Paul's offers Nursery care for children infant - age 5 from 9:30-12:00 most Sundays. Our Sunday School program offers two different classes: Godly Play, led by Anne O'Dell, for ages 4-7 and Children of the Good Shepherd, led by Catherine Powell, for ages 8-11. Both classes incorporate a hands-on learning approach and biblical based lessons. For youth 6th grade and up, we offer EYC (Episcopal Youth Community), providing time for prayer, games and fellowship for our youth. Our program year runs from Labor Day - Memorial Day. Events, lesson overviews, and pointers for parents are communicated via a monthly newsletter and offerings continue to expand as our numbers grow.

Children and Youth are involved in Worship as acolytes, readers and choir members. This year two of our youth were commissioned as Eucharistic Ministers, and we have several youngsters participating in the Choristers program led by Ronnie Wise. We have continued the use of our Worship Kits (activity bags and boxes) as well as providing coloring sheets and other activities for holidays and other special events. Newcomers with children are welcomed with children-specific welcome bags. It is great to look around on any given Sunday and see children and youth actively participating in St. Paul's worship.

The Children and Youth maintained an active presence at Parish-Wide events throughout 2022, including the Pancake Supper, Flowering of the Cross & Easter Egg Hunt, Parish-Wide Picnic in May, Summer Movie Night, Saints in the Street Block Party, and Blessing of the Animals to name a few. Many children attended Fine Arts Camp at St. Paul's and our EYC aged youth attended Glory Ridge. We held our first annual Children, Youth and Family Beach Day and our traditional Back to School Meet & Greet Breakfast. Backpacks were blessed in August as were Halloween Costumes in October. Children and Youth participated in outreach events as well: Snacks for Snipes, Rise Against Hunger, the Nourish NC Packing Event and the Angel Tree. We also began a new tradition of giving our middle school students a Bible to welcome them into their EYC life at St. Paul's. We wrapped up the year with the Presentation of the Nativity on Christmas Eve. Truly, it is an exciting time for Children, Youth and Families at St. Paul's.

Respectfully Submitted,

Meaghan Thomas,  
Children, Youth and Family Ministry Coordinator

## THE DAUGHTERS OF THE KING

During 2022 the Mary Veronica Chapter of Daughters of the King prayerfully met January-June and September-December. The chapter, as of the end of December, consists of 15 members including 3 new daughters who have transferred from other chapters. Sadly, we also tragically lost one of our founding members, Merry Ann Wright this year. The officers for Sept 2022 through June 2023 are: Cheryl Wagoner, President; Zona Tounsley, Vice President; Lynda Miller, Secretary; and Kathryn Hedgepeth, Treasurer.

DOK at SPE supports the Rector with special projects as needed. DOK also:

- Organizes and hosts Taizé service the second Thursday of each month,
- Maintains the prayer alcove in the baptistry
- Sends out cards to parishioners as a subset of the Pastoral Care ministry
- Made an annual Christmas donation to the domestic violence shelters in New Hanover and Brunswick counties

On October 15, 2022, DOK held a half day spiritual discernment day for its members. This day of prayer and fellowship was led by Rev. Patti Mary Andrews.

Prayerfully submitted by Cheryl Wagoner

## BELLAMY MEMORIAL GARDEN

Through private donations in 2022, new perennial and annual plants were added to the Garden, located adjacent to the church along 16<sup>th</sup> Street. In addition, these donations took care of the necessary landscaping maintenance during the year.

In July, Father Lee and Bill Anlyan, Senior Warden, presented a proposal, from the Bellamy Memorial Garden Ad Hoc Committee, to the Vestry for the installation of a Columbarium. The proposal was unanimously approved giving the St. Paul's Parish Family a second option for the interment of cremains and the memorialization of loved ones.

As part of the Vestry's approval process, new interment fees were established to cover the cost of the proposed Columbarium and the ongoing maintenance of the Bellamy Memorial Garden.

An application for a "Certificate of Appropriateness" was submitted. It was subsequently approved by the City of Wilmington Historic Preservation Commission for the erection of the Columbarium in the Bellamy Memorial Garden adjacent to the wall mounted Memorial Plaque.

Family Stone Works of Wilmington has been contracted to install the Columbarium when it is received in early 2023 from KMI Columbaria, LLC. Constructed of black granite, it will consist of fifty (50) niches capable of holding two sets of cremains.

Interest has been high for both interment options as members of the Parish Family have held pre-planning meetings with Father Lee in an effort to minimize the decisions that will need to be made by their loved ones.

Six members of our church family were interred this year and are memorialized in the garden. There, they will always be remembered as faithful servants of a loving God.

Don Bobo  
Chair of the Bellamy Memorial Garden Committee



## TECHNOLOGY



The mission of the St. Paul's IT Services (AKA SPEC Tech) team is to support St. Paul's technology so it will reliably meet the needs of the St. Paul's Staff, Ministries and the Congregation on an ongoing basis in a cost-effective fashion, and to demonstrate that St. Paul's is an effective and creative user of technology.

St. Paul's technology can be broken down into several areas:

- Computers, Printers and the Local Area Network (wired and wireless).
- The sound systems in the Nave and the Parish Hall and the portable system.
- The Live Stream cameras and associated video and audio mixers.
- The security/fire detection systems.
- The phone system.

Activities and Accomplishments:

Beginning in the last months of 2021 and completed in 2022, the Local Area Network (LAN) was upgraded with new a new router, new switches, and new wireless access points. This allows reliable high speed wired and wireless access through the Church and the Parish Hall building.

The Admin, Admin- Asst, and the Finance PCs were all replace with new Dell desktop computers with the latest version of Microsoft Windows (11 Pro), Microsoft Office 2021 and Adobe Acrobat. The same anti-virus virus software was also installed on all PCs and laptops. The same model printers as the printer in the Rector's office were installed in the Finance and Associate Rector's offices. This allows some economies of scale when purchasing ink.

The sound system in the Nave was improved with the installation of two “shotgun” microphones that more accurately and realistically capture the choir. David Allen joined Keith Calder, Tom Erway, Bryce O'Dell and Bob Crafts as a member of the stream team. During 2022, all 10:30 worship services were live streamed, as were select other worship services, funerals (upon request) and all free choral events, concerts and recitals. The Live Stream Ministry brings St. Paul's to those who cannot attend in person along with anyone who wants to worship or enjoy St. Paul's music and choral events remotely. A security camera was added to cover the Bellamy Memorial Garden, and a security camera was added to the south stairwell outside the admin office.

The phone system greetings were replaced with new recordings done by the Parish Administrator. The Parish Administrator also developed a quick reference user guide for the phone system.

Technical consulting and support for St. Paul's ministries was provided, including system and software evaluation and recommendations, creation of electronic content, assistance with Zoom sessions, and other support as needed.

Methods and approaches for ongoing technical support through outsourcing in combination with insourcing were explored as a means to ensure that St. Paul's continues to enjoy reliable and relevant technology that meets the needs of those who depend upon it to fulfill St. Paul's mission now and in the future. A recommendation for alternatives will be forthcoming early in 2023.

Respectfully submitted,

Bob Crafts

In 2022, our ongoing efforts for maintenance and improvement of our parish grounds included:

1. Removal of debris, trash, leaves, and dead/diseased shrubs/plants
2. Pruning/trimming of crepe myrtles, magnolias, roses, azaleas, palms, boxwoods, roses, hollies, yews and loropetalums
3. Transplanting of daffodils, lilies, and hostas
4. Planting ground cover at Princess St. steps
5. Began removal of excess liriope in multiple areas
6. Top dressing, transplanting grass, weed control in Rectory Garden
7. Application of pre-emergent herbicide, fertilizers, weed control/killer
8. Edging of curbing and Rectory Garden
9. Placement of weed barriers prior to application of pine straw mulch
10. Staking of dogwood, crepe myrtle, sassafras, abelias
11. Planting various annuals
12. Hand watering of areas not covered by sprinkler system
13. Following removal of several large trees by the city, clean-up of debris and trimming of several cedars on 16<sup>th</sup> St & Market

In conjunction with the GNP members:

1. Many of the larger projects mentioned above were completed.
2. Rechargeable hedge trimmer, edger, and dual batteries were purchased

Efforts began on the refurbishment of Dorothy's Garden on 16<sup>th</sup> St. Usable plants are being removed, repotted, and saved for potential future use. Discussion is ongoing as to:

1. Prevention of future overgrowth
2. Reuse of existing larger plants, shrubs, and ferns
3. Removal of excess liriope and weeds/grass
4. Design possibilities

In closing, many thanks, and much appreciation to all our volunteers who serve with enthusiasm, fellowship, and commitment to the nurturing of our beloved SPEC grounds. We welcome all gardeners of any age to join us in 2023!

Respectfully submitted,

Patricia DuPuis Scherer, M.D.



## GENTLEMEN OF NOBLE POVERTY

St Paul's **GNP** is a fellowship of Christian men, who meet weekly and throughout the week as needed, to provide the repair and maintenance needs of the parish property, as defined by the skill sets of the volunteers. These needs are commonly made known to the People's Warden, and the Parish Administrator. The Rector is of course informed of requests, and has final approval. Some tasks are periodic, and repetitive, such as air filter replacement on our HVAC equipment. Others are more complex, such as the purchase, staining, sealing, and installation of the North Wing Fire Door. The group is also capable of trouble shooting, and repair/replacement of issues relating to plumbing and electrical. Other defined tasks involve the preparation of the facilities for celebrations, concerts, fund raisers, and special events such as Azalea Days. This often involves banner hanging, chair and table placement, decorating, and retrieval of items from storage.

On an as need basis, and as time and skill sets exist, the **GNP** has been involved in off-site projects. Many have been related to handicap construction, and/or repair. The group has also volunteered as a SPEC entity working with Habitat for Humanity. All of these off-site projects require the Rector's approval.

During the pandemic, it became clear that our ground's maintenance was suffering, and a subset of **GNP** was formed named the **St Fiacre Garden Guild**. This group is comprised of both men and women, meets weekly, headed up by a very talented gardener, and is just completing year two of a three-year plan to get the grounds back to normal. Then we can expand.

I hope this has served as an informational description of what we do. Of course, we are limited in skills and often equipment. In those areas we have over time developed strong relationships with contractors and service providers. They are skilled and responsive!

David Tousignant  
GNP Lead



## THE SOURCE GIFT SHOP

It has been an active, exciting year in The Source!! As continuing manager, I have been joined by Rhonda Stroud and Renee Patrick who offer great skills, ideas and assistance! We also have a group of wonderful Volunteers who come in to join us periodically.

It is a WONDERFUL blessing when Father Caleb mentions The Source to the congregation. It brings in lots of interested shoppers! We are always thankful to all our members who support us, so that our profits may be used to support the church we all love.

During the course of the year because of our success, we have been so pleased to be able to donate \$2,000 to The Boys' Choir and \$1,000 to EYC Glory Ridge trip.

Our year-end financial report shows a current balance (12/31/2022) of \$3,694.24.

Submitted by

Peg Brunton

## COMMUNITY MINISTRIES

In 2022 St. Paul's continued its mission, to build on and expand our accomplishments of last year and help those in need. We worked to grow and strengthen our goal to aid and support children, the hungry and the homeless. While we didn't have some of the financial input of the prior year, through a new budget structuring process and the dedicated guidance and support from our treasurer Judy Wilson, we were able to still have very favorable budget financials to work with this year, making possible to continue our impact on and "reach" into the Greater Wilmington area and beyond.

Along with these funds and the support and involvement of the parish community, we were able to assist these Mother Hubbard's Cupboard; Help Hub; Snipes Academy; Nourish NC / Backpack Buddies; Good Shepherd; Rise Against Hunger; Habitat for Humanity; The Northside Food Co-Op; 2Share; Episcopal Farm Workers; V.O.Y.A.G.E.; Coach Thomas / gym / Basketball; St. Paul's Blessing Box; St. Paul's Angel Tree. We also re-established connections with Dreams of Wilmington and Communities in Schools and were able to support a new organization Kid's Making It.

Some examples of what we were able to accomplish this year are as follows. The Habitat build which we participated in was completed early this year and the owner was able to move in. In a combined effort with Wrightsville United Methodist Church, we were again able to sponsor a book fair at Snipes Academy which provided a book to every student in the school! Once again St. Paul's sponsored 18 students at Snipes in the Backpack Buddies program, which provides food on weekends, holidays and throughout vacations for these children. We had another very successful Rise Against Hunger packing event in November, with over 10,000 meals packed and over 80 participants. In December we took part in a packing event for Nourish NC at their new facility. We had 25 people helping and packed food for 600 backpacks! We helped to fund several afterschool programs at V.O.Y.A.G.E. which has now expanded into 4 elementary schools, 2 middle schools and DC Virgo School.

We continued supporting The Northside Food Co-Op by helping to supply food and pop-top tents for their weekly Neighborhood Dinners which were held outside all summer on Princess St. not very far from the church and for their last dinner of the year, in November, they used our facility to invite our neighbors inside. Finally, as a result of the hard work and co-ordination of Cecelia Peers and the generosity of our parishioners, we had another very successful "Angel Tree" event for Seniors and the children at Snipes

It was a busy exciting and very fulfilling year! In 2023, we hope to build on our past endeavors and to expand our impact on our existing partners and possibly others. Last year I spoke about our plan to offer exposure to and information about the organizations we work with and the ways St. Paul's members can "get involved" and while we did participate in the Ministry Fair last fall, this is an area which needs to be improved. However, as a result of the Fair we now have many brochures with great information about the groups we work with.

We believe that St. Paul's continues to maintain its image and legacy as a church that cares about and is involved in our community and cares about those who need help and support. As always, we are very pleased that through your physical and financial support we are able to continue to aid those in our neighborhood who are in need. I want to thank the Committee for their diligence and dedication. I also want to thank Judy Wilson for her dedication and guidance and again to Fr. Caleb for his support, commitment, and participation in our outreach efforts.

### Community Outreach Committee

Steve Bucci – Chairperson  
Barbara Banks  
Bobb Swindell  
Merrilie Crafts  
Joe Farri  
Cecelia Peers



## ENDOWMENT REPORT

The current Endowment Fund at St. Paul's has existed since the enabling resolution passed by the Vestry on October 21, 2008. The Endowment Fund is part of the foundation of the church, supporting its stability and future. There are three parts: the Unrestricted Funds which are currently about 55% of the total, the Restricted Funds which are about 45%, and the Disbursement Account which varies in value. The total value of the FUND at the end of December was \$833,910. The Endowment Board acts as fiduciary of the FUND on behalf of the church and administers the FUND in accordance with The Policies and Procedures and the By-Laws.

The Policies and Procedures of the Endowment Fund allow FOUR USES of the money: "(i) capital needs of St. Paul's (ii) outreach ministries and grants (iii) seed money for new ministries and special one-time projects and (iv) such other purposes as are specifically designated by donors" to the fund. It is not intended for regular operating expenses or as a reserves fund. The Policies and Procedures undergo regular review and are the governing document of the Endowment Fund as clarified by the Board in 2022.

### The Year in Review

The Endowment Board meets at least quarterly and has met, virtually, 6 times during 2022.

The most critical achievement of the Endowment Board this year was the creation of a Planned Giving Program. Credit for that accomplishment goes to Anne O'Dell who worked with other members to design a program and brochures which have been distributed to parishioners and others. The St. Paul's website contains information on the program, including the 1858 Legacy Society.

The Board approved the clarification that The Policies and Procedures is the governing document for the Board, as there has never been By-Laws Document.

The investment markets have been as hard on the values in the Endowment Fund as everywhere else and the ending value is below the beginning of 2022. Invested asset values, which do not include the Disbursement Account, fell 16.3%. Both equity markets and fixed income markets fell about equal amounts during 2022. The Rate of Return overall since March 24, 2017, is 3.73%.

The Board continues to use the Investment Advisory Firm of The Murchison Group at Wells Fargo Advisors and has been pleased with the service of our advisor, David Brownlow. Other than the Disbursement Account, the FUND is managed to keep the downside risk in the investments slightly below the midpoint, generally about 54% in equities and 45% in fixed income and a minor amount in cash.

One issue the Board has spent time in discussing is the requirement of The Policies and Procedures that the FUND not go below \$853,678.98. Due to the balance falling at times below that amount as a result of stock and bond market losses, the Board recommended a change to the wording to allow for that occurrence under certain circumstances. The recommendation has been referred to the Vestry for consideration.

### Performance of the FUND

The Endowment Board meets regularly with Wells Fargo Advisors to understand the financial markets, predictions, and past performance; and the Board reviews the investment allocations within the FUND. The Policies and Procedures calls for a conservative risk level based on the Prudent Person rule.

The 2022 year began as the markets started to slide. The only requests for disbursements from the Endowment FUND were for money from FEMA that continues to be spent on repairs; and there were requests for funds as designated from Restricted Accounts. The kitchen fund was moved from the Endowment Restricted Accounts and used for the cost of repairing the dishwasher. The Endowment Board was not in a position to consider requests due to the impact of market forces on the balance. Below is a chart that summarizes results from 2021 through 2022.



### ST. PAUL'S 2022 CAPITAL FUND

**Fund Income Sources** - Grants, Gifts and Transfers from Endowment, Operating Fund & Reserve Fund

**Fund Usage (Building & Grounds)** - Architectural Plans/Equipment Repair/ Replacement/Renovation (Not for New Construction)

INCOME 2022	
Diocesan Grant - Architectural Study	15,000.00
Endowment Fund	5,388.84
Lehto Grant - Schematic Design	25,000.00
Special Gifts/Insurance Proceeds/ FEMA	10,138.18
Transfers from Operating & Reserve Fund	25,038.50
<b>TOTAL CAPITAL FUND INCOME</b>	<b>80,565.52</b>

EXPENSES 2022	
Architectural Study	4,903.80
Architectural Schematic Design	41,400.00
Endowment Loan Payment	14,592.66
Equipment Repair	4,909.49
Equipment Replacement	4,820.00
<b>TOTAL CAPITAL FUND EXPENSES</b>	<b>70,625.95</b>

2022 BALANCE (INCOME LESS EXPENSES) 9,939.57

2021 CAPITAL FUND CARRYOVER 7,812.50

**CAPITAL FUND BALANCE 12/31/2022** **17,752.07**

### ST. PAUL'S 2022 RESTRICTED FUND (Not for General Operations)

**Fund Income Sources** - Restricted Gifts and Grants - Not for General Operations

**Fund Usage** - Funds are collected for and distributed to individuals and organizations

INCOME	
Columbarium	25,300.00
Kauno Lehto Scholarships	2,000.00
Isabel James Lehto Foundation Grant	40,000.00
Nourish NC	4,965.81
<b>TOTAL RESTRICTED INCOME</b>	<b>72,265.81</b>

EXPENSES 2022	
Columbarium	8,450.00
Kauno Lehto Scholarships	2,000.00
Isabel James Lehto Foundation Grant	37,379.40
Nourish NC	4,916.00
<b>TOTAL RESTRICTED EXPENSES</b>	<b>52,745.40</b>

2022 BALANCE (INCOME LESS EXPENSES) 19,520.41

2021 RESTRICTED FUND CARRYOVER 8,893.08

**FUND BALANCE 12/31/2022** **28,413.49**

Columbarium 21,010.00

Lehto Foundation Grants 2,620.60

Nourish NC 4,782.89

**RESTRICTED FUNDS TO BE DISTRIBUTED** **28,413.49**

### ST. PAUL'S 2022 RESERVE FUND

**Fund Income Sources** - Surplus funds accumulated over the past four years

**Fund Usage** - To cover income shortfalls and/or unanticipated expenses

INCOME	
2021 Reserve Fund carryover	94,056.45
Interest Earned [January - December]	758.79
	<b>94,815.24</b>

EXPENSES 2022	
Transfers Out -To Capital Fund	4,494.35
	<b>4,494.35</b>

**2022 RESERVE FUND BALANCE** **90,320.89**

ST. PAUL'S 2023 OPERATING FUND BUDGET			
			2023 BUDGET
	<b>INCOME</b>		<b>APPROVED 01/16/2023</b>
	Pledge Payments		580,000
	Non-Pledge Gifts		57,000
	Christmas Offering		4,500
	Easter Offering		3,200
	Plate Offering		16,000
	Previous Year Pledge Payments		12,000
	<b>TOTAL OFFERING</b>		<b>672,700</b>
	General		8,555
	Gifts/Grants		21,800
	Ministries		27,059
<b>1</b>	<b>TOTAL INCOME BEFORE TRANSFERS</b>		<b>730,114</b>
	Transfers from:		
	2022 Reserve for 2023		7,000
<b>2</b>	<b>TOTAL TRANSFERS</b>		<b>7,000</b>
<b>3</b>	<b>TOTAL ALL INCOME</b>		<b>737,114</b>
	<b>EXPENSES</b>		<b>APPROVED 01/16/2023</b>
	Salary & Benefits		421,008
	Business Operations		87,656
	Facilities		108,200
	Programs		99,250
	Transfer to Capital Fund		21,000
	Transfer to Reserves for 2023		-
<b>4</b>	<b>TOTAL EXPENSES</b>		<b>737,114</b>
<b>5</b>	<b>BALANCE: Income less Expenses</b>		<b>0.00</b>



## St. Paul's Episcopal Church

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Visit us online: [www.spechurch.com](http://www.spechurch.com)

Bulletin & E-news submissions: [admin@spechurch.com](mailto:admin@spechurch.com) (Deadline Mondays, 5:00 pm)

The Right Reverend Robert Skirving, Bishop

The Reverend Caleb J. Lee, Rector

The Reverend Catherine Powell, Priest Associate

The Reverend Michael Singer, Pastoral Associate

Ronnie D. Wise, Director of Music and Organist

The Reverend Dr. William J. Weisser, Assistant Organist

Diane Matz-Kane, Financial Secretary

April Cook, Parish Administrator

Meaghan Thomas, Children, Youth, and Families Coordinator

## St. Paul's Vestry

Bill Anlyan, **Rector's (Sr.) Warden**

Chip Carter, **People's (Jr.) Warden**

Brian Buss | Layne Dupree | Ashley Eason | Matt Langley | Steve Martin

Anne O'Dell | Sally Pope | Tom Sramek | Rhonda Stroud | Meaghan Thomas

Denise Sheehan, **Clerk**

Judy Wilson, **Treasurer**